

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality &Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

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Job Title: CONSULTANT GENERAL ADULT PSYCHIATRIST

Department: ARRAN RESOURCE CENTRE & STOBHILL HOSPITAL

Location: ARRAN RESOURCE CENTRE & STOBHILL HOSPITAL

Type of contract: Permanent

Grade and Salary: Consultant

Working Hours: Less than full time, 32 hours per week

Interview Date: To be confirmed or available on the Advert text

For the **Terms and Conditions of Service:** please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements

for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Telephone
Dr Stephen Anderson	Clinical Director	0141-531-3229

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

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

This 8 session post is in General Adult Psychiatry in the North East sector of Glasgow.

Current Psychiatric Services – North East Glasgow Area

The psychiatric services in Glasgow are split into three areas of a city wide mental health partnership (MHP); two areas North of the River Clyde and one to the South. The Northeast Glasgow area lies between the River Clyde to the South, the River Kelvin to the West and the Campsie Hills to the North. It covers a population of approximately 350,000 with areas of significant deprivation. Community Services in Northeast Glasgow are well developed. The general adult services are provided by CMHT's based in 4 community resource centres:

- Arran Centre / City Centre Locality (G1, G2, G3, G4, G21, G31, G32, G40) population approx 65,000
- Auchinlea House / East Sector Locality (G21, G32, G33, G34, G69, G71) approx 55,000
- Kirkintilloch Health Care Centre Strathkelvin Locality (G33, G65, G66, G69), population 60,000.
- Springpark Centre / Springburn/Possil Locality (G3.6, G21, G22, G33), population 40,000

Greater Glasgow Health Board's "Modernising Mental Health Services" strategy has resulted in major investment in new and innovative mental health services, including an early intervention psychosis team, perinatal mental health services and the Crisis Service/Team. A primary care mental health strategy has been established to improve the management of patients whose needs are best met within primary care rather than secondary services.

Stobhill Hospital – Mental Health Campus

There has been considerable investment in inpatient facilities and a new purpose built ward for general adult patients, Elgin Ward was opened in 2020 which functions as an 'admissions' ward. The ward has accreditation through AIMS, the College Centre for Quality Improvement accreditation network. Ward staff are ambitious and innovative and are currently pursuing re-accreditation.

MacKinnon House is a purpose built acute admission unit opened in April 2000 following the closure of Woodilee Hospital. The unit comprises 3 twenty-bedded locality wards (Broadford,

Armadale and Struan Wards) and a 12 bedded IPCU (Portree Ward). There is an ECT Suite with dedicated sessional staff, an Occupational Therapy Department, a Mental Health Tribunal suite, library and on-call facilities.

Eriskay is a 15 bedded inpatient unit located directly opposite Mackinnon House on the Stobhill site. This houses Addiction in-patient beds and day patient facilities for the Northeast sector.

Rehabilitation Psychiatry and 'Esteem' are also working within the Stobhill site. Ailsa ward is a 20 bed Rehabilitation Ward which provides Hospital Based Complex Care and High Dependency Inpatient Rehabilitation Service. Intensive Inpatient Rehabilitation Services for North East Patients are provided within Kelvin Ward Gartnavel Royal Hospital which is shared with the North West Sector.

On-site within the Stobhill Mental Health Campus are also the Old Age Psychiatry wards, the West of Scotland, Adolescent Inpatient Unit, Rowanbank Medium Secure Unit, Inpatient Support Services and the Area Management Team/Clinical Director.

The North Psychotherapy department is housed in Springburn Health Centre.

Medical Staffing

Consultants

Dr Amit Agarwal	Psychotherapy
Dr Stephen Anderson	Eating Disorder Service / Clinical Director
Dr Kimberley Boyle	Old Age Liaison
Dr Dallas Brodie	General Adult Psychiatry
Dr Rachel Brown	Old Age Services
Dr Erica Campbell	Old Age Services
Dr Denise Culshaw	General Adult Psychiatry
Dr Tony Donegan	General Adult Psychiatry
Dr Jamie Fair	Addictions Services
Dr Ashley Fergie	Old Age Services / CD
Dr Olwyn Gallagher	General Adult Psychiatry
Dr Russell Hosie	General Adult Psychiatry / Rehab Service
Dr Matthew Beattie	ESTEEM Services
Dr Shaun Love	General Adult Psychiatry
Dr Kirsty Mackay	General Adult Psychiatry
Dr Mathew Morrison	Liaison Services
Dr Fiona Duncan	Liaison services
Dr Neil Masson	General Adult Psychiatry
Dr Tony McElveen	Old Age Psychiatry
Dr Liz Ogston	General Adult Psychiatry
Dr Katherine McElroy	General Adult Psychiatry
Dr Arun Menon	Addiction Services
Dr Meera Patel	General Adult Psychiatry
Dr Deborah Monaghan	General Adult Psychiatry / Lead Clinician
Dr David Osborne	Psychotherapy
Dr John Taylor	General Adult Psychiatry
Dr Nicola Naven	General Adult Psychiatry

