

# 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 in Old Age Psychiatry**

**Department: Renfrewshire**

**Location: Ward 38 Royal Alexandria Hospital Paisley**

**Type of contract: Permanent**

**Grade and Salary: Consultant**

**Working Hours: 40 hours per week with 1:25 on-call rota**

**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 Ashley Fergie	Clinical Director	Ashley.Fergie@ggc.scot.nhs.uk	0141 211 6429

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

## **ABOUT THE POST**

Applications are invited for Consultant in Older Adult Psychiatry who have completed CCT or are within 6 months of doing so with Section 22 AMP status.

This is an exciting opportunity to join our enthusiastic, patient centred and dynamic Older Adult Mental Health team based at Ward 38, Royal Alexandria Hospital, Paisley and Eastwood CMHT East Renfrewshire which is part of the wider Greater Glasgow and Clyde family, the largest health board in Scotland. This offers many opportunities for quality improvement, teaching, training and research. This 10 session post covers a catchment of East Renfrewshire (the Barrhead corridor) which has approximately 4,000 population. The post will cover all East Renfrewshire acute psychiatric inpatient at RAH Paisley and 1 HBCCC ward at Dykebar Hospital.

There is expectation to be part of the South Glasgow rota on-call (1:25 at least). The on-call almost always has a second on higher trainee up to 3am each day. After 1 year there is opportunity to request to come off the on-call rota. This will be agreed via Clinical Directors.

The successful applicant will play a key role in clinical leadership of the CMHT and inpatient wards which are based both at RAH and Dykebar sites diagnosing and managing those with severe and enduring mental health conditions in older adult, including some young onset dementia patients, supported by consultant psychiatry colleagues and the wider MDT.

Applications for less than full time working can be considered. There also may be option for additional EPA depending on service requirement which would be agreed through job planning.

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

### **East Renfrewshire Older Adult CMHT**

This is a small catchment area of approximately 4,000 over 65 population. The community team are based at Eastwood Resource Centre in Clarkston and the

outpatient clinic is based at Barrhead Health and Social Care Building. There is support from an experienced speciality grade doctor which is shared with other consultants. Junior doctors are frequently assigned and it is expected that the post holder will have recognition of trainer for junior doctors.

There is a well-established community team led by nurse team lead with input from psychology, OT and post diagnostic support. There is facility to share sites for MDT or have on Microsoft Teams from time to time.

Renfrewshire, Inverclyde and Glasgow City have separate older adult acute liaison teams which are consultant psychiatry led.

There are 4 care homes within the catchment for which the postholder will be RMO with the support of care home liaison team.

There is good administrative support and the post holder will have their own medical secretary based at Ward 38 Royal Alexandria Hospital, which is where the inpatient wards are situated.

### **Acute Psychiatric beds**

These are based at the Royal Alexandria Hospital Paisley. Ward 37 is a 20 bed organic ward and Ward 39 a 20 bed functional ward. Other consultants also admit into these wards from other areas of Renfrewshire. This post holder will be RMO for all East Renfrewshire admissions to Ward 37 and 39. This is inclusive of the other community consultant's East Renfrewshire catchment.

### **HBCCC beds**

These are based at Dykebar Hospital Paisley. North Ward is a 21 bed male ward and east ward is a 21 bed female ward. Wards have a mix of organic and function complex patients with the majority being organic. The post holder will be RMO for 1 of these wards. There is locum GP for 6 sessions for medical cover for these wards. GP attends the MDT on a weekly basis.

There is a strong collegiate network within Renfrewshire HSCP and the wider GG&C Old Age Psychiatry team with frequent and high quality CPD including not only old age psychiatry colleagues but also neurology and neuroradiology colleagues where there is opportunity to bring and discuss complex cases. There is a GG&C old age psychiatry Division of which this post is part. Further opportunities exist to be part of the wider OPMH Board wide Strategy looking to enhance and develop the service.

