



**Consultants* in General Adult Psychiatry
Sessions available for Perinatal Psychiatry and Medical
Psychotherapy if desired**

(NHS Borders Community Mental Health Teams)

Information and Job Descriptions



Scott's View, Melrose

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Section A

Job Descriptions

1. The Posts

Consultant posts in General Adult Psychiatry are available within the South, East and West Community Mental Health Teams in the Scottish Borders. The successful applicants will lead the General Psychiatry service for these Sectors of the Scottish Borders, delivering care and promoting a multi-disciplinary/multi-agency approach. As part of the General Adult Psychiatry jobplans, if desired, sessions can be available to lead the established and embedded Perinatal Service or to take a new leadership role in Medical Psychotherapy.

Job Title	Consultant Psychiatrist
Type of Post	General Adult Psychiatry with responsibility for the inpatient and community care of East or South CMHT patients or the community care of West CMHT patients. There is also the opportunity to take the lead as Perinatal Psychiatrist or as Medical Psychotherapist for the Scottish Borders
Full/Part Time Post	Full Time and Part Time available; Total of 10 Programmed Activities each
Salary Range	Will be employed under the 2004 Consultant Contract. Basic Salary Range: £96,963 - £128,841per annum.
Number of P.A.s	The full time contract will be for 10 Programmed Activities; less than full-time working can be available and EPA for subspecialty/leadership.
Catchment Area	East, South and West Borders; (18-69 years)
Base Hospital	Inpatient beds are located at Huntlyburn House, Melrose; the East and West community teams' bases are located within Huntlyburn Offices; the South community team base is within Hawick Community Hospital.
On-Call	Current rota 1:8. An availability supplement is paid, in accordance with the Terms and Conditions of Service.
Continuing Professional Development	To actively engage in local and national Continuing Professional Development
Posts Approved	Approved by the NHS Borders Mental Health Medical Staff Committee and Royal College of Psychiatrists Regional Adviser.

Principal Duties

Community Mental Health Team Clinical

- To take a clinical lead in the provision of general adult psychiatric services to the designated catchment area within the Scottish Borders, taking medical responsibility for outpatients and (if relevant) inpatients aged 18 to 69 inclusive, but excluding those individuals under the age of 70 with established dementia. Additionally, if relevant, to take a clinical lead in the provision of community perinatal mental health services across the Scottish Borders.
- To undertake psychiatric and risk assessments, and treatment planning in conjunction with the multi-disciplinary team within community and (if relevant) inpatient services.
- To promote a multi-disciplinary/multi-agency approach and provide consultancy support to Primary Care staff, CPNs and other staff within the South CMHT.
- To be an Approved Medical Practitioner (AMP) in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required RMO duties in relation to this.

Other Duties

- To take a special interest lead, the nature of which is to be agreed between the post holder and Associate Medical Director. If relevant, to take the overall consultant lead, and in collaboration with key stakeholders, in the development and provision of medical psychotherapy services in the Scottish Borders.
- To participate in the general psychiatric on-call rota
- To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave.
- To participate in the training and development of junior/middle grade medical staff, medical students and (where relevant) Physician Associates, including supervision.
- To contribute to the post-graduate teaching programme and to participate in CPD for revalidation

Liaison With Other Agencies

- To provide expert advice and forge working links with other stakeholder agencies and groups, including out of area services for Borders patients and primary care

Management

- To contribute to the continuing strategic development and evolution of mental health services overall and adult general psychiatric services in particular, in line with national and local guidance, including transformational change
- To actively participate in the NHS Borders Clinical Governance programme, including active involvement in clinical audit, Significant Adverse Event Reviews and complaints management

Education, Training & Research

- To provide supervision to the GP, Core Trainee and/or non-consultant grade medical staff within the teams. From time to time there may be an additional ST4-6 attached to the teams for whom appropriate supervision will also be required, depending on the incumbent demonstrating Recognition of Trainer status
- To initiate or participate in relevant research, if desired and as appropriate. There are excellent library facilities available at the Education Centre based in the grounds of the nearby Borders General Hospital, access to the NHS eLibrary from your PC/laptop, and a comprehensive patient information system.
- To participate in Continuing Professional Development and annual appraisal, including 360-degree appraisal.
- To participate in the training and development of staff: medical students on attachments, nursing staff and AHPs.
- To participate in appraisal of colleagues if desired and appropriate, subject to relevant training
- To participate in the local post-graduate programme. There is also an opportunity to become involved in the MRCPsych Teaching Course and the General Practice Psychiatry Course for GP Specialty Trainees in Edinburgh with which the Borders has close links.

