

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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- The Hospitals and the Department/Specialty – Facilities, Resources and Activity, & Staffing Structure
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Job Title: CONSULTANT IN CHILD & ADOLESCENT PSYCHIATRY

Department: Specialist Child Services

Location: Aranthrue 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 Helen Tindle	Clinical Director CAMHS	helen.tindle3@nhs.scot	0141 277 7475

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

ABOUT THE POST

Applicants are invited to apply for the post of Child and Adolescent Psychiatrist providing 10 sessions for Renfrewshire CAMHS as part of the Renfrewshire-Inverclyde psychiatry hub. We would also welcome and consider applications from candidates looking to work less than full time. The post holder will work in a community multi-disciplinary Child & Adolescent Mental Health Team based in the Aranthrue Centre, Renfrew, 103 Paisley Road, Renfrew.

This is an exciting opportunity for you to join the largest UK Health Board, NHS Greater Glasgow and Clyde, as a Consultant in Child & Adolescent Psychiatry within Specialist Children's Services.

Based close to the dynamic city of Glasgow, you will provide psychiatric support and leadership, together with 1 other Consultant Child & Adolescent Psychiatrist in Renfrewshire CAMHS, to the community Child & Adolescent Mental Health Services (CAMHS) Team. The Renfrewshire team has a full multi-disciplinary staffing complement and the psychiatrist will be based in the Aranthrue Centre in Renfrew which serves a diverse socio-economic population of approx 37,500 (0-19years). The Renfrewshire CAMHS team is one of a network of 8 locality based tier 3 CAMHS teams who work in conjunction with a number of specialist tier 4 CAMHS Teams across NHSGGC.

CAMHS in NHS Greater Glasgow & Clyde is a dynamic, innovative service providing outpatient and inpatient care to children, young people and families with mental health disorders across a large & diverse health board area. Are you enthusiastic, forward thinking & keen to contribute? If so, we look forward to your application to be part of our team and our comprehensive CAMH service. There are opportunities to pursue special clinical interests and to gain experience across a number of clinical service areas including Learning Disability, Forensic CAMHS, Eating Disorders, and Complex Trauma/LAAC services. CAMHS in Renfrewshire looks after a diverse

community of families in the local area and the service is keen to have a diverse workforce.

Applicants must have full GMC registration and a licence to practice. Those trained in the UK should have evidence of higher specialist training leading to CCT in Child and Adolescent Psychiatry and inclusion on the GMC Specialist Register or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from date of Interview. Non UK applicants must demonstrate equivalent training. Experience of having worked in tier 3 or 4 child and adolescent psychiatry services is essential. Applicants must be registered as an Approved Medical Practitioner according to the terms of the Mental Health (Care and Treatment) (Scotland) Act (2003) or agree to undertake training to achieve this qualification as a condition of appointment.

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

This is an exciting opportunity to contribute to the continuing development of the service with 1 Consultant colleague already in post in Renfrewshire. The main base for the post will be in the Aranthrue Centre in Renfrew. The service has a full multi-disciplinary staffing complement including 1 other Consultant Child & Adolescent Psychiatrist, nurse therapists, clinical psychologists, psychotherapist, occupational therapist, speech and language therapist, pharmacist.

The team is a multi-disciplinary locality team providing mental health services to children and adolescents in Renfrewshire with moderate to severe mental health problems. The team is part of a comprehensive network of 8 locality based Mental Health teams providing services within the NHS Greater Glasgow and Clyde board area. The locality teams work in conjunction with a number of specialist health board-wide CAMHS teams covering learning disability & mental health, forensic CAMHS, complex trauma, intensive community care and eating disorders.

Within NHS Greater Glasgow and Clyde there are 22 Consultants in Child & Adolescent Psychiatry (16 WTE). All the Consultants work in locality or specialist multi disciplinary teams within Community Health and Social Care Partnerships in Greater Glasgow and Clyde, or within regional or national inpatient services. NHS Greater Glasgow and Clyde provides mental health services for a population of 1.1million. The population of 0-19yr olds is approximately 220,324.

