

**WORKING IN NHS FIFE**

#### Consultant Psychiatrist in General Adult Psychiatry

#### Central Fife

**Closing Date:**





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You will receive a response acknowledging receipt of your application.

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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult) then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.** |

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| **Section 1. Introduction to Appointment** |

Job Title: **Consultant Psychiatrist - GENERAL ADULT PSYCHIATRY**

**Kirkcaldy CMHT, Central Fife.**

Department: **ADULT PSYCHIATRY MENTAL HEALTH SERVICES**

Base: **WHYTEMAN’S BRAE HOSPITAL KIRKCALDY**

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| **Section 2. Departmental and Directorate Information** |

**FIFE PSYCHIATRIC SERVICES**

The NHS Fife Mental Health Service is a Fife wide service delivering the full range of inpatient and community care and treatment for patients of all ages experiencing mental illness and a range of mental health problems, including alcohol and drug dependency. The service operates as a distinct, Fife wide service managed and governed within and by Fife Wide Division of Fife Health & Social Care Partnership.

It is a large and complex service organised into operational and functional service units in order to provide secondary, tertiary and specialist services, and to link with primary care and the Acute Division. The service is geographically organised to provide inpatient and community general adult and older adult psychiatric care, and functionally organised to provide general and specialist community services for children and young people, and those with addictions.

The Adult Psychiatric Service in Fife is divided into three sectors, with inpatient and out patient care being delivered by a nominated sector consultant. –

**West Sector** (approx population 149,357) Based in Queen Margaret Hospital, Dunfermline

**Central Fife – Kirkcaldy & Levenmouth Sectors** Based in Whyteman’s Brae Hospital, Kirkcaldy(approx population 153,909)

**North East & Glenrothes Sector** Based in Stratheden Hospital, Cupar(approx population 75,997)

**In-patient services**

In-patient services are at Queen Margaret Hospital, Dunfermline, Whyteman’s Brae Hospital, Kirkcaldy, and at Stratheden Hospital, Cupar. There are three general adult acute wards, one on each site. Ward 2 at Queen Margaret hospital, Dunfermline has 22 beds, Ravenscraig Ward in Whytemans Brae Hospital, Kirkcaldy has 21 beds, Lomond Ward in Stratheden Hospital Cupar has a further 22 beds. At times of peak demand capacity exists to surge by a further 8 beds per ward maximum.

There is a newly built eight bedded IPCU based on the Stratheden site, offering both male and female inpatient intensive care for the whole of Fife.

**Community Mental Health Teams:**

There are two CMHTs in West Fife, two in Central Fife and two in North East Fife. Teams comprise of community psychiatric nursing staff, psychology, psychiatry and attendance at meetings by occupational therapy. Teams broadly follow the GP clusters. Multidisciplinary care planning and key working are in place.

Weekly multidisciplinary meetings occur in the team bases. Team leads have been appointment and links with the newly created GP clusters are being established.

Newly created primary care community nursing triage posts have recently been established. The self-referral Access Therapies for Fife complements primary care initiatives and includes a range of interventions from self-help psychoeducational materials to therapy groups. Developments are progressing with local area coordinators, community hubs, peer support cafes and expanding the third sector trauma informed project, Better the Well and employability initiatives.

**Community Resources**

Fife has now an established community rehabilitation team to complement the inpatient Rehabilitation Service.

The Fife wide Occupational Therapy Service covers the 3 sectors in Fife and provides a service to acute, rehabilitation and community for both over and under 65 -year-old patients. The service includes assessment of functional capacity and deficits, therapeutic activity, specific evidence-based interventions and discharge planning.

The department of Clinical Psychology is led by the Area Head of Psychology Services based at Lynebank Hospital and Stratheden Hospital. There is a comprehensive range of services providing primary mental health psychological care in addition to secondary care provision.