2. Population and Local Information

2.1 Scottish Borders

- (a) Size of Area – 1,826 sq miles (6% of the area of Scotland)
- (b) Population – 115,000 (2% of the Scottish population)
- (c) The East CMHT serves the towns of Eyemouth, Chirnside, Duns, Greenlaw, Earlston, Kelso, Newtown St Boswells and Melrose
- (d) The South CMHT serves the towns of Hawick, Selkirk, Jedburgh, and Newcastleton.
- (e) The West CMHT serves the towns of Galashiels, West Linton, Peebles, Innerleithen, Walkerburn, Lauder and Stow
- (f) Agriculture, textiles and tourism are the major industries throughout the Borders area.

The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominantly rural, it is historically a unique part of the country, the home of the Border Reivers, and where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds in April each year. There is also ready access to cycling, fishing, golf, swimming, shooting, horse riding, cricket, football, hiking and many other activities in addition to extensive cultural groups with music and art societies, drama, and small theatres in, Peebles and Selkirk as well as amateur opera. There are cinemas in Hawick and Galashiels and an arts centre in Peebles, which includes a cinema and live theatre.

The local state schools are first rate; many of the Consultants' children attend Earlston High School which is always near the top of the state school league tables. There are also private schools available in Edinburgh, and a local private school (St Mary's) in Melrose for children up to age 13 years. There is a purpose-built nursery in the grounds of the BGH for employees' children.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of Britain, particularly in the south.

Please see Websites:

Scottish Borders Tourist Board	- www.scot-borders.co.uk
Scottish Borders Information	- www.bordnet.co.uk
Melrose	- www.melrose.bordnet.co.uk
Southern Reporter	- www.borderstoday.co.uk
NHS Borders	- www.nhsborders.org.uk
Borders Properties	- www.rightmove.co.uk

2.2 NHS Borders

Our Values are at the heart of all that we do:

- Care and Compassion
- Quality and Teamwork
- Dignity and Respect
- Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe and cared for efficiently and effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

Within NHS Borders, decision-making is embedded with an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally-recognised joint initiatives. The NHS Borders Board covers an area co-terminous with the local authority (Scottish Borders Council) and has developed close and effective links with Scottish Borders Council (SBC), including the creation of an Integrated Joint Board (IJB).

The decision-making framework within NHS Borders is currently being revamped, taking into account what went well at the onset of the covid pandemic. Rapid redesign and mobilisation of services was made possible through clinically-led and managerially enabled decision-making. The aim is for the best of that to be retained and embedded within our structures while ensuring robust governance and a 'whole system' approach to include the NHS Clinical Boards, Primary Care and the IJB. There are many initiatives on the horizon affecting the future landscape for Scottish psychiatrists; the close-knit and collaborative nature of the Scottish Borders' statutory services combined with our highly networked medical psychiatric workforce, puts us in a unique position to ensure those developments result in the best services for those patients most in need.

Clinical Governance (CG) is well established, forming part of the Risk Management of the whole organisation. CG is seen as a positive support to all clinicians with active participation by all professions. There is a wide range of opportunities for the post-holder to be involved in this area of work.

2.3 Mental Health Service

With approximately 300 staff and an annual operational budget of around £16 million, the NHS Borders Mental Health Service provides treatment in a variety of settings, via consultant-led Community Mental Health Teams, a range of community facilities and the in-patient services.

The shared philosophy is that of a personal service based on respect for the individual. It builds on the historic foundations of the therapeutic community principles of Dingleton Hospital and the solidly established community psychiatry approach commenced in the early 1970s. We expect people to achieve their maximum potential when given the appropriate involvement in and responsibility for their own care and recovery. Through our community approach, we are able to intervene early to provide assertive outreach and deliver a range of treatment modalities within the biopsychosocial model which uses the most effective combination of medical interventions (in the broadest sense), cognitive behavioural, psychodynamic, occupational, social and family support.

There is a clear value base within the service that front-line clinicians must be involved in decisions affecting their everyday working practise; there is a range of opportunities for medical staff to get involved through active clinical governance systems, Medical Staff Committee, service operational meetings and a range of project steering groups. The Mental Health Board oversees the delivery of services and includes a wide range of clinical staff alongside managers and a number of Consultant Psychiatrists.

Adult Mental Health Services

Adult Mental Health Services undertook a period of development in the decade following the closure of Dingleton Hospital. The Adult Mental Health Services consist of 3 Community Mental Health Teams (East, South and West) with geographical catchment areas centred on the larger Borders towns (Kelso, Hawick and Galashiels). There is also access to voluntary organisations and supports.