This post will provide psychiatric support and leadership to the community Child & Adolescent Mental Health team in Renfrewshire and psychiatry input to children, young people and families for ten sessions per week. The Renfrewshire Community

Child & Adolescent Mental Health Service is based in the Aranthrue Centre and serves a population of approx. 37,500 (0-19years) which contains a diverse socio-economic mix of population. The Consultant Child & Adolescent Psychiatrist who takes this post will provide advice and leadership with 1 Consultant colleague and other senior professionals in the team on child and adolescent mental health disorders and their management to patients, families and multi-agency colleagues within the context of GIRFEC processes. You will also provide diagnostic and prescribing input to cases held by the Neurodevelopmental Service within Specialist Children's Services.

As well as providing psychiatric input to the locality CAMHS team, the post holder will contribute to a day time Consultant rota for local community teams if no local child & adolescent psychiatrist is available, and will operate as part of a Renfrewshire-Inverclyde hub with 3 Consultant colleagues, as well as providing out of hours Psychiatric cover to the Child & Adolescent population in NHS Greater Glasgow and Clyde (at 1:16 pro rata).

5. GENERAL DESCRIPTION OF THE POST

This post will provide child and adolescent psychiatric services to Renfrewshire whilst based in the Renfrewshire CAMHS team. The holder of the post will be expected to work alongside other members of the team in the provision of outpatient related services provided by Renfrewshire HSCP.

Community Child & Adolescent Mental Health teams are managed in Greater Glasgow & Clyde by a single General Manager and a Head of Specialist Children's Services with local links and local management input alongside other community children's services to deliver children and young people's specialist services. Health board wide CAMHS teams (e.g. forensic, learning disabilities, academic, eating disorders, complex trauma services, infant mental health and intensive community and home-based services) are managed within NHS Greater Glasgow & Clyde and hosted by East Dunbartonshire HSCP. The clinical service manager for this post is Ms Lindsay Jack.

The management structure cascades from the Chief Officer for Specialist Children's Services, Mr Derrick Pearce, to the General Manager for SCS, Ms Andrea Blair and Head of SCS, Ms Mags Simpson, to the local service managers who are accountable to the local Head of Children's Services. This management structure is supported by the Clinical Director for CAMHS, Dr Helen Tindle, and links closely with local children's services, primary care services, mental health services and partner agencies within local service structures.

The Choice & Partnership Approach (CAPA) model of service delivery has been implemented across CAMHS in NHS Greater Glasgow and Clyde. In the

Renfrewshire service, the Consultant Psychiatrists will predominantly provide specific partnership sessions, and choice and core partnerships as their job plans allow.

6. DESCRIPTION OF THE TEAM

The Renfrewshire CAMHS team has 21.05 WTE staff, including clinical psychology, RMN staff (bands 5 to 7), pharmacy, AHP support and administration support. There are 2 Consultant Child & Adolescent Psychiatrists, 1 Consultant Clinical Psychologist and 1 band 7 RMNs in the team.

Each clinician has access to their own computer together with clinical space which is both individual and shared. Rooms will meet the requirements expected of office space and clinical space for CAMHS clinicians and for a Consultant Psychiatrist.

7. TEAM MEMBERSHIP

The Renfrewshire CAMHS team is a multi-disciplinary team whose staff complement includes:

- Psychiatry – 1.45 wte
- Speciality Doctor – 0.5wte
- Clinical Psychology – 2.6 wte
- Child and Adolescent Therapist – 2 wte
- Pharmacy Band 8 & 7 – 1.5 wte
- Nursing – Band 7, Band 6, Band 5 – total of 6.8wte
- Support Worker – 1WTE
- AHP – 1.4 wte
- Family therapy – 1 wte
- Admin – 4.3 wte

*figure subject to change depending on filled posts and local planning arrangements

