

**WORKING IN NHS FIFE**

#### Consultant Forensic Psychiatrist – Radernie Low Secure Unit

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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 FORENSIC PSYCHIATRIST**

Department: **RADERNIE LOW SECURE UNIT**

Base: **STRATHEDEN HOSPITAL**

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

**Fife Forensic Mental Health Service**

Fife Forensic Mental Health Service comprises of a low secure unit, a Forensic Community Mental Health Team and NHS input to the Justice Social Work led Womens Justice Team.

The 12 bedded Low Secure inpatient unit is at Stratheden Hospital. 10 beds are within the main ward, and 2 are in Chestnut Lodge, a step down facility within the hospital grounds. The Forensic Community Mental Health Team are based at Lynebank. The Womens Justice Team has input from a member of a member of nursing staff and an Assistant Psychologist (there is no medical psychiatric input to this service but it is included here to describe the full range of services).

Multidisciplinary team provision within our Forensic Mental Health Service includes:

Medical staff

* 2.0 WTE Consultant Forensic Psychiatrists (one based at Radernie Low Secure Unit, and based with the Forensic Community Mental Health Team)
* 0.8 WTE Specialty Doctor (provides input to Radernie Low Secure Unit and the Intensive Psychiatric Care Unit)
* 1 WTE Core Psychiatry Trainee (shared between Radernie Low Secure Unit and the Forensic Community Mental Health Team)

Nursing Staff (ward based and community based, including Womens Justice Team)

Psychologists (with posts split across community and inpatient services)

* Consultant Forensic & Clinical Psychologist
* Forensic Psychologist
* Clinical/Forensic Psychologist
* Assistant Psychologist (Womens Justice Team)

Two Occupational Therapists (one based at Radernie Low Secure Unit, and based with the Forensic Community Mental Health Team)

Forensic Healthcare Support Worker

Administrative staff

**Other 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 Complex and Critical Care Service 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 Services Division. The service is geographically organised to provide inpatient and community general adult and elderly psychiatric care, and functionally organised to provide general and specialist community services for children and young people, and those with addiction problems.

**Associated Professional Groups**

The Fife wide Occupational Therapy Service covers the 3 sectors in Fife. 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 secordary 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 Deparment 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.

**Specialist Services**

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| **Unscheduled Care Assessment Team**  **General Adult Psychiatry and**  **Psychiatry of Old Age** | This is a 24 hour nurse lead 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.  Whyteman’s Brae Hospital, Kirkcaldy (Central Fife)  Stratheden Hospital, Cupar (Glenrothes and North East Fife)  Queen Margaret Hospital, Dunfermline (West Fife) |
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| **Rehabilitation** | Stratheden Hospital,Cupar (Fife wide inpatient care).  Community Rehabilitation Team (Fife wide) |
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| **Intensive Psychiatric Care Unit** | Stratheden Hospital, Cupar (Fife wide). |
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| **Addictions** | Cameron Hospital, Windygates.  Whyteman’s Brae Hospital, Kirkcaldy  Lynebank Hospital, Dunfermline |
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| **Child and Adolescent** | Playfield House, Stratheden Hospital, Cupar (Fife wide). |
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| **Learning Disabilities** | Lynebank hospital, Dunfermline (Fife wide). |
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| **Forensic** | Forensic Community Mental Health Team, Lynebank Hospital, Dunfermline  Radernie Low Secure Unit, Stratheden Hospital, Cupar |

**Liaison Psychiatry** Victoria Hospital (offices in Whytemans Brae Hospital)

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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). |
| **National Schizophrenia Fellowship Scotland** | Fife Families Support Project (carers)  Fife Hearing Voices Network. |
| **Supporting People Initiative** | Independent providers commissioned by Social Work  Housing 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 Project  Individual Placement and Support |
| **Activities** | Boomerang Project, Glenrothes |
| **Miscellaneous** | Kingdom Abuse Survivors Project  Express Group (Fife)  Relationships Scotland  CRUSE, Bereavement Care, Scotland.  Fife One Stop Shop for Autism |

**ORGANISATIONAL POSITION**

Director Fife Health & Social Care Partnership

Clinical Service Manager

**THIS POST**

Clinical Lead

Forensic Psychiatry

Head of Service Complex and Critical Care Services

Health & social Care Partnership

Senior Manager Mental Health Service

Clinical Director

Complex and Critical Care Servcies

Associate Medical Director

Complex and Critical Care Services

Medical Director

NHS Fife

Line management

Professional accountability

Professional accountability

Deputy Medical Director

Fife Health and Social Care Partnership

**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 GPST’s and FY2’s on rotation with the service also. 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 are members of Fife Division of Psychiatry.