East Community Mental Health Team

This postholder will be jointly responsible for provision of service in the East Community Mental Health Team (CMHT) catchment area, with the exact area of Consultant responsibility being negotiable.

The East CMHT is a fully integrated team with a catchment formed from the patients who are registered with general practitioners in Eyemouth, Duns, Earlston, Kelso and Melrose. Community staff are currently based in Huntlyburn on the Borders General Hospital site and sit alongside the acute admission unit and administrative bases situated at Huntlyburn House, Melrose. The community team operates during the hours of 9am until 5pm, Monday to Friday.

The East CMHT will consist of the following staff:

1.2 wte	Consultant Psychiatrist
1.5 wte	Clinical Psychologist
2.0 wte	Team Manager (covering the three CMHTs)
3.0 wte	Community Psychiatric Nurses (Band 6)
0.77 wte	Occupational Therapist (Band 6)
1.88 wte	Healthcare Support Worker (across the 3 teams)
0.6 wte	Peer Support Worker
1.0 wte	Social Worker
1.0 wte	Mental Health Officer
0.33 wte	Team Secretary (Band 4)
1.61 wte	Secretary (Band 3)
1.0 wte	CT1-3 trainee or GP trainee
0.8 wte	CDF/Specialty Doctor

In the year May 22 to April 23, there were 510 referrals to the East CMHT. The current team caseload is 340.

South Community Mental Health Team

This postholder will be responsible for provision of service in the South Community Mental Health Team (CMHT) catchment area, with the exact area of Consultant responsibility being negotiable.

The South CMHT is a fully integrated team with a catchment formed from the patients who are registered with general practitioners in Hawick, Selkirk, Jedburgh, and Newcastleton. Community staff are currently based in the South Team Offices within Hawick Community Hospital. The community team operates during the hours of 9am until 5pm, Monday to Friday.

The South CMHT will consist of the following staff:

1.0 wte	Consultant Psychiatrist
1.5 wte	Clinical Psychologist
2.0 wte	Team Manager (covering the three CMHTs)
3.0 wte	Community Psychiatric Nurses (Band 6)
0.77 wte	Occupational Therapist (Band 6)

1.88 wte	Healthcare Support Worker (across the 3 teams)
0.6 wte	Peer Support Worker
1.0 wte	Social Worker
1.0 wte	Mental Health Officer
0.33 wte	Team Secretary (Band 4)
1.61 wte	Secretary (Band 3)
1.0 wte	CT1-3 trainee or GP trainee
0.8 wte	CDF/Specialty Doctor

In the year May 22 to April 23, there were 483 referrals to the South CMHT. The current team caseload is 248.

West Community Mental Health Team

This postholder will be jointly responsible for provision of service in the West Community Mental Health Team (CMHT) catchment area, with the exact area of Consultant responsibility being negotiable.

The West CMHT is a fully integrated team with a catchment formed from the patients who are registered with general practitioners in Galashiels, Peebles, Innerleithen, Walkerburn, Lauder, Stow and West Linton. Community staff are currently based in Huntlyburn on the Borders General Hospital site and sit alongside the acute admission unit and administrative bases situated at Huntlyburn House, Melrose. The community team operates during the hours of 9am until 5pm, Monday to Friday.

The West CMHT consists of the following staff:

1.8 wte	Consultant Psychiatrist
1.5 wte	Clinical Psychologist
2.0 wte	Team Manager (covering the three CMHTs)
3.8 wte	Community Psychiatric Nurses (Band 6)
0.77 wte	Occupational Therapist (Band 6)
1.88 wte	Healthcare Support Worker (across the 3 teams)
0.8 wte	Peer Support Worker
1.0 wte	Social Worker
1.0 wte	Mental Health Officer
0.33 wte	Team Secretary (Band 4)
1.61 wte	Secretary (Band 3)
1.0 wte	CT1-3 trainee
1.0 wte	GP trainee

In the year May 22 to April 23, there were 584 referrals to the West CMHT. The current team caseload is 464.

Referrals

The teams accept referrals of adults aged 18 to 69 years who present with a range of acute general psychiatric disorders, including major mental illness, severe adjustment disorders and emotional and behavioural disturbances requiring psychiatric or psychological assessment, and with more specialist patient groups such as dual diagnosis, comorbid neurodevelopmental and eating disorders. Borders CMHTs all provide an assessment and treatment service at a venue within the community or in people's own homes. A trial of the 'Single Point of Access', where all referrals are assertively triaged, is currently underway with a view to getting patients to the help they need as soon as possible.

Emergency referrals are currently handled by the Borders Crisis Team based in Melrose. Urgent referrals (seen within 5 working days) are dealt by CMHT team members.