Social Work Department (Fife Council). Currently the Social Work Service is being reorganised but we relate at present mainly to the Mental Health Officer team and community care team. The Social Work Department commissions supporting care from a number of providers.

Specialist Pharmacy Services. Specialist mental health pharmacy managers work closely with clinicians, provide information to patients and carers and work on local protocols. There is regular attendance at ward clinical meetings.

**Specialist Services**

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| **Unscheduled Care Assessment Team****Old Age Psychiatry**  | This is a 24 hour nurse led team with medical input from duty trainee doctors. It is a Fife wide service and is based at Whytemans Brae Hospital. It provides urgent assessments, management and signposting for unscheduled presentations including A&E at the Victoria Hospital Kirkcaldy and has close links with the sector teams. It provides a bed management role to the acute wards. Further development of unscheduled care services includes Advanced Nurse Practioner's (ANP’s) working within the Emergency Department. This is planned to be a 24-hour service.Whyteman’s Brae Hospital (Day Hospital only), KirkcaldyStratheden Hospital, CuparQueen Margaret Hospital, Dunfermline |
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| **Rehabilitation**  | Stratheden Hospital, Cupar (Fife wide inpatient care) and Fife community rehabilitation team |
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| **Intensive Psychiatric Care Unit** | Stratheden Hospital, Cupar (Fife wide). |
| **Liaison Psychiatry** | Victoria Hospital, Kirkcaldy. |
| **Addictions** | Cameron Hospital, Windygates.Whyteman’s Brae Hospital, KirkcaldyLynebank Hospital, Dunfermline |
| **Eating Disorders Services (EDAIT)** | Drumcarrow Lodge Stratheden |
| **Child and Adolescent** | Playfield House, Stratheden Hospital, Cupar (Fife wide). |
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| **Learning Disabilities** | Lynebank hospital, Dunfermline (Fife wide). |
| **Forensic** | Forensic Community Mental Health Team, Lynebank Hospital, Dunfermline, Radernie Low Secure Unit, Stratheden Hospital, Cupar |

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**Non statutory/Voluntary Organisations**

Fife has many such organisations, which include:-

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| **Scottish Association for Mental Health**  | Evergreen Project, Kirkcaldy (Horticulture)SAMH’s Pantry, Dalgety Bay (Catering).SAMs Café, Kirkcaldy, offering out of hours social contact |
| **National Schizophrenia Fellowship Scotland** | Fife Families Support Project (carers)Fife Hearing Voices Network. |
| **Supporting People Initiative** | Independent providers commissioned by Social WorkHousing Associations e.g. Richmond Fellowship, Penumbra, Barony etc. |
| **Substance misuse** | DAPL (Drug and Alcohol Project Leven)FAAS (Fife Alcohol Advisory Service)FIRST (partly NHS - Fife Intensive Rehabilitation & Substance Misuse Team)Forensic Drug Treatment Team (NHS)Community Drugs Team (NHS)Community Alcohol Team. |
| **Day Centre** | Contact Point in Kirkcaldy and Buckhaven (Barony) |
| **Vocational Training / Employment** | FEAT (Fife Employment Access Trust)FACET (Fife ARTS & Crafts Enterprise Training)Castle Furniture ProjectIndividual Placement and Support |
| **Activities** | Boomerang Project, Glenrothes |
| **Miscellaneous** | Kingdom Abuse Survivors ProjectExpress Group (Fife)Relationships ScotlandCRUSE, Bereavement Care, Scotland.Fife One Stop Shop for Autism |

