



NHS Fife

CONSULTANT PSYCHIATRIST
General Adult Psychiatry

**#SCOTLAND
ISNOW**

VACANCY

Consultant in General Adult Psychiatry
Queen Margaret Hospital
40 hours per week
£80,653 (GBP) to £107,170 (GBP) per annum
Tenure: Permanent



Applicants must have full GMC registration, a licence to practise 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.

For further information or to apply for this exciting role, please contact the NHS Scotland International Recruitment Service:

Telephone: +44141 278 2712
Email: scotland@nhs.net
Web: www.international.scot.nhs.uk

GLOSSARY

AHP	Allied Health Profession
BPSD	Behavioural and Psychological Symptoms of Dementia
CAMHS	Child and Adolescent Mental Health Service
CAPA	Choice and Partnership Approach
CBT	Cognitive Behavioural Therapy
CCT	Certificate of Completion of Training
CESR	Certificate of Eligibility for Specialist Registration
CPD	Continuing Professional Development
CPN	Community Psychiatric Nurse
DCC	Direct Clinical Care
EEA	European Economic Area
FBT	Family Based Treatment
GIRFEC	Getting it Right for Every Child
GMC	General Medical Council
HR	Human Resources
HSCP	Health and Social Care Partnership
IP	Inpatient(s)
IPCU	Intensive Psychiatric Care Unit
LD	Learning Disabilities
MRCPsych	Member of the Royal College of Psychiatry
NHS	National Health Service
OOH	Out of Hours
OP	Outpatient(s)
PA	Programmed Activity
PVG	Protection of Vulnerable Groups
RMN	Registered Mental Nurse
SCA	Scottish Centre for Autism
SPA	Supporting Professional Activity
UK	United Kingdom
WTE	Whole Time Equivalent

JOB DESCRIPTION



NHS Fife

**Consultant Psychiatrist
General Adult Psychiatry**

Mental Health Services 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 Fife Wide Division 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 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.

The Adult Psychiatric Service in Fife is divided into three sectors, with inpatient and out patient care being delivered by a nominated sector consultant.

West Sector (population 149,357)

- Based in Queen Margaret Hospital, Dunfermline

Central Fife (population 153,909)

- Kirkcaldy & Levenmouth Sectors (based in Whyteman's Brae Hospital, Kirkcaldy)
- Glenrothes Sector (In-patients based in Stratheden Hospital, Cupar)
- Day Hospital and Gemini Team (based in Whyteman's Brae Hospital, Kirkcaldy)

North East Sector (population 75,997)

- Based in Stratheden Hospital, Cupar

In-patient services

In-patient services are at Queen Margaret Hospital, Dunfermline, Whyteman's Brae Hospital, Kirkcaldy, and at Stratheden Hospital, Cupar. There are three general adult acute wards, one on each site. Ward 2 at Queen Margaret hospital, Dunfermline has 30 beds, Ravenscraig Ward in Whytemans Brae Hospital, Kirkcaldy has 29 beds, Lomond Ward in Stratheden Hospital Cupar has a further 30 beds.

There is a newly built eight bedded IPCU based on the Stratheden site, offering both male and female inpatient intensive care for the whole of Fife.

Supporting Adult Mental Health Services:

- Community Psychiatric Nursing Services - teams located in catchment areas (2 teams in West Fife, 3 in Central and 2 teams in North East Fife). In addition there are two community nursing teams for patients with severe and enduring mental illnesses using an assertive approach, one in West Fife (COT team) and Central Fife (GEMINI team).
- There are three day hospitals, one for each site, Hillview at Queen Margaret, Dunikier Day Hospital at Whytemans Brae, and Weston Day Hospital in Cupar, offering a range of nurse delivered psychological therapies, both individual and group based, in addition to running Clozapine clinics.
- The Fife wide Occupational Therapy Service covers the 3 sectors in Fife and provides a service to acute, rehabilitation and community for both over and under 65 year old patients. The service includes assessment of functional capacity and deficit, therapeutic activity, specific evidence based interventions and discharge planning.
- Department of Clinical Psychology led by the Area Head of Psychology Services based at Lynebank Hospital and Stratheden Hospital.
- 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 Department 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

Unscheduled Care Assessment Team

This is a 24 hour nurse lead team with medical input from trainee doctors and speciality grade doctors within hours (consultant supervision within sectors) and on call medical psychiatric doctors out of hours. 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.

Old Age Psychiatry

- Whyteman's Brae Hospital (Day Hospital only), Kirkcaldy
- Stratheden Hospital, Cupar
- Queen Margaret Hospital, Dunfermline

Rehabilitation

- Stratheden Hospital, Cupar (Fife wide).