Inpatient Beds

Nineteen acute admission beds are available at Huntlyburn House, Melrose, in a unit opened in 2001 and fully renovated in 2013. Each adult team has a nominal six beds for individuals requiring 24-hour specialist psychiatric nursing care; one bed is for elective detoxifications for patients under the care of the Borders Addictions Service. The unit runs at an average of 85% occupancy. All bedrooms are single with en-suite facilities; there are 2 sitting rooms with dining areas, additional sitting areas and one external smoking area on the unit.

Additional Community-based Services for Adults Delivered Through Statutory Sector

Renew is a new development as part of the Primary Care Improvement Plan, providing access to Primary-care level Mental Health Assessment and short-term focussed interventions aimed at early intervention and resolution of a range of mild to moderate mental health presentations. By taking a person centred approach, the **LAC service** encourages and enables individuals who experience mental health issues or mental illness to live an active, more connected and purposeful life by assisting them to engage in activities within their community. The service also builds capacity within local communities to help fill identified gaps and helps to address issues around stigma and discrimination.

Voluntary Agencies

Health in Mind provide Re:discover Borders, a befriending service, and run the Wellbeing College providing an educational approach to supporting mental health & wellbeing. **Scottish Association for Mental Health (SAMH) in partnership with NHS Borders** deliver the **Distress Brief Intervention** programme which is part of a Scottish Government pilot and has been extended to cover a younger age range. **Artbeat** provides creative opportunities for those with Mental Health problems and Learning Disabilities to support recovery. **Penumbra** provide housing support to people in their own homes, to build independence in managing and maintaining their tenancies.

Borders Independent Advocacy Service (BIAS) deliver 1:1 Independent Advocacy to a variety of client groups including mental health. **New Horizons**, a user-led organisation based in Galashiels, provide peer support through weekly groups in different locations across the Borders.

AA which has local groups in all main towns. **Penumbra Youth Project Community Drug Action Project** which provides information, advice and counselling for 16-21 years with drug/alcohol problems (with or without mental health problems). Drop-in centres in Galashiels, Hawick, Eyemouth, Peebles and Kelso. **We Are With You (WAWY)**, a community based counselling, information and advice resource for adults with alcohol problems. WAWY also runs a support group for longer-term support/relapse prevention and a programme of group work modules for alcohol-related offenders referred by the Criminal Justice Service. Drug outreach service for 16 yrs plus including: needle exchange; information; counselling; practical support; and support to access employment, education or training.

Other Mental Health Teams:

a) Borders Addictions Service

The NHS Borders Addiction Service provides a Scottish Borders-wide assessment and treatment service to individuals with drug and alcohol related problems. The team works within a broad philosophy of harm reduction, recognising the right of clients to make informed choices regarding their lifestyles and changes they wish to make within this. Access to detoxification beds is within the acute adult admissions unit (Huntlyburn House); these patients are overseen by the Addictions Psychiatrist. There are drop-in facilities in key locations within the Borders and rapid access to opiate-replacement titration regimes.

b) Borders Crisis Team

The Borders Crisis Team (BCT) accepts referrals from GPs, Liaison Psychiatry and CMHTs. It provides intensive community treatment to adults with acute mental health problems, as an alternative to hospital admission where safe and appropriate. The activities of the BCT include: assessment, emotional

support, symptom management, practical help, supervision and safety, family work and monitoring medication.

There is close liaison between the BCT and the key worker from the referring team who will maintain regular contact during the time the BCT are involved, to ensure continuity of care. Medical responsibility for BCT patients remains with the consultant from the referring Community Mental Health Team. The consultant cover for new cases referred to BCT is also provided on a sector basis.

The service is Borders-wide and operates from 9am to 5pm Monday to Friday. There is weekend cover in conjunction with the on-call trainee psychiatrist. Patients can be visited more than once a day if necessary, particularly in the early stages of involvement. The average length of contact with the BCT is 2-3 weeks. The BCT is staffed during the unscheduled care period to provide a Liaison Psychiatry service along with the on-call trainee doctor, supported by the on-call consultant who is available to give telephone advice. In this time period they can offer limited support to the BCT caseload.

c) Child and Adolescent Mental Health Services

The Child and Adolescent Mental Health Team is based in Selkirk. It provides assessment and treatment of mental health problems relating to children and young people under the age of 18 years, and promotes the understanding of issues affecting the mental health of this age group. Inpatient provision is available at the Young People's Unit in Edinburgh.

d) Learning Disability Service

The Learning Disability Community Service, based in Earlston, provides a service to adults (16+ years) with a learning disability and complex mental health needs.

