

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

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

Please read this guidance carefully before you begin your application

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Job Title: CONSULTANT IN GENERAL ADULT PSYCHIATRY

Department: NHS GG&C Mental Health Services

Location: Eastwood Health and Care Centre

Type of contract: Permanent

Salary Grade: Consultant (£107,144 - £142,369)

Working Hours: Fulltime, 10PAs

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

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

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Dr James Loudon	Clinical Director	James.Loudon3@nhs.scot	0141 211 6602
Mr Tom Kelly	Head of Adult Services	tom.kelly@nhs.scot	0141 541 0746

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

ABOUT THE POST

Applications are invited for 2 Full Time General Adult Consultant post providing clinical input to the Eastwood locality team based both at the Eastwood Health & Care Centre and the Barrhead Health and Care Centre. The post is based both in the community and at Leverndale Hospital. The post will involve working with a full time community based consultant colleagues in a well-resourced and established Community Mental Health Team based at Eastwood Health & Care Centre & Barrhead Health & Care Centre. Responsibilities will be shared for an urban general adult population of approximately 25,000 with a low level of deprivation. Inpatient beds are currently based at Leverndale Hospital in Ward 4a. The post-holder will be expected to work closely with colleagues as part of a multidisciplinary team to provide a full range of services to inpatients and outpatients. Applicants should be on the Specialist Register and already having AMP status would be desirable.

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

CURRENT PSYCHIATRIC SERVICES- SOUTH GLASGOW

Mental Health Services in Glasgow are delivered in conjunction with the Glasgow City HSCP and other outlying HSCPs for the whole of Greater Glasgow. The Lead Associate Medical Director for Health and Learning Disability is Dr Una Graham, who is based at Commonwealth House. The Management Team for South Glasgow is based at Leverndale Hospital; the Head of Mental Health is Mr Colin MacDonald and

the Clinical Director is Dr James Loudon. The Head of Service for East Renfrewshire is Mr Tom Kelly.

Mental Health Services in South Glasgow provide care for a total population of 350,000. Community adult services are based in six Community Mental Health Resource Centres. The acute inpatient beds are based across three wards at Leverndale Hospital. The regional Mother and Baby Mental Health Unit is housed on site in a new high quality unit. There are excellent clinical and non-clinical support services available including the full range of psychiatric sub-specialities. Community services are well established and based around generic community mental health teams enhanced by the Crisis teams, a First Episode Psychosis team (Esteem), a Perinatal team, an Eating Disorder team, Addictions teams and Primary Mental Health Care teams. In addition; a DBT service is located on the site in the MacLeod Centre.

Leverndale Hospital has 250 inpatient beds. This includes 72 acute general adult beds, 12 intensive psychiatric care unit beds, 11 rehabilitation unit beds, 58 acute old age psychiatry (18 organic and 40 functional), 48 forensic beds and 35 adult medium stay beds. There are also 150 long stay elderly dementia beds split between Darnley (60) and Rutherglen (90), and 63 adult long stay partnership beds.

There are 6 General Adult Resource Centres covering Gorbals/Govanhill, Castlemilk, Rutherglen/Cambuslang, Govan/Ibrox, Pollok/Pollokshields, and Barrhead/Eastwood. Child and Adolescent Services are based at the Twomax Building in the Gorbals and the inpatient beds are provided at the Skye Unit at Stobhill Hospital. Learning Difficulty assessment beds and 20 continuing care beds are based at Gartnavel Royal Hospital. There is also a Community Learning Disability Team based at Berryknowes Road.

Clinical Work – Eastwood CMHT

This post will provide clinical sessions to the East Renfrewshire CMHT and to inpatient services based at Leverndale Hospital. The post-holder will join a comprehensive, multi-disciplinary Community Mental Health Team. The team provides psychiatric services for patients living throughout East Renfrewshire. The catchment population is around 25,000. Acute inpatient beds for the East Renfrewshire team are in Ward 4a, Leverndale Hospital. The East Renfrewshire Community Mental Health Team is established and well-resourced.

Dr Elspeth Richardson, Dr Jennifer Lewis, Dr Sarah Beesley and Dr Evonne Shek currently provide the medical input supported by 2 Specialty Grade Doctors. The team also has well established links with Primary Care, other psychiatric services and local community resources.

Social Work Resources provide an assessment and care management service to adults 16-65 years with a diagnosis of severe and enduring mental illness, open to

Psychiatry within the Community Mental Health Team and within local inpatient psychiatric settings. The Mental Health Officer service is also based and managed within the Community Mental Health Team and currently undertakes statutory roles and responsibilities in respect of the Mental Health (Care and Treatment) (Scotland) Act 2003 and Adults with Incapacity (Scotland) Act 2000 across the pan East Renfrewshire area.

The successful applicant would also be expected to participate in the On Call Rota and cover for colleagues during absence in line with arrangements set out in the National Terms and Conditions. The On Call Rota covers the whole of South Glasgow and Clyde and full time Consultants are on call once in approximately 30 days. Domiciliary visits, court reports, Mental Health Act/Adults with Incapacity work will be undertaken as required and appropriate.