Intensive Psychiatric Care Unit

- Stratheden Hospital, Cupar (Fife wide).

Addictions

- Cameron Hospital, Windygates, Leven.
- Whyteman's Brae Hospital, Kirkcaldy
- Lynebank Hospital, Dunfermline

Child and Adolescent

- Playfield House, Stratheden Hospital, Cupar (Fife wide).

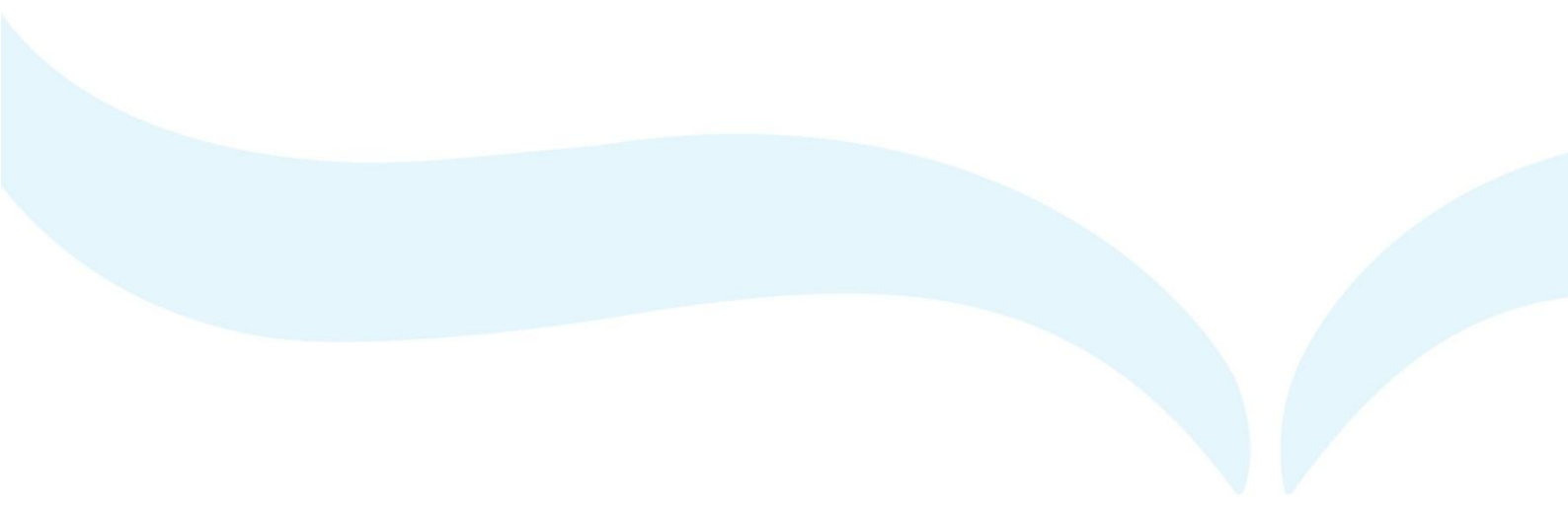
Learning Disabilities

- Lynebank hospital, Dunfermline (Fife wide).