There are no local inpatient facilities and specialist inpatient beds are accessed out-of-area. An Assertive Outreach Team offers intensive care and assessment at home to avoid unnecessary hospital admission. The Learning Disability Service is part of the regional planning network for South East Scotland and Tayside regions and has operated as a fully integrated (Health and Social Work) Borders-wide service for several years

e) Liaison Psychiatry Team

In 2005 a Liaison Psychiatry Team was created to provide a psychiatric service to the Borders General Hospital. Referrals include deliberate self-harm and the whole range of psychiatric disorders which are a consequence of physical illness or contribute to it, including medically unexplained physical symptoms which present in the general hospital setting.

f) Mental Health Services for Older Adults

The Mental Health for Older Adults Service (MHOAS) provides a Borders-wide specialist mental health service for all people aged 70 and over and for those below 70 with progressive dementia. The Mental Health for Older Adults Team (MHOAT) is the community team element of the service, providing community assessment, often in the patient's own home, with treatment and on-going support for those with complex needs.

In-patient facilities include: a dementia assessment and stabilisation ward, the Borders Specialist Dementia Unit, and 6 beds for functionally ill elderly people, Lindean Ward. A specialist Care Home and Community Hospital Assessment Team support the assessment and management of people with high-level needs associated with dementia in those settings, promoting holistic and patient-centred care in a more homely environment.

g) Rehabilitation Service

The Community Rehabilitation Team provides a Borders-wide service for around 120 patients with severe and enduring mental health problems (mostly chronic schizophrenia). It accepts referrals of adults from 18 – 69 years from adult CMHTs, CAMHS and other psychiatric services where patients are returning to

live within Borders. The referral criteria include: adults with severe and enduring mental health problems, usually with a diagnosis of Schizophrenia, Schizoaffective disorder or severe Bipolar Affective Disorder; complex needs involving the combination of health, social, occupational, employment and educational difficulties; those likely to benefit from active rehabilitation, or who require a level of community input and consistency that cannot be provided by the adult community mental health teams.

An increasing number of referrals have comorbid diagnoses of psychosis and alcohol/substance misuse. The Rehabilitation Team delivers individual care packages to adults across Borders, with a strong emphasis on multi-disciplinary and multi-agency joint working. Dedicated supported accommodation flats are available in Galashiels. The Rehab inpatient unit (East Brig) has 10 beds for patients in early relapse, active rehabilitation and for relapse prevention and has recently opened a supported accommodation facility (Millar House) within Melrose.

2.4 Scottish Borders Council

There are good relationships between NHS Borders and the Local Authority, who continue to work together to implement the Integration Strategy for Mental Health and Older Adults Services.

2.5 Social Services

There is specialist Mental Health Social Work input into all the CMHTs, Community Rehab Team and BAS, fostering excellent working relationships. The MHO service can be contacted 24 hours per day, seven days per week.

3. Research, Audit, Development and Teaching

The Clinical Tutor has responsibility for the local professional development programmes. This role currently incorporates medical student placements and supporting new trainees. The Adult, Older Adult, Child & Adolescent and Learning Disability Services are approved training areas for Basic Specialist Training in Psychiatry and Vocational Training for General Practice.

Research is encouraged and investigative tools, such as MRI, SPECT and CT Scans are accessible at Borders General Hospital. There is an NHS Borders Research and Development Forum.

A clinical library is based on site at Borders General Hospital and there is an internal postgraduate programme with regular external speakers. There are weekly educational seminars, and Mental Health Legislation meetings. The Mental Health and Learning Disability medical staff also participate in the Borders General Hospital Grand Rounds. There is time available to support Significant Adverse Event Reviews and National Quality Standards. The Borders Service is also involved in the Scottish ECT Accreditation Network. The Borders Mental Health Service has close links with Lothian and there are opportunities to become involved in the MRCPsych Teaching Course and the Psychiatry Course for GP Specialty Trainees, based at the Royal Edinburgh Hospital and the NHS Education for Scotland Postgraduate Teaching Unit, also in Edinburgh.

All new Consultants are supported with their professional development, according to their individual needs. Mentorship can be provided and Consultants can access Leadership, Management or other development opportunities depending on their areas of interest and requirements. A weekly peer group meeting provides additional support.

4. Support Staff and Facilities

A dedicated office, laptop, e-mail and internet access is available in the Community Team bases. Patients are seen in the community, in local health centres and the BGH. There is dedicated secretarial time within the CMHTs for clinical work and additional administrative time available within Medical Administration to assist with rotas, education programmes, etc. Each consultant has a Smartphone for remote email and calendar access.