It is the remit of the tier 3 teams to see complex emotional/behavioural, mental health problems and mental illness which cannot be managed by primary care or Tier 2 wellbeing interventions. Referrals are accepted from colleagues in health, social work and education. The teams operate a duty system which deals with referrals received each day. These referrals are discussed at a weekly referral meeting. The referrals that are accepted are then allocated to a CHOICE or CHOICE-PARTNERSHIP appointment. The teams are expected to offer CHOICE and CORE partnership appointments for families within the Scottish Government HEAT targets. CAMHS teams in NHS Greater Glasgow & Clyde offer generic Child & Adolescent Mental Health assessments, neuro-developmental assessments and expertise in ADHD, ASD, psychosis, eating disorders and other moderate to severe mental health disorders combined with a wide range of interventions including family therapy, psycho-dynamic psychotherapy, cognitive behavioural therapy, psychopharmacology interventions and parenting expertise.

Team meetings consist of weekly referral meetings and a regular Operational Management Group that consists of representatives from child & adolescent

psychiatry, clinical psychology, nursing and allied health professionals meeting with the service and admin managers. This forum is the decision making group for the team. Undertaking audit and clinical research is encouraged. CAMHS teams also provide a consultation service to Social Work and other agencies.

The post holder will be expected to participate in training of psychiatric trainees by becoming an Educational Supervisor when he/she obtains the necessary approval of the post graduate medical education training body. The postholder will be encouraged to develop placements for medical students in Renfrewshire CAMHS. Training and educational responsibilities of the appointee will be negotiated against available SPA time in job planning meetings.

8. NOTIONAL WEEKLY JOB PLAN

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time and is based at Aranthrue Centre, Renfrew. Non DCC sessions (up to 2 PA's in total) inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and management (professional lead psychiatrist and/ or clinical director CAMHS) depending on the time required to support professional activities and the needs of the service.

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

10 programmed activities are allocated to this post.

9. INDICATIVE JOB PLAN TIMETABLE (Subject to agreement)

Indicative Job Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	SPA DCC	DCC DCC	DCC		
PM	SPA DCC	DCC DCC	DCC		

10.

CHILD & ADOLESCENT MENTAL HEALTH SERVICES IN NHS GREATER GLASGOW & CLYDE

- a. **Community Child & Adolescent Mental Health Teams – Tier 3**
Locality Child & Adolescent Mental Health services are provided from four settings within Glasgow and four settings in Clyde. Glasgow teams are based in North (Woodside Health Centre - Maryhill), West (West Centre - Drumchapel), East (Parkhead Hub and Health centre - Parkhead) and South (New Gorbals Health & Care Centre – Gorbals). In Clyde there are 4 CAMHS teams covering East Renfrewshire (Barrhead), Inverclyde (Greenock), Renfrew (Renfrew) and West Dunbartonshire (Vale Of Leven). These eight teams are multi-disciplinary teams offering provision at Tier 3 for children and young people under 18 years with moderate to severe mental health disorders.
- b. **Tier 2 Service**
Tier 2 provision is delivered in a multi-agency context with support from local CAMHS as required.
- c. **Paediatric Psychology Service**
This service is provided by Clinical Psychologists and Assistant Clinical Psychologists to patients of all medical and surgical teams at the Royal Hospital for Children (The Children's Hospital for Greater Glasgow and Clyde). Children, young people and their families are seen on both an inpatient and outpatient basis. A number of the hospital medical teams have dedicated links with Psychologists who work closely with the medical teams.
- d. **Paediatric Neuropsychological Services**
Child Neuropsychologists are attached to the Fraser of Allander Unit. This is the Paediatric Neurology Service based in RHC. The Neuropsychologists provide specialist diagnostic assessment and treatment to patients attending the Fraser of Allander Unit who have cognitive, behavioural or educational difficulties in the context of actual or suspected neurological illness or injury. The service covers children from birth through to 16 years of age, although older adolescents are sometimes seen, if this is felt appropriate.
- e. **Clinical Psychology – Maternity & Neonatology**
Clinical Psychology Services are also provided to parents whose pregnancy and/or birth is abnormal. The service is offered through ante-natal and post-natal referrals and for parents whose babies are admitted to the Special Care Baby Unit. There is also a psychological support service offered to parents whose children are followed up in the premature neo-natal outpatients service and long term follow up clinic.
- f. **Tier 4 Service**
The service model for Tier 4 CAMHS in NHSGGC is to create better developed pathways of care between Tier 3 and 4 teams to maintain specialism within Tier 4

teams but also providing capacity and support to undertake specialist work with more children and families being seen at Tier 3 level.