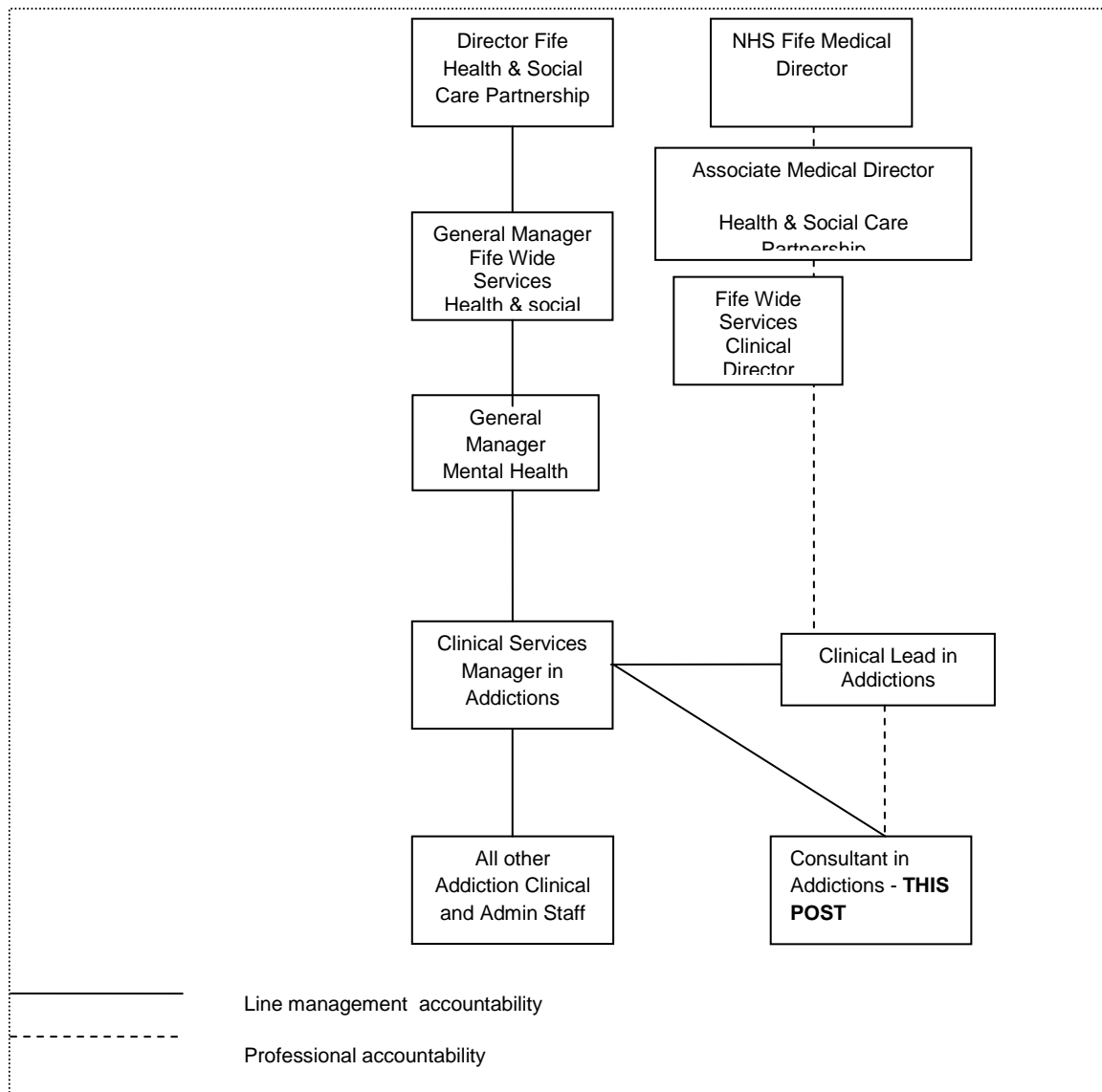
Forensic

- Forensic Community Mental Health Team, Lynebank Hospital, Dunfermline
- Radernie Low Secure Unit, Stratheden Hospital, Cupar

Development plans

- Mental Health Services are working towards increasing services in the community and reducing dependence on beds.
 - Health and social work are now integrated with an Integrated Joint Board established in 2016.
 - Clinical leads posts have recently been established with an aim of enhancing medical input into the Mental Health service development.
 - Locality Mental Health Team (LMHT) structure is variable across Fife. Redesign work is currently underway to develop Community Mental Health Teams Fife wide in addition to establishing a clear stepped care framework to support this. Resources across the service will be reviewed as part of this process.
 - Further restructuring will occur to align services with the council east west divide and community teams with the 7 GP clusters
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Organisational position



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.

Staffing levels

Queen Margaret Hospital	
Consultants Dr I G Thomas This post Dr P Cavanagh Dr J Cuthill Dr S McCallum Dr Pujit Gandhi Dr Steven Birrell	Staff Grades Dr Martha Neilson Specialty Trainees in Psychiatry (SE Scotland Rotation) West Fife There are 3 CT1-3's There are occasionally ST4-6 grade doctors on rotation in Fife Specialty Registrar (StR) (GPST) There are two GPST posts Foundation Posts There is one FY2 post

Whyteman's Brae Hospital	
Consultants Dr M Roll Locum post (Kirkcaldy sector) Dr M Boilson Dr Vijay Arulnathan Dr Gavin Phillipson Dr Michael Armanayous Dr Simon Rubidge	Specialty Doctor Dr Hamish McCool Dr Afsaneh Ramez Specialty Trainees in Psychiatry (SE Scotland Rotation) Whytemans Brae There is one CT1-3 There are occasionally ST4-6 grade doctors on rotation in Fife Specialty Registrar (StR) (GPST) There are two GPST posts