### **Renfrewshire Old Age Psychiatry Service**

Renfrewshire HSCP are part of the larger family of old age psychiatry of Greater Glasgow and Clyde who have 29 consultant psychiatrists, 14 speciality grade doctors and 5 Clinical development fellows (particular to old Age psychiatry community teams). The psychiatric services in Greater Glasgow and Clyde are made up of eight Health and Social Care Partnership areas: West Dunbartonshire, North West Glasgow, North East Glasgow, East Dunbartonshire, Renfrewshire, East Renfrewshire, Inverclyde, South Glasgow with small areas of Lanarkshire HSCP.

In Renfrewshire the post holder will work closely alongside 5 other consultant old age psychiatrists, 2 speciality old age psychiatrists and 1 clinical fellow as well as junior doctors assigned to the Renfrewshire rotation.

There is access to a full range of laboratory and radiological services based at Royal Alexandra Hospital. The Geriatricians also have wards hosted in RAH. ECT is hosted by Leverndale Hospital in South Glasgow.

There is regular CPD in the form of Internal teaching for Renfrewshire which is organised by the Adult Clinical Director. The post holder will also be invited to attend the West of Scotland sessional teaching for Old Age Psychiatry and the CPD events which are organised regularly via University of Glasgow CPD Lead. Audit and quality improvement projects / local governance is strongly encouraged and supported. There is a QI repository of audits being piloted in Renfrewshire on behalf of the GG&C Board.

There is a strong collegiate link with regular consultant meetings between Renfrewshire and Inverclyde old age psychiatrist for case based discussion and local management meeting. The community and inpatient services are managed together in Renfrewshire who overarch all of Psychiatry.

Psychiatric Services are co-ordinated system wide through the City Wide Planning and Strategic Groups. There is a current Strategy for Old Age Psychiatry. The Acting Deputy Medical Director of Mental Health and Learning Disabilities is Dr Una Graham. The Clinical Director for Old Age Psychiatry in Greater Glasgow and Clyde is Dr Ashley Fergie. The Head of Mental Health Services in Renfrewshire HSCP is Laura Howat and Service Managers are Jason McLaughlin for inpatients and Caroline Paterson and Iain McGoldrick for community. The Head of Mental Health Services for East Renfrewshire is Tom Kelly and Service Manager Michelle McGeever.

### **Older Adult Psychiatry Departmental Structure, Greater Glasgow and Clyde**

The Clinical Director for Older Adult Psychiatry Services in Greater Glasgow and Clyde is Dr Ashley Fergie, Leverndale Hospital, Glasgow.

#### **The Lead Consultants in Older Adult Psychiatry are:**

South Glasgow / East Renfrewshire: Dr Elizabeth Lightbody, Consultant Psychiatrist

North East/ E Dunbartonshire: Dr Agnieszka Philipson, Consultant Psychiatrist

North West/ West Dunbartonshire: Dr Chris Haxton, Consultant Psychiatrist

Inverclyde: Dr Craig Gordon, Consultant Psychiatrist

Renfrewshire: Dr Ashley Fergie, CD

Liaison Psychiatry (Glasgow City): Dr Matthew Sheridan, Consultant Psychiatrist

### **Our Locations of Older Adult CMHTs and Staff Members in Greater Glasgow & Clyde**

#### **Renfrewshire HSCP**

Royal Alexandra Hospital, Corsebar Road, Paisley, PA2 9PN (Community and Inpatients)

*This post*

Dr Craig Gordon, CD for Adult Inverclyde and Liaison Consultant Psychiatrist  
Dr Mark Webster, Consultant Psychiatrist  
Dr Tom McCabe, Consultant Psychiatrist  
Dr Anita Ganai, Consultant Psychiatrist  
Dr Sean Dornan, Locum Consultant Psychiatrist  
Dr Zulfiqar Ali, Specialty Doctor  
Dr Nawaz Khan, Speciality Doctor  
Dr Hussain Ahmed, Locum Specialty Doctor  
Dr Lynsey Webster, GP  
Dr David Teeling CDF