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

The post is available as full time 10 programmed activities providing Consultant Forensic Psychiatrist input to Radernie Low Secure Unit.

The Post Holder will have an office base at Stratheden Hospital.

The post holder will be expected to participate in cross cover arrangement with existing colleagues.

**2.2 Resources and Support**

An office at Stratheden Hospital, computer , phone and laptop is provided and appropriate medical secretarial support will be provided.

Consultant cross cover is with the Consultant Forensic Psychiatrist in the Forensic Community Mental Health Team based at Lynebank Hospital.

There are good links with local Primary Care Services in supporting the physical health management of forensic patients. A GP provides sessional input to Radernie Low Secure Unit.

The post holder will work in the multidisciplinary team with nursing, psychology, support worker and OT along with additional social work representation. The General Adult Psychiatry on-call rota in which the post holder will participate is 2nd tier and is currently well managed through a 1st tier, consisting of junior trainees.

There is a comprehensive weekly Psychiatry academic programme run in Fife and the post holder will be supported towards achieving their CPD requirements. The post holder will be encouraged and supported to participate in research, special interest, audit and managerial activities.There is an expectation that consultants will participate in Clinical Goverance activities.

**2.3 Main duties**

* **Clinical:**
  + To provide a Forensic Psychiatry service to those patients falling within the remit of the forensic service, with particular focus on restricted patients and mentally disordered offenders aged 18 years upwards, with individual consideration for 16/17 years old, who require low secure care.
  + To provide Consultant Forensic Psychiatric input to specialist risk assessment and management of patients using structured professional judgment tools.
  + To work flexibly with colleagues of all disciplines to achieve the best standard of care possible.
  + Provision of court reports for patients who are under the care of the Forensic Mental Health Service is an essential duty of the post. Other reports for the Court may be provided within NHS Fife time depending upon clinical workload, or reasonable time shifting for these to be done as fee paying work can be considered.
  + To undertake duties as an Approved Medical Practitioner under the terms of the Mental Health (Care and Treatment) (Scotland) Act 2003.
  + To provide inpatient cover as per reciprocal cross cover arrangements with the Consultant Forensic Psychiatrist for the Forensic Community Mental Health Team.
  + To attend and participate in Care Programme Approach, Mental Health Tribunal hearings and MAPPA meetings.
  + Assessments of patients referred for specialist forensic psychiatric opinion or to low secure services from other clinical services and prisons
* **Liaison:**
  + Mental Health Officers, Local Authority colleagues and colleagues from other disciplines in NHS Fife.
  + Liaison with Scottish Government Restricted Patients Department
  + Liaison with NHS Fife addiction services, acute medical services and non-statutory service providers (e.g. Richmond Fellowship)
  + Liaison with Court Services
  + Liaising with Prison Mental health services regarding Fife MDOs
* **Management Role/Management arrangements:**
* The Head of Complex and Critical Care Services, Health & Social Care Partnership, holds overall management responsibility for Mental Health Services. The post holder will be managerially responsible to Clinical Services Manager for Forensic Services, who reports direct to Senior Manager, Mental Health Services.
  + 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.
* **Clinical Responsibility**
  + The post holder will be professionally responsible to the Clinical Lead and in turn to the Clinical Director, Associate Medical Director, Deputy Medical Director and the Medical Director.
  + The post holder will be competent in assessment, treatment and risk management of mentally disordered offenders.
  + 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 and rotates each term between sites (Dunfermline, Stratheden and Kirkcaldy).
  + NHS Fife encourages Consultants to participate in CPD and to join a peer group.
  + There are some courses available locally for IT training.
* **Research/Audit/Training**
* Research is encouraged and the successful candidate may be offered an honorary Senior Lectureship within the local universities
* The post holder is expected to take part in Audit activities.
  + To be responsible for the education, training, and supervision of the junior medical staff and should hold Recognition of Trainer status.
  + To provide, when required, teaching to multi-disciplinary staff at various stages of their training and to other groups for in-service training.
* **On-call Rota**
  + To participate fully in the on-call rota for the Adult Psychiatric Service Fife wide.