This current service includes:-

- Learning Disabilities (LD) – CAMHS
 - Forensic CAMHS
 - Complex Psychological Trauma
 - Eating Disorders (CONNECT-ED)
 - Paediatric Liaison Psychiatry Team.
 - Intensive and Unscheduled CAMHS specialist nursing team
 - Infant Mental Health Service
 - National Child Inpatient Service – Ward 4 – RHC
 - Regional Adolescent Inpatient Psychiatric Service – Skye House
- g. Learning Disabilities (LD) – Child & Adolescent Mental Health Team (Tier 4)

LD CAMHS is a multi disciplinary community based service working directly with children and young people who require Tier 4 intervention with families and carers and in consultation/joint working with other agencies. The team provides assessment and interventions to children and young people and advice to parents and other carers. A significant part of the work of the team is liaising and joint working with other agencies.

h. Forensic CAMHS (Tier 4)

This is a multi disciplinary service including Child & Adolescent Psychiatry and Clinical Psychology. The patient group is children and adolescents involved in serious or persistent offending behaviour in conjunction with a co-morbid mental health disorder/illness and psychiatric input for children and young people in secure care who have complex mental health disorders. The team's work involves risk assessment, risk management. Psychological and psychiatric interventions. The Forensic CAMHS team will see only those cases with the most complex pattern of offending behaviour and mental illness.

i. Complex Trauma service (including children and young people who are looked after) (Tier 4)

The team is developing a hub and spoke model and a decision will be made as to whether any child/young person is seen in Tier 3 or Tier 4. The Complex Trauma team will provide input to the most complex cases and will continue to provide a consultation and clinical service to the most complex clients. The team is multi-disciplinary and includes Clinical Psychology, Child Psychotherapy and Specialist Psychiatric Nurses.

j. Eating Disorders (CONNECT-ED) (Tier 4)

This is a Tier 4 team which provides support and advice to Tier 3 teams as well as offering family based therapy and individual therapy for cases referred by Tier 3 teams. They work in conjunction with Tier 3 teams with Tier 3 retaining care management. The team also provides teaching and training on eating disorders to child and adolescent mental health services in the West of Scotland. The team

includes a Clinical Lead, (RMN), therapists trained in FBT in eating disorders and 2 CBT-ED Nurse Therapists, occupational therapy, physiotherapy, psychology, SALT. There is no psychiatrist within the team and this role would remain with the Community CAMHS Consultant.

k. Paediatric Liaison Psychiatry Team (Tier 3 & 4)

This team provides assessment and treatment of complex psychiatric conditions related to physical illness, neuropsychiatric disorders, complex pain disorders and self injury. Joint clinics are held with a number of paediatric teams including Neurology and Cystic Fibrosis. The team provides consultation and training to paediatric staff and liaises with both inpatient services and other community CAMHS teams. The team will undertake both unscheduled care and scheduled care work with children and young people with serious psychiatric disorders alongside physical health disorders. The team may undertake therapeutic work or transfer the family to other mental health teams, as felt appropriate and in consultation with the other teams. The Paediatric Liaison Psychiatry team are a small multi-disciplinary team including Child & Adolescent Psychiatry, Clinical Psychology and Specialist Nurses.

l. Infant Mental Health Team

The Infant Mental Health team works with multi-agency colleagues to provide assessment and treatment for families who require complex care, and advice to multi-agency colleagues who work to support under 3's in NHSGGC.