**Development Plans:**

* Mental Health Services are working towards increasing services in the community and reducing dependence on beds.
* Health and social work are now integrated with one Integrated Joint Board established in 2016 covering all of Fife (three divisions, Mental health and learning disabilities fall under the Fife-wide division).
* Clinical leads posts are established with an aim of enhancing medical input into the Mental Health service development. All consultants have adequate SPA provision to facilitate active involvement in relevant service development and consultants are actively encouraged to participate in this.
* Community Mental Health Teams throughout Fife have been established. There is ongoing work developing primary mental health care resources, further delineating the role of secondary care and enhancing services in the voluntary sector. Links are being established within locality areas and CMHTS map onto these.
* A process of review of existing caseload patients is being established.
* Multidisciplinary care planning is in place with key working and a culture of goal focused treatment with emphasis on encouraging and developing self-management skills.
* An integrated care pathway for Personality disorders is being established with phase-based treatments in keeping with Royal College of Psychiatrists and MWC publications. Supporting this work, a skills training programme, The Decider, (CBT and DBT based) has being purchased to roll out service wide to enable a consistent approach.
* The rehabilitation service is being redesigned with particular focus on community provision being enhanced.
* The voluntary sector is currently being reviewed with the establishment of peer support workers, local area coordination and projects such as Better than Well (life skills coaching and trauma informed).
* Primary mental health triage CPNs have been employed within primary care. The Fife Access Therapies website has recently been launched further enhancing supports within primary care.
* Restructuring has aligned services with the HSCP community services East and West divisions and community teams within the 7 localities and GP clusters.
* There is a strategic assessment process commenced developing plans for the mental health estate

**SOUTH EAST SCOTLAND PSYCHIATRIC TRAINING SCHEME**

Fife is part of the South East of Scotland Psychiatric Training scheme. Trainees rotate throughout the whole region, between Lothian, the Borders and Fife. Trainees spend one half day each week during the academic year attending the MRCPsych course in Edinburgh and an additional half day of postgraduate training in Fife. They also attend psychotherapy training.There are also GPSTs and FY2s on rotation with the service. In total there are 19 trainee doctor posts.

**ARRANGMENTS FOR MEDICAL REPRESENTATION**

There is an active Local Negotiating Committee with Primary Care Division representation.

All consultants and specialty doctors are members of Fife Division of Psychiatry.

**Section 3:**  **Main Duties and Responsibilities**

# This post holder would provide Consultant Psychiatrist input to the well-established Kirkcaldy CMHTs in Central Fife, working alongside two other Consultant Psychiatrists, along with a number of Community Psychiatric Nurses, OT and Clinical Psychology.

# The post is a 10PA job. This will comprise 8 DCC and 2 SPA. Flexible working arrangements can be explored for the right candidate, depending on the needs of both the post holder and the CMHT. In addition, the use of SPA time can be flexible dependent on the needs and aspirations of the candidate – 1SPA will be devoted to local teaching CPD, appraisal and revalidation, while the other may be flexibly used, to pursue interests such as Quality Improvement, research, education, or a special interest.

# The post holder will cover a defined GP catchment area serving areas across Kirkcaldy, Burntisland and surrounding villages and would be working within both in-patient and community settings.

The population of working age adults covered by KCMHT is approximately 50000. The Central Fife service covers both urban and rural communities. Whyteman’s Brae Hospital is the main service base in this area. There is one inpatient ward for working age adult patients, Ravenscraig Ward (21 beds). Outpatient clinics for this post will be based at the day hospital attached to Whytmen’s Brae Hospital and occasional clinics in Burntisland.

CMHTs are now established Fife wide. Weekly MDT meetings are held with community psychiatric nursing colleagues, psychology, social work and occupational therapy. Band 7 posts have been created to act as team leads, and a culture of key working and MDT care planning is being established. Of note the Kirkcaldy CMHT is co-located which always high quality team working all the time..

Complementing this an ICP for Personality Disorder which is in the process of being established.

There is good psychology provision at a primary care level in addition to resources within the day hospitals. Proposals have been made to develop psychological services within inpatient wards as well. There is a working group currently ensuring gaps are met and unnecessary duplication eradicated. Identified gaps will feed into a review of the voluntary sector which is also underway.

The post is supported by medical secretary time, and the postholder will be allocated office space within Whtemans Brae Hospital with all the necessary computer equipments.