Dr Agnieszka Philipson	Old Age Services
Dr Sarita Soni	Learning Disabilities Service
Dr Kathryn Sowerbutts	General Adult Psychiatry / IPCU
Dr Qudrat Ullah	Learning Disabilities Service
Dr Zoe Young	General Adult Psychiatry

There are also approximately 25 training-grade posts (3 FY2 posts), 1 Staff Grade post, 3 Specialty Grade posts and 12 Higher Trainees.

Clinical Services

The posts are available on a full time (8 programmed activities) basis and will be based at Stobhill Hospital and Arran Resource Centre, Glasgow. Successful applicants may work across in-patient and community services to improve continuity of patient care, however, this is flexible and out-patient or in-patient posts would be considered with successful applicants. Patients are preferentially admitted to their locality ward, Broadford Ward in Mackinnon House, but may be admitted to a nearby ward depending on bed availability..

Arran CMHT has a full range of MDT colleagues as well as trainees –FY2, GPST and Psychiatry Core trainees.

Supporting Staff

The inpatient multi-disciplinary team includes nursing, occupational therapy, pharmacy, psychology, and dietetics. Junior medical trainees (FY2, GPST, CT) based at Arran rotate to have a period of time on the ward, and the post holder would be expected to be overall clinical supervisor for one trainee.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Duties of the Post

The post holder will have responsibility for providing a comprehensive range of services in conjunction with the multi-disciplinary team for patients from Arran CMHT catchment area. This includes weekly MDT meetings in Broadford ward, Mental Health Act Work and Court Reports, urgent reviews of patients, out-patient clinics and home visits. They will be expected to provide cover for colleagues during absences in line with the arrangements set out in the National Terms and Conditions.

NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-house teaching, internal routine communication and management meetings. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning. Once the candidate has been appointed, more SPA time may be agreed for additional activities which take place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

As with established Consultants in Greater Glasgow and Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

The post holders must complete section 22 training of the Mental Health (Care & Treatment) (Scotland) Act to allow approval by the NHS GG&C Board as an Approved Medical Practitioner (AMP). This training should have occurred prior to taking up post or as soon as possible thereafter. Being an active AMP is a core requirement of the job and mental health legislation work is incorporated in the job plan.

The on-call commitment is currently 1 in 30, covering the North East and West Glasgow. North East trainees currently work on New Deal compliant partial shifts. There is Trainee middle grade cover to North East and West Glasgow.

Teaching, Training and Research

The post holder would be involved in the supervision of junior staff when they are attached. The service regularly receives senior medical students from the University of Glasgow on their Psychological Medicine attachments. The post holders will be expected to become actively involved in undergraduate teaching. Each Consultant can expect up to 5 attachments per year, of one student at a time, for 5 weeks.

In recognition of the teaching commitment the University of Glasgow may grant to the post holder the status of Honorary Clinical Senior Lecturer in Psychological Medicine.

In addition to the clinical supervision of the attached trainee, the post holders will be expected to contribute to the Post-Graduate Teaching programme of journal clubs, case presentations etc. at the North East/Internal Teaching sessions and may also be asked to contribute to the Glasgow Wide/External Teaching Programme. Internal teaching alternates with External teaching on Thursday mornings during term time.

Multidisciplinary Teaching

There is opportunity for multidisciplinary teaching within the service from time to time and this is encouraged as a contribution to team / staff development.

Research and Audit

There are a number of research projects ongoing in Northeast Glasgow and the post holders will be encouraged to undertake/become involved in research where appropriate. The post holders would be expected to participate in audit.

Continuing Professional Development

Study Leave

There is a generous study leave budget and medical staff are encouraged to ensure that they keep their practice up to date.

CPD

There is a West of Scotland CPD Programme, with speakers invited to talk on clinical or research topics, organised by the University of Glasgow. Consultants' appraisal systems are in place and an established peer review system has been running for a number of years.

Management/Administrative work

There is a city wide Mental Health Partnership overarching 3 city HSCPs including the North East HSCP. The North East Management Team would encourage the post holder to be active in clinical input to managerial planning.