Stratheden Hospital, Cupar	
Consultants Dr G Stevenson Dr S Carey Dr David Reid Dr J Curran Dr M Fee Dr Edyta Berent Dr Paramore Dr P Dasgupta	Speciality Grade Dr Bose Dr Olley Dr Wighton Benn (0.4 teaching fellow, 0.6 IPCU) Specialty Trainees in Psychiatry (SE Scotland Rotation) West Fife There are 2.5 CT1-3's There are occasionally ST4-6 grade doctors on rotation in Fife Specialty Registrar (StR) (GPST) There are 2 GPST posts

	Foundation Posts There are 2 FY2 post
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Child & Family Psychiatry - Playfield House Stratheden	
Consultants Dr R Sime Dr J Esparon Dr C Grimmer Dr H Dawson	Specialty Grade Dr M Parish Speciality Training Posts One CT1-3 post

Psychiatry of Addiction - Stratheden hospital	
Consultant Dr A Baldacchino	Staff Grade Vacant Vacant GP Practitioners Dr C Firth Dr D Brown

Forensic Psychiatry	
Consultant Dr J Drummond Locum post	Speciality Training Post 0.5 CT1

Duties of the post

The West Fife service covers both urban and rural communities. The main towns are Dunfermline, Cowdenbeath, Lochgelly and Inverkeithing. Queen Margaret Hospital is the main service base in this area. There is one inpatient ward for working age adult patients (Ward 2 – 30 beds), as well as one acute admission ward (ward 1) and one long stay ward (ward 4) for older adults. Outpatient clinics for this post will be based at Queen Margaret Hospital also.

The general adult service is currently covered by 4.4 WTE consultants. Three full time (one of which is this post, as well as Dr Gandhi and Dr Birrell) and one part time consultant (Dr McCallum) cover the sectors, and one full time consultant (Dr Cavanagh) works with the West Fife Community Outreach Team (WFCOT), serving the needs of some patients with severe and enduring mental illness throughout West Fife.

There is no 'functional split' between inpatient and outpatient care in Fife, and the postholder will be responsible for the psychiatric care & treatment of patients from the sector both whilst they are in the ward and in the community, though some of this populations inpatient and outpatient care is delivered by the WFCOT team members.

The post is a 10PA job, to be worked over five days. This will comprise 8 DCC and 2 SPA with 0.25 PA in lieu of OOH to be subtracted from the DCC's.

This post will cover a sector within Dunfermline, serving the needs of patients registered with four medium-sized GP practices. The population of working age adults in this catchment is approximately 26500, as follows:

- New Park Medical Practice (7471)
- Hospital Hill Surgery (6090)
- Millhill Surgery (6112)
- Bellyeoman Surgery (6662)

The post is supported by a share of a junior doctor, who will be either a GP trainee or a core trainee (usually CT1) in psychiatry.

In addition, there are currently two community psychiatric nurses (CPNs) covering the catchment. CPNs are based in Queen Margaret Hospital also. There are weekly allocations / multidisciplinary community team meetings.

The post is supported by a full time medical secretary, and the postholder will be allocated an individual office within Queen Margaret Hospital.

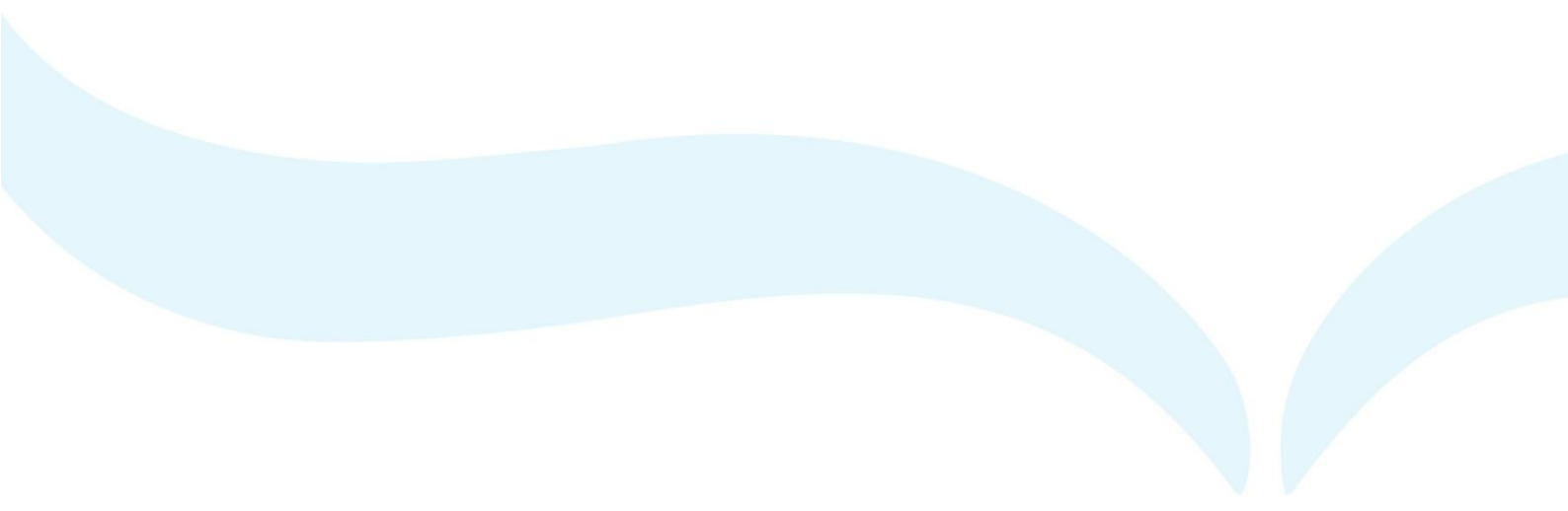
There is a strong appetite to develop and establish community mental health teams (CMHTs) locally and Fife wide, and some work on this has already been done. The postholder will therefore be able to become actively involved in shaping and developing the service in which they will be working.