The post holder is expected to participate in the shared Central Fife consultant’s activities and broader activities of the Fife wide division of psychiatry. This includes planning meetings and to take a share of administrative and organizational duties, both locally and within the Health and Social Care Partnership. There is close liaison between all Fife consultants and occasional cross cover may be necessary with other general adult colleagues in other locally based units and / or Old Age colleagues.

Principal duties

* To work flexibly with colleagues of all disciplines to achieve best standard of patient care possible.
* Clinical care of working age adult patients, from a designated group of practices from West Fife.
* Outpatient clinics.
* Liaison with Mental Health Social Workers, Social Services and colleagues from other disciplines in NHS Fife. Home visits with GPs and other members of the team as necessary.
* Manage the treatment of patients using the Mental Health (Care & Treatment) (Scotland) Act 2003 and the Adults with Incapacity (Scotland) Act 2000 where appropriate and necessary. Attend CPA meetings and Mental Health Act tribunal hearings.
* Liaison with non-statutory service providers, for example, Housing Support Associations and Fife Alcohol Advisory Service.
* Liaison with NHS Fife Addiction Services.
* Liaison with Accident and Emergency Department and occasionally with general wards.
* From time to time the post holder may be required to provide inpatient clinical care to adolescent patients, learning disability patients, older adults and Addictions Service patients as well as occasional out of sector patients when the sector beds are full.
* Currently consultants provide court reports to their own sector, but many reports are now completed by the Forensic Mental Health Team.
* The post holder is expected to participate in clinical governance activities.
* The post holder is expected to co-operate with and provide support to the Clinical Service Manager and Clinical Lead but there are no specific management duties. Management responsibilities will be developed by discussion.
* To be responsible for the education, training, and supervision of the junior medical staff and should attend Educational Supervisor course.
* To provide, when required, lectures to nursing staff at various stages of their training and to other groups for in-service training.
* To undertake duties as an approved medical practitioner under the terms of the Mental Health (Care & Treatment) (Scotland) Act 2003.
* Share of annual leave, public holiday and study leave cover with colleagues. Sick leave as per LNC agreement with NHS Fife.
* To participate fully in the on-call rota for the Psychiatric Service Fife wide. On call responsibilities cover Mental Health Services throughout Fife, currently on an approximately 1:20 basis. The post holder will be expected to do a pro-rata share of the on call. Out of hours cover is provided by duty doctors in training and Mental Health Officers (Social Workers). Out of hours General Practitioner services are provided centrally by the Primary Care Emergency Service (PCES). Accident and Emergency services are based at Victoria Hospital, Kirkcaldy, and Queen Margaret Hospital, Dunfermline.
* In view of the impending changes in the Mental Health Service, the job description will be subject to review after 12/18 months to allow flexibility for both the successful applicant and the managers planning service delivery changes.

**Provisional outline Job Plan**

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|  | Monday | **Tuesday** | **Wednesday** | **Thursday** | **Friday** |
| 9 am – 1 pm | Ward work(1PA) | Postgraduate programmeDivision of Psychiatry meeting (monthly)Management meetings(1 SPA) | MHRT, Flexible clinical session (home visits, CPA meetings, day hospital, reports, MHA work, etc)(1PA) | Assessment clinic (1PA)9 am – 2 pm |  Home visits/CPA(1PA) |
| 1 pm – 5 pm | Outpatient Clinic(1PA) | CMHT meetingCMHT admin(1PA) | SPA1 PA | Ward work/admin(1PA) | Outpatient Clink (1PA) |

Two SPA sessions is the recommendation for job plans for new consultant appointments. On appointment additional SPA time may be negotiated for specific additional activities acceptable to the candidate and desirable by the Board

Includes 0.5 PA on call and 0.5 PA cover for colleagues/ flexible working to be subtracted from the above job plan