m. Intensive and Unscheduled care CAMHS specialist nursing team

ICAMHS and UCAMHS are 2 nursing teams who provide intensive home-based support to children and young people at risk of admission to inpatient care or to facilitate discharge home. This team also provides support to children and young people who require specialist unscheduled mental health care and assessment. The team cover the health board area and provide telephone advice and direct assessment for young people presenting at MHAU's, Emergency Departments as well as offering advice and support to out of hours GP colleagues and police across 7 days a week. This team is predominantly a nursing team but has input from a Consultant Clinical Psychologist.

n. National Child Inpatient Service – Ward 4 – RHC (Tier 4)

The children's inpatient psychiatric service is situated in Ward 4 in the Royal Hospital for Children. This is the only 7 day inpatient facility in Scotland for children under 12. Funding is via the National Services Division of the Scottish Health Department.

The unit has six beds. The unit is responsible for the assessment and treatment of children with severe and complex mental health and neuro-developmental problems. The inpatient programme is timetabled to include allocated sessions for assessment and therapies which include CBT, structured and unstructured play therapy, educational and creative therapies. Therapeutic plans are reviewed at weekly team meetings and, in addition, there are daily reviews of the child's progress. There is careful discharge planning with the community Child & Adolescent Mental Health Team, who have made the referral.

o. Adolescent Inpatient Psychiatric Unit (Skye House – Stobhill Hospital) (Tier 4) Skye House provides inpatient provision for adolescents from West of Scotland Health Boards. Skye House is situated in Stobhill Hospital in the North of Glasgow. The team comprises of a medical team of 2.4 WTE Consultant Psychiatrists, and 2.6WTE Speciality Doctors together with Clinical Psychology, Family Therapy, AHPs, Dieticians, Pharmacy and Specialist Inpatient Nurses. They provide assessment and ongoing management of complex psychiatric problems in adolescents who have been referred from the West Of Scotland. Glasgow City Council Hospital Education service provides schooling based within the unit. The unit offers a wide variety of inpatient assessment and treatment, similar to the Child Unit, and provides review on a daily and weekly basis with multi disciplinary reviews with the referrer every 4 – 6 weeks. Ongoing regular communication and detailed discharge planning with the community CAMHS Team involved ensure seamless care for the young people. Day services to provide intensive support to young people who require it are being developed at the moment.

p. Child & Adolescent Psychiatric Academic Team – University Of Glasgow
This department has research interests in both children and adolescents with Reactive Attachment Disorders and Autistic Spectrum Disorders. Medical staffing includes Professor Christopher Gilberg (Chair of Child and Adolescent Psychiatry) and Professor Helen Minnis (Professor of Child & Adolescent Psychiatry).

The academic department provides input to the undergraduate medical curriculum at the University Of Glasgow. The undergraduate curriculum is based on the principles of self directed problem-based learning. Consultants in NHSGGC are encouraged to participate in medical student teaching and may be able to apply for honorary clinical senior lecturer status.

The academic department is part of the Health & Community division which includes the Department of Psychological Medicine, Public Health and General Practice Forensic Medicine.

q. Community Paediatric Services In Greater Glasgow & Clyde
Across NHSGGC Community Paediatric Services are generally centred alongside community CAMHS teams. These clinics are staffed by a multi disciplinary group of professionals including Consultants in Community Paediatrics and Allied Health Professional Groups (Speech & Language Therapy, Occupational Therapy, Physiotherapists and Specialist Health Visitors). There are close links between Community Paediatrics and CAMHS.

r. Acute Paediatrics

The Royal Hospital for Children has been built on the site of the Southern General Hospital in Govan. This hospital caters for children and young people up to 16 years of age. RHC provides paediatric secondary care for children and young people resident within Greater Glasgow but is also the referral centre for children from the

West of Scotland with some specialities for the whole of Scotland. All paediatric medical and surgical sub-specialities are represented.