On call responsibilities cover Mental Health Services throughout Fife, currently on a 1:18 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.

* **Reviews**
  + The job plan will be subject to review on an annual basis by the post holder, Clinical Lead and Clinical Service Manager.

**Section 4: Job Plan**

Proposed Job Plan

(this is a draft and is negotiable)

Weekly timetable of Fixed Commitments \* (i.e. regular scheduled NHS activities in accordance with paragraph 30B of the terms and conditions of service). A total of 10 programmed activities, including 2 SPAs and 0.5 DCC for consultant on-call rota (currently 1:18) and 0.5 DCC for prospective cover (to be taken at a time agreed in negotiation with consultant colleagues).

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| Day | Hospital/Other Location | Type of Work | PA’S |
| Monday am | Stratheden Hospital | Enhanced Care Programme Approach meetings | DCC (4hrs) |
| Monday pm | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |
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| Tuesday am | Stratheden Hospital/Various locations | Education sessions and/or Division of Psychiatry meeting/CPD  Supervision / Peer Support | SPA (4hrs) |
| Tuesday pm | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |
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| Wednesday am | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |
| Wednesday pm | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |
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| Thursday am | Stratheden Hospital | Radernie LSU MDT meeting  Flexible clinical time | DCC (4hrs) |
| Thursday pm | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |
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| Friday am | Stratheden Hospital | SPA activity – CPD, audit, service development activity etc. | SPA (4hrs) |
| Friday pm | Stratheden Hospital | Flexible clinical time | DCC (4hrs) |

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| **Activities that are not undertaken at specific locations or times** |
| Risk Assessment Meetings  Mental Health Tribunals  External CPAs  Court liaison  Liaison duties  MAPPA meetings  Giving evidence in court  Parole hearings  Court reports  Cross cover for FCMHT  Teaching for trainees and medical students |

\* Each fixed session equates to a 1 Direct Clinical Care Session as defined by the new consultant contract.

Job plans are subject to review once a year by you, Clinical Service Manager and the Clinical Lead for Forensic Psychiatry. If it is not possible to agree a Job Plan with the Clinical Lead, either initially or at annual review, the matter will be subject to further review by the Clinical Director. If it still cannot be resolved, it will be reviewed by the Associate Medical Director and subsequently the Medical Director NHS Fife, whose decision will be final.

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**Section 5 – Person Specification**

**NHS FIFE**

**SHORTLISTING CRITERIA FOR APPOINTMENT OF**

**CONSULTANT MEDICAL AND DENTAL STAFF**

NHS Fife is an Equal Opportunity employer. Its aim is to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, sexual orientation, marital status, religion, color, race, nationality, ethnic or national origins, and is in no way disadvantaged by conditions which cannot be shown to be justifiable.