**Total = 10 PAs**

**Person Specification**

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | GMC registered medical practitioner.License to practiceApplicants must be on the GMC Specialist Register for General adult Psychiatry or within 6 months of the anticipated award of a CCT or CESR in General Adult Psychiatry at the time of interview for the postEligible for recognition as Approved Medical Practitioner under the MH (C&T)(S) Act 2003 | Additional post-graduate qualifications, e.g. MD/ PhD/MSc |
| Experience | Wide experience in general adult psychiatry including working in a community setting | Evidence of leading team meetings, CPA meetings, family meetings etcExperience of undertaking Mental Health act assessments in the community Experience of giving evidence at Mental Health tribunals |
| Ability | Ability to take full responsibility for independent management of patients.Ability to communicate effectively and clearly with patients and team members | Evidence of complex case management |
| Academic Achievements | Supportive of research activity | Evidence of research and publications in peer reviewed journals |
| Teaching and Audit | Evidence of commitment to clinical auditformal and informal teaching and training of trainee doctors, medical students and other clinical staff.learning and continuing professional development | Experience of designing auditsEvidence of training in clinical and / or educational supervisionCompleted audit leading to change in practice |
| Motivation | Evidence of commitment to patient-focused carecontinuous professional development and life-long learningeffective and efficient use of resources | Experience of involvement in service development projectsClear commitment to developing role in relation to community services  |
| Team Working | Ability to work in a team with colleagues in own and other disciplinesAbility to organise time efficiently and effectivelyReliabilityExcellent communication skills | Ability to motivate colleaguesLeadership trainingGood liaison and negotiation skills |

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| **Section 6 - Contact Information** |

Informal enquiries and visits are welcome and should initially be made to: Dr Jackie Drummon, interim Clinical Director 01334 696060 or Jacqueline.drummond@nhs.scot

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| **Section 7 - Working in Fife** |

Great education, superb transport links, a growing economy and a wide range of leisure and housing choices, Fife has it all!

Fife lies on the east coast of Scotland, between Edinburgh and Dundee, and is one of Scotland's fastest growing regions. We are going from strength to strength offering competitive employment opportunities coupled with quality alternatives to big city living, a reasonable housing market, good schools, and everything you would need for a healthy work life balance. As Edinburgh is in easy reach, Fife residents can also benefit from the amenities of Scotland’s capital city.

As well as great golf (St Andrews is home to the game after all) and leisure facilities, our countryside, wildlife and award-winning beaches attract over a quarter of a million visitors every year.

Fife is also rich in history; it's the birthplace of Adam Smith and Andrew Carnegie, as well as being the historic seat of Scottish Kings. If you are interested in culture, we have award winning community cultural festivals, theatres, libraries, museums and galleries.

The Kingdom of Fife is a place of contrast and opportunities, packed with potential.



**Living in Fife**

Property in Fife spans all the options. From picturesque fishing villages in the East Neuk, to medieval streets in St Andrews and new housing across Fife, there's a home to suit every taste. Fife offers excellent properties, easy commutes and fresh air on your doorstep.

184 schools offer the Curriculum for Excellence to learners from 3 to 18, helping 50,000 children and young people develop the knowledge, skills and attributes they will need to flourish in life.

Fife is home to one of Scotland’s most famous universities, St Andrews. Fife College offers qualifications and provides opportunities for learning at home or in the community across Fife. The college works with local employers to help meet their employment needs.

**Leisure**

Leisure comes naturally in Fife, from modern sports facilities to some of Scotland’s most beautiful parks, gardens, countryside and coastal paths and a packed events programme. Cycling is an ideal way of taking in the Fife landscape with over 300 miles of dedicated cycle routes (www.fife-cycleways.co.uk). Award winning blue flag beaches offer miles of clean white sand and protected wildlife, so good that we welcome over a quarter of a million visitors every year. Of course Fife is also the home of golf and has 5-star courses.

**Travel & Location**

The Fife transport infrastructure is excellent and accessible so you should find travelling throughout Fife simple. We experience few of the commuting pressures of major cities thanks to the first-class road and railway network.