The Consultants in each team has the support of a GPST and Specialty Doctor. A Core Trainee is due to be piloted in the West CMHT. A PA post within the adult inpatient unit, Huntlyburn ward, is due to be advertised. There is a Senior Trainee from the South East Scotland Higher Training Scheme from time to time. A weekly peer meeting for Consultants is in place; this group acts as a strong, collaborative internal support structure.

The Consultant staff establishment within the Mental Health and Learning Disability Network will be as follows:

Dr Amanda Cotton	Associate Medical Director and adult CMHT
Post 1	East Community Mental Health Team
Post 2	South Community Mental Health Team
Dr Jennie Higgs	West Community Mental Health Team
Post 3	West Community Mental Health Team +/- Perinatal/Medical Psychotherapy
Dr Rosemary Gordon	Borders Addictions Service
Dr Joanna Bredski (p/t)	Rehabilitation Team
Dr Jenny Bryden (p/t)	Rehabilitation Team
Dr Lucy Calvert (p/t)	Mental Health for Older Adults Service
Dr Greg Green (locum)	Mental Health for Older Adults Service and East CMHT
Dr Ruth Ashman (p/t)	Child & Adolescent Mental Health Service
Dr Leonie Boeing (p/t)	Child & Adolescent Mental Health Service
Dr Lucy Russell	Child & Adolescent Mental Health Service
Dr Laura Kean (p/t locum)	Child & Adolescent and Infant Mental Health Services
Dr Niall Campbell	Liaison Psychiatry
Dr Mark Hughes	Learning Disability Service

Other staff supporting the Mental Health and Learning Disability Services:

Dr Eimear O'Kane (p/t)	Specialty Doctor in Personality Disorders
Dr Muriel Foreman (p/t)	Associate Specialist, CAMHS
Dr Chammy Sirisena	Associate Specialist, Learning Disability Service
Dr Jenny Forbes (p/t)	GP with Special Interest, Borders Addictions Service
Dr Grace Hill	Specialty Doctor, East CMHT
Dr Kimberley Blyth	Specialty Registrar, South CMHT
Dr Stan Yordanov	Specialty Doctor, MHOAS
Dr Gemma Berry	Specialty Doctor, Rehabilitation Team
Dr Dan Prior	Specialty Doctor, MHOAS
Emma Morgan	Physician Associate, Rehabilitation Team

5. Service, Clinical and Professional Structures

The Consultants will be members of the Medical Staff Committee within the Mental Health Service and of the NHS Borders Senior Medical Staff Committee. There is a Mental Health Board, which is responsible for the delivery of all Mental Health Services, and accountable to the Executive Team. This is chaired by the Associate Medical Director (Dr Amanda Cotton).

Annual appraisal is undertaken to review personal development, with job planning on an annual basis, with the Associate Medical Director (AMD) overseeing the process.

Within the CMHTs the Consultants have a clinical leadership role and are accountable to the Associate Medical Director. Under development is the direct line management of non-consultant medical and Physician Associate colleagues by the consultant of the relevant clinical area, with a high level of support from the AMD. Line management of other non-medical members of the team is undertaken by the Team Managers of South CMHT and the head of adult psychology, with professional supervision obtained through the relevant professional lines of accountability, ie. Nursing, Psychology, OT, social work, admin, etc.

NHS Borders' Mental Health and Learning Disability Clinical Boards (which sit under the same senior managerial leadership structure) have been developing a new model of clinical and managerial leadership with the aim of bringing together clinical advice and managerial capability to drive forward clinical service development and improvement in the current tight fiscal climate. Our aim is for the best outcomes for those most in need of our clinical expertise and secondary-care level input. This can't happen without clinical expertise at the heart of decision-making; we are committed to bringing evidence-based knowledge and clinical governance advice together with key stakeholders (including the vital patient voice) to the fore as we navigate together these difficult times.

Along with the Associate Medical Director, our Medical Director Dr Lynn McCallum is an accessible support for doctors. Dr McCallum is a visible and approachable medical leader who actively demonstrates NHS Borders' values. Dr McCallum is committed to the highest standards of clinical care and as such is interested in the experience and ideas of doctors (and every staff member, of any background) working within our wider services in order to shape and continually improve our care. Dr McCallum is currently leading on embedding the principles of Values Based Medicine and bringing together highly effective collaborations between the Clinical Boards and Primary Care.