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | GMC registered medical practitioner.  License to practice  Applicants must have full GMC Registration, a license to practise and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. Portfolio Pathway (formerly known as CESR - Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once it has been awarded.  Non-UK applicants must demonstrate equivalent training to Non-UK Applicants must demonstrate that they have the knowledge, skills and experience required for practising as an eligible specialist in the UK.  Eligible for recognition as Approved Medical Practitioner under the MH (C&T)(S) Act 2003 | Additional post-graduate qualifications, e.g. MD/ PhD/MSc |
| Experience | Experience in forensic psychiatry  Experience in risk assessment and management in forensic mental health settings | Experience in working in community and low secure forensic mental health services  Evidence of leading team meetings, CPA meetings, family meetings etc  Experience of giving evidence at Mental Health tribunals  Experience of providing reports to the Court |
| Ability | Ability to take full responsibility for independent management of patients.  Ability to communicate effectively and clearly with patients, carers and team members  Ability to provide clinical leadership to the team | 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 audit  Formal and informal teaching and training of trainee doctors, medical students and other clinical staff.  Learning and continuing professional development | Experience of designing audits  Evidence of training in clinical and / or educational supervision  Completed audit leading to change in practice  Postgraduate teaching qualification/experience |
| Motivation | Evidence of commitment to patient-focused care  Continuous professional development and life-long learning  Effective and efficient use of resources | Experience of involvement in service development projects  Experience of involvement in accreditation/standards review processes |
| Team Working | Ability to work in a team with colleagues in own and other disciplines and develop good working relationships with colleagues  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills | Ability to motivate colleagues |
| Other | Ability to travel throughout Fife  Valid UK driving licence |  |

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| **Section Section 6 - Contact Information** |

Informal enquiries and visits are welcome and should initially be made to:

Dr Jackie Drummond, Consultant Forensic Psychiatrist & Associate Medical Director [Jacqueline.drummond@nhs.scot](#)

Mr Alan White, Clinical Service Manager for Forensic Services on 01383 565288 or alan.white@nhs.scot

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

# Working in Fife

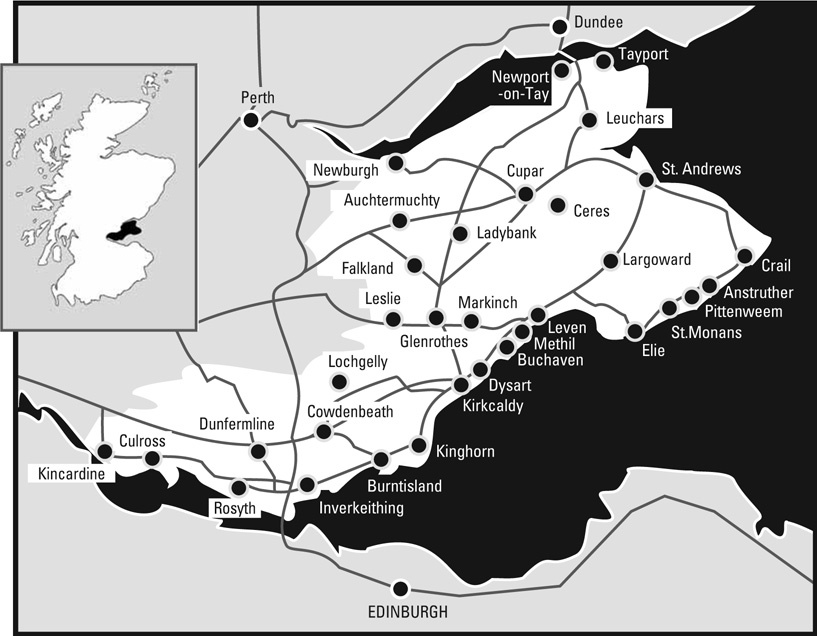
Great education, superb transport links, a growing economy and a wide range of leisure and housing choices, Fife has it all!

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 coast line 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 Lynebank Hospital

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 i.e. £96,963 to £128,841 (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 33 days, in addition to 8 public holidays.

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.

Your residence shall be maintained in contact with the public telephone service with appropriate reimbursement for place of residence in accordance with terms and conditions of service.

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 and rotates each term between sites (Dunfermline, Stratheden and Kirkcaldy).

The service encourages consultants 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.

**Research**

Research is encouraged and the successful candidate may be offered an honorary Senior Lectureship within the local universities

**Audit**

The post holder is expected to take part in Audit activities.

**Lines of Clinical Responsibility**

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

**Resources**

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

**Management Role/Management arrangments**

The post is managed within Fife Health & Social Care Partnership, Complex and Critical Care Services portfolio. The Head of Service has overall responsibility for the management of the Mental Health Service. The post holder will be managerially responsible to Clinical Services Manager for Forensic Services on a day-to-day basis, who reports to the Senior Manager for Mental Health Services..

**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 or your course tutor if you are currently a student. 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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