By rail, the local Fife Circle Network connects major towns and villages with 19 stations, and the main east coastline from London to Aberdeen provides fast and regular links to the cities. By car, Fife is next to Scotland’s major motorway network. From south Fife, Edinburgh is just 30 minutes away, Glasgow just 45 minutes and Perth 30 minutes. The Ferrytoll Park and Ride at Inverkeithing provides an alternative to car journeys into Edinburgh from the north. Dundee is also just a short journey across the river Tay.

Both Glasgow and Edinburgh airports can be reached in under an hour.

**Business & Jobs**

Fife is redefining its economic landscape with high-tech industries, tourism and renewable energy. Once home to ship-building, mining and heavy manufacturing, Fife is a place that encourages innovation and entrepreneurship. Commitment to education, workforce training, life-long learning and skills development helps to attract and retain talent, develop a knowledge economy and promote a culture of enterprise.

**For more about Fife see** **www.welcometofife.com**

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| **Section 8 - Terms and Conditions of Employment**  |

For an overview of the terms and conditions visit http://www.msg.scot.nhs.uk/pay/medical.

**Employment Details**

The post is available on a full time basis (10 programmed activities) and will be based at Whyteman’s Brae Hospital. However in some circumstances job share will be an option.

Hours of work are as per the agreed job plan which will be reviewed annually.

All NHS Fife appointments are subject to a satisfactory medical report and this post will require enhanced disclosure from PVG scheme.

The salary scale will be that appropriate to a full time Consultant Post i.e. £77,529 to £104,525 (exclusive of any distinction and service awards payable). Part time appointments will be calculated on a pro rata basis. The starting salary and other terms and conditions are subject to the nationally agreed consultant grade terms and conditions.

The appointment is superannuable, unless you opt out of the NHS Superannuation Scheme. Staff who choose not to be in the scheme will automatically contribute to the State Earnings Related Pension Scheme (SERPS) unless they are excluded from doing so or have arranged a Personal Pension Plan.

The annual holiday entitlement for staff will be at least 5 weeks, and possibly longer depending on length of NHS service, in addition to 10 public holidays and statutory days.

In addition to the duties outlined above, you may occasionally be required to undertake other duties for limited periods.

Employment is subject to three months' notice on either side but is subject to the provisions for appeal agreed between NHS Fife and the BMA Local Negotiating Committee.

You are required to be fully registered with the General Medical Council.

The post is non-resident.

The terms and conditions of service relating to your employment are those of NHS Fife and for the time being are set out in the Terms and Conditions of Hospital Medical & Dental Staff (Scotland) and the General Whitley Council Conditions of Service, as amended from time to time. Copies of these may be seen at the Headquarters of the Operating Division or at any of Fife Primary Care's Locality Personnel Departments. NHS Fife may from time to time amend these conditions following negotiating and consultation with the BMA, represented by the Local Negotiating Committee.

**Section 9 – General information for candidates**

**Training**

The post holder is expected to keep their CPD up to college standard.

A programme of Postgraduate lectures and journal club presentations is held on Tuesday mornings.

The Trust encourages medical staff to participate in CPD and to join a peer group. The annual budget for funding for CPD activities is flexible. There are some courses available locally for IT training.

**Lines of Clinical Responsibility**

The post holder will be professionally responsible to the Clinical Lead and Medical Director.

**Resources**

The consultant will have an office of his/her own with personal computer and secretarial support.

**Management Role/Management arrangements**

NHS Fife currently has a directorate structure. The Director of Mental Health Services has responsibility for the management of the Mental Health Service. The post holder will be managerially responsible to Clinical Services Manager for Central Fife on a day-to-day basis.

**Data Protection Act 1988**

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

**References**

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

**Disclosure Scotland**

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

**Work Visa**

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the Home Office website www.ind.homeoffice.gov.uk

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