11. RESPONSIBILITIES OF THE POST

a. Clinical Responsibilities

The Consultant Psychiatrist will provide as required psychiatric assessments of patients referred to the team as agreed with members of the multi disciplinary team. By agreement, The Consultant Psychiatrist will be case manager for a small number of cases for which he/she will have clinical responsibility. They will provide specific psychiatric interventions for cases held by other members of the team. The post holder will also be expected to take part in multi disciplinary discussions about cases and to also take part in multi agency case consultations as required. The work is mainly within CAMHS however input to the Neurodevelopmental team is part of the role. The post holder will share with the other Consultants emergency psychiatric care for children and young people to ensure that there is reasonable psychiatric cover at all times. This cover system is part of psychiatric day time rota arrangements in NHS Greater Glasgow & Clyde.

b. Management Responsibilities

There are no specific managerial responsibilities but it is expected, that in time, the post holder will share operational responsibilities for the services in Renfrewshire with the senior management team. Clinical leadership responsibilities are a core part of the Consultant Child & Adolescent Psychiatrist role.

c. Education and Training

The post holder will be expected to become involved, when considered appropriate, in the teaching of junior doctors and trainees in other disciplines, as well as sharing the task of teaching undergraduate medical students with the other Consultant Psychiatrists.

d. Research

All Consultants are expected to be interested in research and involvement is encouraged. There is a keenness and enthusiasm to develop this part of activity in the teams and any research interests and activities can be discussed and agreed at individual job planning meetings. There is a CAMHS Research & Evaluation Group in place within Specialist Children's Services which meets regularly.

e. Continued Professional Development (CPD)

There is an active business meeting and CPD programme organised by the Consultants in Child & Adolescent Psychiatry in NHS Greater Glasgow & Clyde which meets once a month. In addition, there are a number of other multi-disciplinary CPD activities occurring within NHSGGC and the West Of Scotland Managed Clinical Network. There is a Child & Adolescent psychopharmacology interest group which operates across the West Of Scotland.

f. On Call Responsibilities & Team

The teams operate a duty system with clinicians available each day to deal with emergency cases. If the locality Child & Adolescent Psychiatrist is not available to provide emergency input, Consultants in other local teams provide support through a day time emergency rota on a hub basis and a wider Tier 3 basis. The post holder will be expected to participate in this rota

g. Out Of Hours On Call

The post holder will be expected to participate in the Out Of Hours Child & Adolescent Psychiatry On Call rota for NHS Greater Glasgow and Clyde. Currently the Out Of Hours service is provided by 4 levels of staff.

We operate a 24/7 out of hours service for child and adolescent psychiatry within NHSGGC. This is a 3 clinical tier out of hours service with a front line team of experienced nurses (unscheduled care team), a second line higher trainee (continuous rota of on call rather than shift system) and a third line consultant child & adolescent psychiatrist (on call from home). The out of hours team are supported by an on call manager each day and night. The frequency of out of hours on calls for the consultant team is currently 1 in 16 WTE.

12 MANAGEMENT STRUCTURES

The post holder will become a member of the NHS Greater Glasgow and Clyde Division of Child & Adolescent Psychiatry. The Division provides advice to the senior management team of Specialist Children's Services in NHS Greater Glasgow and Clyde, local Health and Social Care Partnerships, the Health Board and various external bodies. Dr Fiona Mitchell, Consultant Child and Adolescent Psychiatrist, is current chair of the Division of Child and Adolescent Psychiatry in NHS Greater Glasgow and Clyde.

The General Manager for Specialist Children's Services (SCS), Ms Andrea Blair, has the lead in planning, developing and managing CAMHS services across NHSGGC. She is supported by a head of service, Ms Mags Simpson and a number of clinical service managers including the CSM for this post Ms Lindsay Jack.

Professional management accountability is through the Professional Lead Psychiatrists and the Clinical Director for CAMHS. The Clinical Director for CAMHS in NHSGGC is Dr Helen Tindle, Consultant Child & Adolescent Psychiatrist. She is supported by 2 Lead Consultant Child and Adolescent Psychiatrists at present. Professional Lead Psychiatrist Dr Joanna Young will provide support and management in relation to job planning for this post holder. Dr Una Graham is the Lead Associate Medical Director for Mental Health in NHS Greater Glasgow and Clyde.