MEDICAL STAFFING – SOUTH GLASGOW

Consultant Staffing

Dr Stephen Byers	- Brand Street Resource Centre
Dr Siobhan Connelly	- Brand Street Resource Centre
Dr Claire McGhee	- Brand Street Resource Centre
Dr Pavan Srireddy	- Florence Street Resource Centre
Dr John Forbes	- Florence Street Resource Centre
Dr Lucy Kilmartin	- Florence Street Resource Centre
Dr Ruth Brown	- Florence Street Resource Centre
Dr Ryan Devlin	- Stewart Centre Resource Centre
Dr Laura Boyd	- Stewart Centre Resource Centre
Dr Wai Imrie	- Stewart Centre Resource Centre
Dr Ewen Douglas	- Rossdale Resource Centre/ Clinical Lead
Dr James Loudon	- Rossdale Resource Centre/ Clinical Director
Dr Conail Kearns	- Rossdale Resource Centre
Dr Douglas Gray	- IPCU
Dr Elspeth Richardson	- East Renfrewshire Team, Eastwood H&C Centre
Dr Christine Sutherland	- East Renfrewshire Team, Barrhead HC (locum)
Dr Sarah Beesley	- East Renfrewshire Team, Barrhead HC
Dr Una Graham	- East Renfrewshire Team, Inpatients Leverndale
Dr Graham McMillan	- Eastvale Resource Centre
Dr Sarah Thomson	- Eastvale Resource Centre, Inpatients Leverndale
<u>Other Consultants</u>	
Dr Ciara Kelly	- Rehabilitation Dept, Leverndale
Dr John Summers	- Rehabilitation Dept, Leverndale
Dr Ashleigh Macaulay	- Perinatal Psychiatry
Dr Aman Durrani	- Perinatal Psychiatry

Dr Alexis McLaughlin Renfrewshire)	- Esteem, First Episode Psychosis (East
Dr Scott Rae	- Esteem, First Episode Psychosis (South Glasgow)
Dr Gillian Docherty	- Glasgow City HSCP (South Sector)
Dr Ewan Neilson	- Glasgow City HSCP (South Sector)
Dr Liz Lightbody	- Glasgow City HSCP (South Sector)
Dr Angela Cogan	- Liaison Psychiatry
Dr Emma Lewington	- Psychotherapy/ Educational Supervisor
Dr Lawrence Martean	- Psychotherapy
Dr Anupam Agnihotri	- Addictions Psychiatry
Dr Assen Rizov	- Addictions Psychiatry
Dr Elita Smiley	- Learning Disability Psychiatry (Clinical Director)
Dr Dianne Forsyth	- Child and Adolescent Psychiatry
Dr Helen Tindle	- Child and Adolescent Psychiatry

There are also 29 Junior Doctor posts, 11 Speciality Grade posts and a varying number of ST4-6s.

TEACHING/ ADMINISTRATION

The post holder will undertake the administrative duties associated with the care of patients and the proper function of the clinical team including appraisal and non-clinical supervision of medical staff and clinical supervision of non-medical staff. He or she will also be expected to participate in the broader aspect of administration and management within the South Glasgow Division of Psychiatry and within East Renfrewshire.

It is expected that the successful candidate will take part in Job Planning, Appraisal, Peer Review and Continuing Professional Development. Participation in audit or research is encouraged. The post holder will be actively involved in the teaching of undergraduate medical students. It is anticipated, in recognition of this, that Glasgow University will grant the status of Honorary Clinical Senior Lecturer in Psychological Medicine. In addition the post holder will be expected to participate in the postgraduate teaching of medical staff and staff of other disciplines.

Other Information

Informal enquiries are welcome to Dr James Loudon, Clinical Director, Leverndale Hospital (Tel: 0141 211 6602), and Mr Tom Kelly, Head of Service (Tel: 0141 541 0746)

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director. 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) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Proposed timetable for illustration, subject to mutual agreement on appointment

DAY	HOSPITAL / LOCATION	TYPE OF WORK
Monday am pm	Barrhead Health & Care Centre Leverndale Hospital	Barrhead OPC (DCC) In-patient MDT (DCC)
Tuesday am pm	Variable locations Barrhead Health & Care Centre	Variable: clinical admin, MHA work, urgent reviews (DCC) Community MDT (DCC)
Wednesday am pm	Eastwood Health & Care Centre Leverndale Hospital	Eastwood OPC (DCC) Ward reviews
Thursday am pm	Variable	Supporting Professional Activities (SPA)

	Variable	Variable: clinical admin, MHA work, urgent reviews (DCC)
Friday am pm	Leverndale Hospital Eastwood Health & Care Centre	Ward reviews Variable: clinical admin, MHA work, urgent reviews (DCC)

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Person Specification

QUALITIES REQUIRED

Essential

- Applicants must have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training 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.
- MRCPsych or equivalent.
- An ability to interact professionally with colleagues, patients and carers.
- A commitment to and working knowledge of multi-disciplinary working.
- A commitment to ensuring the delivery of high quality mental health services at a local (CMHT) level.
- Knowledge of current issues in General Adult Psychiatry.
- Clinical Experience of working in a Community Mental Health Team setting.
- Section 22 approved or be eligible for section 22 training and approval.

Desirable

- Comprehensive experience of the practical use of mental health legislation.
- Able to demonstrate experience in leadership and management within CMHT and inpatient settings.
- Experience of patient safety/quality improvement work/projects.
- Experience in providing teaching at undergraduate or postgraduate level.
- Experience of working within and developing partnership structures within a mental health environment.
- Experience of working with stakeholders, carers and service users to develop and improve the patient journey.
- Experience or training in a relevant therapeutic modality.
- Publications in the medical literature and/or presentations at Royal College or similar events.
- UK driving licence.

MAKING YOUR APPLICATION

Please note

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

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

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

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.

- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only 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.