### **North West Glasgow HSCP**

Glenkirk Resource Centre, 129 Drumchapel Road, Glasgow, G15 6PX  
Admitting Hospital: Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12 0XH

Dr Matthew Sheridan, Lead Clinician (Liaison Service) and Consultant Psychiatrist  
Dr Eric Jackson, Consultant Psychiatrist  
Dr Jennifer White, Consultant Psychiatrist  
Dr Jean Hannah, Specialty Doctor  
Dr Ruth Flavahan, Specialty Doctor  
*Vacant post, CDF*

### **West Dunbartonshire HSCP**

Goldenhill Resource Centre, 199 Dumbarton Road, Clydebank, G81 4XJ  
Admitting Hospital: Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12

Cairnmhor Resource Centre, Dumbarton Joint Hospital, Cardross Road, Dumbarton, G82 5JA

Admitting Hospital: Vale of Leven Hospital, Main Street, Alexandria, G83 0UA

Dr Christopher Haxton, Consultant Psychiatrist, Lead Clinician  
Dr Robert Clafferty, Locum Consultant Psychiatrist  
Dr Alison Mitchell, Consultant Psychiatrist (Locum)  
Dr Claire Nelson, Acting Consultant  
Dr Saif Rangwala, Specialty Doctor  
Dr Kirsty Thomson, Speciality Doctor  
Dr Christie Smith, CDF

### **North East Glasgow HSCP**

Belmont Centre, 300 Balgrayhill Road, Glasgow, G21 3UR  
Parkview Resource Centre, 152 Wellshot Road, Shettleston, Glasgow G32 7AX  
Admitting Hospital: Stobhill Hospital, 133 Balornock Road, Glasgow, G21 3UW

Dr Agnieszka Philipson, Lead Clinician and Consultant Psychiatrist

Dr Rachel Brown, Consultant Psychiatrist  
Dr Kimberly Boyle, Consultant Psychiatrist (Liaison Service)  
Dr Erica Campbell, Consultant Psychiatrist  
Dr Phil Andrew, Consultant Psychiatrist  
Dr Ashley Fergie, CD and Consultant Psychiatrist  
Dr Raquel Da Silveira, Specialty Doctor  
Dr David MacLean, Specialty Doctor  
Dr Debjani Gandopadhyay, Specialty Doctor (Liaison Service)  
Dr Umer Tahir, CDF

### **East Dunbartonshire HSCP**

Woodlands Resource Centre, 15-17 Waterloo Close, Kirkintilloch, G66 2HL

Admitting Hospital: Stobhill Hospital, 133 Balornock Road, Glasgow, G21 3UW

Dr Anthony McElveen, Consultant Psychiatrist (Inpatients only)  
Dr Jacqueline Wiggins, Consultant Psychiatrist  
Dr Kerry McMurray, Acting Consultant  
Dr Gayathri Ravishankar, Specialty Doctor  
Dr Jamie McNab, Locum Specialty Doctor

### **South Glasgow HSCP**

Elderpark Resource Centre, 20 Arklet Road, Glasgow, G51 3XR

Shawmill Resource Centre, 35 Wellgreen, Glasgow, G43 1RR

Admitting Hospital: Leverndale Hospital, 510 Crookston Road, Glasgow, G53 7TU

Dr Elizabeth Lightbody, Lead Clinician and Consultant Psychiatrist  
Dr Sarah Ward, Consultant Psychiatrist (Liaison Service)  
Dr Ewan Neilson, Consultant Psychiatrist  
Dr Gillian Docherty, Consultant Psychiatrist  
Dr James Herron, Consultant Psychiatrist  
Dr Jerard Tharumanaygam, Specialty Doctor  
Dr Stephanie Clinton, Specialty Doctor  
Dr Andrew Mooney, CDF