Section B

Job Plans and Conditions of Service

1a. Job Plan 1

Draft Illustration Job Plan 1, to be agreed with successful candidate

	am	pm
Day 1	East Inpatient Ward Round Huntlyburn Ward Clinical administration including MHA work Huntlyburn Offices	SPA: Journal Club/Education Session SPA: Medical Staff Committee and Service Operational Meetings Huntlyburn Offices
Day 2	ECT administration Support to Borders Crisis Team Clinical administration BGH/Huntlyburn Offices	East Team Meeting/ Case Referrals discussion/ weekly discussion of new/ongoing cases Huntlyburn Offices
Day 3	OPC, care planning meetings and family meetings Associated clinical administration Locations including Eyemouth/Duns Health Centres and Cauldshiels at BGH	OPC, care planning meetings and family meetings Associated clinical administration Locations including Eyemouth/Duns Health Centres and Cauldshiels at BGH
Day 4	OPC/Multiagency meetings (CP/AP/MAC)/care planning Meetings Associated clinical administration Various locations/MS Teams	SPA: trainee/SD supervision Clinical communication and administration Huntlyburn Offices
Day 5	ECT administration SPA: Consultant Peer Group BCT caseload and ward reviews BGH/Huntlyburn Ward and offices	SPA: Clinical leadership development SPA: Appraisal/Revalidation preparation Huntlyburn Offices

Notes

Current rota for emergency on-call from home is 1:8. Job plan will be modified if successful candidate is working less than full time commitments. 2.5 Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education and supervision, audit, committee membership, appraisal and revalidation, service management/development.

1b. Job Plan 2

Draft Illustration Job Plan 2, to be agreed with successful candidate

	am	pm
Day 1	Clinical communication BCT caseload and ward reviews Huntlyburn Ward/Huntlyburn Offices	SPA: Journal Club/Education Session SPA: Medical Staff Committee and Service Operational Meetings Huntlyburn Offices
Day 2	OPC and associated clinical administration Hawick Community Hospital	OPC and associated clinical administration Hawick Community Hospital/Selkirk or Jedburgh Medical Practices
Day 3	South Team Meeting/ Case Referrals discussion/ weekly discussion of new/ongoing cases Hawick Community Hospital	OPC/Multiagency meetings (CP/AP/MAC)/care planning Meetings Associated clinical administration Various locations/Hawick Community Hospital
Day 4	South Inpatient Ward Round Huntlyburn Ward Clinical administration including MHA work Huntlyburn Offices	Clinical administration SPA: trainee and SD supervision SPA: appraiser work Huntlyburn Offices
Day 5	SPA: Consultant Meeting/Peer Group Meeting BCT caseload review Ward reviews and MHA work Huntlyburn Ward and offices	SPA: Clinical leadership development SPA: Appraisal/Revalidation preparation Huntlyburn Offices

Notes

Current rota for emergency on-call from home is 1:8. There are no scheduled out of hours or weekend commitments other than the on-call. Job plan will be modified if successful candidate is working less than full time commitments. 2.5 Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education and supervision, audit, committee membership, appraisal and revalidation, service management/development.

1c. Job Plan 3

Draft Illustration Job Plan 3, to be agreed with successful candidate

	am	pm
Day 1	Perinatal or medical psychotherapy OPC, care planning meetings and associated administration BGH/MS Teams/other	SPA: Journal Club/Education Session SPA: Medical Staff Committee and Service Operational Meetings Huntlyburn Offices
Day 2	West Team Meeting/ Case Referrals discussion/ weekly discussion of new/ongoing cases Huntlyburn Offices	East Team Meeting (perinatal) or medical psychotherapy care planning support Clinical administration Huntlyburn Offices
Day 3	South Team Meeting (perinatal) or medical psychotherapy care planning support (virtual) OPC reviews and associated clinical administration Galashiels/Cauldhsiels OPC	OPC, Clinical Communication including family meetings and associated clinical administration Galashiels/Cauldhsiels OPC
Day 4	Clinical administration/MHA work Huntlyburn Offices	Perinatal huddle/medical psychotherapy clinical communication Huntlyburn Offices
Day 5	SPA: Consultant Meeting/Peer Group Meeting SPA: Trainee/SD supervision SPA: Appraiser work BCT caseload review Huntlyburn Offices	SPA: Medical Psychotherapy/Perinatal leadership development SPA: Appraisal/Revalidation preparation Huntlyburn Offices

Notes

Current rota for emergency on-call from home is 1:8. There are no scheduled out of hours or weekend commitments other than the on-call. Job plan will be modified if successful candidate is working less than full time commitments. 2.5 Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education and supervision, audit, committee membership, appraisal and revalidation, service management/development.