Clinical governance arrangements are channelled, via a SCS clinical governance executive group, to the NHSGGC CAMHS Clinical Director and the Head of Specialist Children's Services on behalf of the Health Board Chief Officer with

responsibility for Specialist Children's Services, currently Mr Derrick Pearce, Chief Officer in East Dunbartonshire HSCP.

Annual leave and study leave will be agreed with the CAMHS Clinical Director and covered by Consultant colleagues in CAMHS.

A formal job plan will be agreed between the appointee, Clinical Director of CAMHS and/or one of the Lead Consultants on behalf of the service and medical management structures within NHS Greater Glasgow and Clyde. The job plan will be based on the provisional timetable, as described in this job description. This will be reviewed following the participation of the Consultant in appraisal/revalidation or within 3 months of the appointment at the request of the Consultant appointee.

The job plan will be a prospective agreement setting out the Consultants duties, responsibilities and objectives. It will cover all aspects of a Consultant's professional practice including clinical work, teaching, research and managerial responsibilities. It will include personal objectives including details of the link to wider service objectives and details of the support required by the Consultant to fulfil the job plan and objectives.

13. HR/People and Change team

HR Support for medical staff in CAMHS is provided by the East Dunbartonshire People and Change team.

Transport Links

Glasgow and Renfrew are well-served with transport links, with large centralised train stations in Glasgow Central, Glasgow Queen Street and Paisley. Several bus service providers operate in the city and Glasgow Airport is less than an hour from the city centre. Further information can be found at the Strathclyde Partnership for Transport website, which has a useful section on travelling to NHS sites within the city on <http://www.spt.co.uk/healthaccess/>

Scotland-wide public transport information is available from TraveLine Scotland. Their telephone service is available by calling 08771 200 22 33 and you can plan journeys online through the TraveLine Scotland website at <http://www.travelinescotland.com/welcome.do>

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Person specification

Attributes	Essential	Desirable
Qualifications	MRC Psych or equivalent. Full Registration with the GMC and a licence to practice.	Additional Higher Degree.
Training	<p>Completion of Higher Training in Child and Adolescent Psychiatry and inclusion on the GMC Specialist Registrar or within six months of CCT or CESR (Child and Adolescent Psychiatry) at interview.</p> <p>CESR CP (combined programme) candidates are eligible for a substantive Consultant post as this is the pathway for doctors who entered a GMC approved UK training programme so should be able to evidence CCT in place or within 6 months of interview date.</p> <p>Section 22 of the Mental Health (Care and Treatment) Scotland Act 2003 approval or agreement to train and gain approval following appointment</p>	<p>Specialist training in one or more psychological treatments</p> <p>Ability to train and supervise junior medical staff</p>
Research	Achieved Royal College of Psychiatrists Child and Adolescent Psychiatry Curricular Competencies in Research.	Current participation in research.
Clinical Governance	Experience of audit and relevant clinical governance activity.	Current participation in clinical audit.
Publications		In peer review journals.
Experience	Work experience in Community CAMHS and/or Inpatient Child or Adolescent Psychiatry Services.	Experience in Paediatrics, General Practice or other medical specialty, Learning Disability or Forensic Psychiatry experience.

Knowledge and Skills	Excellent knowledge and understanding of Child and Adolescent Mental Health including psychopharmacology. Knowledge of the law as it applies to children. Specific therapeutic skills. Demonstrable skill in multi disciplinary team working.	Expertise in one therapeutic modality. Expertise in Family Therapy. Knowledge of court and tribunal work with children and adolescents.
Disposition	<p>Calm and confident individual able to support team colleagues with a commitment to high quality patient care, team working and service development and improvement.</p> <p>Capacity to work calmly under pressure and ability to prioritise work with good decision making during crises.</p> <p>Excellent timekeeping.</p> <p>Reflective approach to clinical work.</p> <p>Flexibility.</p> <p>Excellent communicator.</p>	
Other	Full 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.