### **East Renfrewshire HSCP**

Eastwood Health and Care Centre, Drumby Crescent, Glasgow, G76 7HN

Admitting Hospital: Leverndale Hospital, 510 Crookston Road, Glasgow, G53 7TU

Dr Prerna Ambardar, Consultant Psychiatrist  
Dr Rachel Clark, Specialty Doctor

### **Inverclyde HSCP**

Inverclyde Royal Hospital, Larkfield Road, Inverclyde, PA16 0XN (Community and Inpatients)

Dr Iain Fergie, Acting Consultant  
Dr Sean Dornan, Locum Consultant  
Dr Imogen Porter, Locum Speciality doctor  
Dr Florence Tilling, Locum FY3

## JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

### Main Duties

1. Regular outpatient clinics. This will include face to face, telephone and Attend Anywhere clinics.
2. Home visits to patients within their own home or in a care home setting.
3. Responding to clinical emergencies in the community
4. The utilisation of the 3 acts: Mental Health Act, Adults with Incapacity Act and Adult Support and Protection Act (Ideally at a Section 22 level)
5. Clinical Leadership of the MDT and attending MDT meetings.
6. Completing associated administrative tasks such as clinic letters and requesting appropriate investigations in a timely manner.
7. Review of investigation results such as scan results, bloods result or ECGs (for example associated with psychotropic medication monitoring).
8. Attending relevant clinical meetings in a professional capacity e.g. Adult Support and Protection; Care Programme Approach.
9. Lead local service development and quality improvement
10. Be familiar with Board Policies and procedures
11. Work with patients, families and teams, including statutory and non-statutory services, in a safe, effective and patient centered manner
12. Provide cross cover for consultant colleagues leave; both planned and emergency as per Consultant contract T&Cs

The post holder will be encouraged to participate in relevant audit / research projects and exploring opportunities of interest to them which could benefit the service. There are many areas which could be identified early should the post holder be interested, for example the monitoring of psychotropic medication such as antipsychotics and lithium is particularly important in the older adults group. The way in which this is performed varies across different OA CMHTs and may be an area ripe for QI and audit work.

There will be medical students from the University of Glasgow regularly based within the OA CMHTs and the post holder will have the opportunity to be involved with their teaching and training. The facilities of the medical library in all hospitals are accessible. There is also an online library, which includes a literature search facility, to which all staff may have access.

Below is an example of how the applicant's timetable could look (this will be dependent of an agreed job plan with the local Lead Clinician / CD).

The Provisional Timetable is as follows

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>AM</b>	Ward 39 MDT	E Ren CMHT Allocation meeting and MDT	East Ward HBCCC MDT	SPA	Ward 37 MDT

<b>PM</b>	MHA/ Admin 1-3 SPA 3-5	Outpatient clinic E Ren	Wards 37/39	OPC / Domiciliary visits 1-3pm Admin 3-5	Urgent clinical work 1-3pm Admin 3-5pm
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The final timetable has a degree of flexibility, subject to the needs of the service and would be discussed with the successful candidate.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time or work flexibly. Up to 2 EPA's may be available to undertake additional direct clinical care (DCC) sessions or management activity.

Additional Non DCC (up to 2 PA's in total – Inclusive of 1 core SPA plus 1 additional non DCC) can be negotiated and agreed between the successful candidate and Management depending on the time required to support professional activities and the needs of the service.

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, revalidation time, occasional management meetings and junior doctor clinical supervision. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed. We welcome consultants with experience to discuss opportunities for more SPA responsibilities within the 10 sessions.

The post holders will be expected to provide medical leadership within the community and inpatient MDT. The post holder will be expected to cover for colleagues during absences in line with the arrangements set out in the National Terms and Conditions. He or she must be approved under Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003 and be able to act as RMO and AMP to patients.

The on-call commitment is currently 1 in 25 (non-resident) as part of South Glasgow and Clyde rota with a continuous rota of higher trainees. There is opportunity for new consultants to request to come off of the on-call rota after 1 year in post with the proviso that if rota numbers were to drop then they will be asked to re-join. Currently the rota is well staffed.

## **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 ask 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.