2. Conditions of Service

- The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant's Contract) issued March 2004 by the Scottish Executive Health Department.
- The appointment will be made by NHS Borders on the recommendation of a Recruitment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). 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.
- The post holder must have Full Registration, included on the General Medical Council (GMC) Specialist Register for General Psychiatry, or if a Specialist Registrar within 6 months of completing their CCT. It is the post holder's responsibility to ensure his/her General Medical Council registration and licence to practice does not lapse.
- The Consultant appointed will have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department. They will also undertake the administrative duties associated with the care of their patients and the running of the department.
- The contract will be for 10 Programmed Activities with any additional annually renewable Extra Programmed Activities to be discussed and mutually agreed with the successful candidate and if these are offered a separate contract would be established with a 3-month notice period from either party.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £96,963 - £128,841 per annum with scale placing as appropriate to experience and qualifications. An appropriate availability supplement will be paid for on-call.
- The appointment will be superannuable and subject to the regulations of the National Health Service. Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme.
- Termination of the appointment is subject to three months' notice on either side.
- Appointment is subject to a satisfactory pre-employment medical.
- Appointment is subject to satisfactory Disclosure (Criminal Records Check).
- The post holder will be expected to live within reasonable travelling time (1 hour and 15 minutes) of the clinical team base.
- The post holder will be expected to participate in personal development review programme and CPD, and the annual appraisal process, including 360-degree appraisal.
- NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Board indemnity.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When

selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the Board's policy on smoking.

- NHS Borders Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.
- Assistance with relocation expenses may be given in accordance with the NHS Borders' Relocation Policy.

General Areas

- Communication - all staff are expected to take part in Team Meetings and other communication initiatives and to communicate readily with colleagues within NHS Borders.
- Health and Safety - all staff have a responsibility for the health and safety and welfare of themselves and others who may be affected by their acts or omissions. Staff will attend an annual update on health and safety at work and other issues relating to their safety. All incidents at work must be reported.
- Confidentiality/Data Protection - all staff who have access to information covered by the Data Protection Act will abide by the terms of the legislation.
- Standards/Quality and Policies and Procedures - staff will familiarise themselves with all NHS Borders Policies, Procedures or Protocols relating to their service and work within the guidelines.

3. Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications / Education	<p>MRC Psych (or equivalent) Full GMC Registration</p> <p>Included on the General Medical Council (GMC) Specialist Register for General Psychiatry, or Specialist Registrars within 6 months of completing their CCT*.</p> <p>Applicants should be an Approved Medical Practitioner as under the Mental Health (Care & Treatment)(Scotland) Act 2003 or be willing to gain the approval once in post.</p>	<p>Additional qualifications in a recognised Psychological Therapy.</p> <p>For Medical Psychotherapy must have relevant training and experience to fulfil role</p> <p>For Perinatal Role must have or be willing to attend Royal College of Psychiatrists Perinatal Masterclass</p>
Experience	<p>Relevant experience in the specialties.</p> <p>Experience of and skills in multi-disciplinary team working</p>	<p>Working in a CMHT, with an emphasis on community work.</p> <p>For Perinatal or Medical Psychotherapy, specific experience relevant to fulfilling leadership and clinical role</p>
Skills and Abilities	<p>Clinical expertise in community psychiatry and addictions psychiatry and knowledge of modern treatment options</p> <p>Ability to train and supervise junior medical staff/medical students/staff from other disciplines</p> <p>Good written, verbal and interpersonal communication skills.</p> <p>A commitment to developing services and working in partnership with service users and carers.</p>	<p>Skills in Psychological / Social Therapies (and in particular if seeking Medical Psychotherapy role)</p>
Clinical Governance	<p>Knowing basic principles and implementation</p>	<p>Undertaken specific projects (audit, risk management etc.)</p>
Research	<p>An interest in systematic enquiry</p>	<p>Published research; ongoing projects</p>
Teaching	<p>A commitment to education, training and professional development</p>	<p>Experience in teaching doctors and other disciplines.</p>
Management	<p>Willingness to develop leadership skills.</p>	<p>Previous line management experience.</p>
<p>*Applications from candidates with relevant experience and wishing to work towards substantive consultant appointment via CESR will be considered</p>		

<p>NHS Values</p>	<p>Care and Compassion</p> <p>Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care 	
<p>NHS Values</p>	<p>Dignity and Respect</p> <p>Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another person's perspective 	
<p>NHS Values</p>	<p>Openness, Honesty and Responsibility</p> <p>Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability 	
<p>NHS Values</p>	<p>Quality and Teamwork</p> <p>Expectations</p> <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	

Informal inquiries and arrangements to visit the service should be made to:

Dr Amanda Cotton
Associate Medical Director
Mental Health Service
Huntlyburn House
Melrose
TD6 9BD

Tel: 01896-827155

Email: Amanda.cotton@borders.scot.nhs.uk