The point of contact between managers and clinicians is at the bi- monthly clinical business meeting where current clinical service issues are discussed. The post-holder would be a member of the North East Division of Psychiatry.

Provisional Timetable DCC:SPA= 7:1 (negotiable)

The precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning. Once the candidate has been appointed, more SPA time may be agreed for additional activities which take place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department. This may include medical student teaching.

As with established Consultants in Greater Glasgow and Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

Monday	Ward MDT, Broadford	Clinical admin, MHA work	Person Specification – Arran Catchment Area
Tuesday	Out Patient Clinic	Community clinical admin and urgent work	
Wednesday	MDT with Arran CMHT	Urgent in-patient reviews, CPA, MHA work, home visits	
Thursday	Internal Teaching (SPA)	Outpatient clinic & trainee supervision (1 hour)	
Friday	Day off	Day off	

Attributes	Essential	Desirable
Education and Qualifications:	MRCPsych or equivalent. Full GMC registration with current Licence to Practise. Those trained in the UK should have evidence of higher specialist training	Additional postgraduate qualification eg MD/PhD/MSc

	<p>leading to a CCT in General Adult Psychiatry or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training.</p> <p>Section 22 approval or willingness to gain approval following appointment.</p>	
<p>Experience:</p> <ul style="list-style-type: none"> ○ Expertise in generalist field ○ Expertise in sub-specialty field 	<p>Demonstrate experience within General Psychiatry.</p> <p>Experience of working within and developing partnership structures within a mental health environment.</p> <p>Experience of working with stakeholders, carers and service users to develop and improve the patient journey.</p> <p>Demonstrable record of professional achievements within a mental health environment, evidenced by specific examples throughout their career.</p> <p>Experience of undertaking Mental Health act assessments</p>	<p>Evidence of leading team meetings, CPA meetings, family meetings etc</p> <p>Experience of giving evidence at Mental Health tribunals</p>
Team Working	Committed to working effectively within the multi-disciplinary team evidenced with examples throughout career.	Demonstration of clinical leadership
Teaching & Training	Ability to train and supervise junior medical staff, medical students and other members of the multi-disciplinary team; demonstrating a flexible approach to reflect varied learning styles.	Experience of teaching and training postgraduate and undergraduate medical staff and other professional groups and/or carer/service user groups.
Research & Publications	Supportive of research activity	Demonstrate an interest to participate in research and encourage evidence based practice.
Clinical Audit	Demonstrate breadth of knowledge and understanding of Clinical	Evidence of audit cycle completion.

	Governance agenda within Mental Health. Experience of service development utilising Clinical Audit/Governance to achieve patient centred improvement.	Evidence of involvement in other areas of Clinical Governance (CIRs, ICP, MCNs, critical review of evidence etc)
Service Management	Experience of contributing to and supporting service modernisation and redesign programmes.	Embrace innovative solutions to deliver modern patient centred services.
Personal and Interpersonal Skills	Demonstrate effective clinical leadership by demonstrating clinical leadership within multi-disciplinary teams or across partnership organisations.	Clear evidence of providing clinical leadership and ability to give examples.

MAKING YOUR APPLICATION

Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CVs in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an

Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names

- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only asks for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
 - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
 - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
 - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

GENERAL HELP AND SUPPORT

JOBTRAIN

General Help and Support with Login, Password reset or Technical issues
<http://jobseekersupport.jobtrain.co.uk/support/home> or
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

NHS GGC RECRUITMENT

+44 (0)141 278 2700 and select Option 1 for Recruitment and then
Option 5 for Medical Recruitment
nhsggcrecruitment@nhs.scot

LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

As a place to live, the Greater Glasgow and Clyde area has many attractions. The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland's most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland's most scenic beaches, captivating wildlife and tranquil countryside.

Glasgow

Multicultural, magnificent and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in

the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012).

This aptly-named 'Dear Green Place' blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world's greatest golf courses are all within an hour's drive of the city. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

Lots to see and do

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Housing

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

Getting around

The region's excellent transport links mean you're connected to the rest of the UK - and the world. The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route. The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations.

Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK. From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day (pre pandemic levels) from Glasgow international airport alone, ready to fly to over 90 destinations like London, Dubai and New York. The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland's most exciting industries means this region is a hugely popular place to live and work.

Useful websites:

- www.scotland.org/live-in-scotland/moving-to-scotland
- www.transport-executive.co.uk/best-places-to-live-in-glasgow
- www.visitscotland.com
- www.mygov.scot/search-house-prices

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.