The post holder is expected to participate in the shared West Fife consultants activities and broader activities of the Fife wide division of psychiatry. This includes planning meetings and to take a share of administrative and organizational duties, both locally and within the Health and Social Care Partnership. There is close liaison between all Fife consultants and occasional cross cover may be necessary with other general adult colleagues in other locally based units and / or Old Age colleagues.

As well as close working liaison between West Fife consultants, there is an established strong culture of informal and friendly peer support. Medical staff tend to meet several times per week (usually over lunch or during coffee breaks) and are friendly and welcoming. In addition, there is also a strong educational ethos, and the weekly philosophy and ethics group provides enjoyable and thought provoking discussion on a variety of topics related to clinical practice.

Principal duties

- To work flexibly with colleagues of all disciplines to achieve best standard of patient care possible.
- Clinical care of working age adult patients, from a designated group of practices from West Fife.
- Outpatient clinics.
- Liaison with Mental Health Social Workers, Social Services and colleagues from other disciplines in NHS Fife. Home visits with GPs and other members of the team as necessary.

- Manage the treatment of patients using the Mental Health (Care & Treatment)(Scotland) Act 2003 and the Adults With Incapacity (Scotland) Act 2000 where appropriate and necessary. Attend CPA meetings and Mental Health Act tribunal hearings.
 - Liaison with non-statutory service providers, for example, Housing Support Associations and Fife Alcohol Advisory Service.
 - Liaison with NHS Fife Addiction Services.
 - Liaison with Accident and Emergency Department and occasionally with general wards.
 - From time to time the post holder may be required to provide inpatient clinical care to adolescent patients, learning disability patients, older adults and Addictions Service patients as well as occasional out of sector patients when the sector beds are full.
 - Currently consultants provide court reports to their own sector but many reports are now completed by the Forensic Mental Health Team.
 - The post holder is expected to participate in clinical governance activities.
 - 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.
 - To be responsible for the education, training, and supervision of the junior medical staff and should attend Educational Supervisor course.
 - To provide, when required, lectures to nursing staff at various stages of their training and to other groups for in-service training.
 - To undertake duties as an approved medical practitioner under the terms of the Mental Health (Care & Treatment) (Scotland) Act 2003.
 - Share of annual leave, public holiday and study leave cover with colleagues. Sick leave as per LNC agreement with NHS Fife.
 - To participate fully in the on-call rota for the Psychiatric Service Fife wide. On call responsibilities cover Mental Health Services throughout Fife, currently on a 1:17 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, and Queen Margaret Hospital, Dunfermline.
 - In view of the impending changes in the Mental Health Service, the job description will be subject to review after 12/18 months to allow flexibility for both the successful applicant and the managers planning service delivery changes.
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Indicative Job plan timetable

Day	AM	PM
Monday	Ward handover / Ward Round (1PA)	Outpatient Clinic with Trainee (1PA)
Tuesday	Postgraduate programme Division of Psychiatry meeting (monthly) (1SPA)	Outpatient clinic with trainee (1PA)
Wednesday	Outpatient clinic (1PA)	Flexible clinical session (home visits, CPA meetings, day hospital, reports, MHA work, etc) (1PA)
Thursday	Ward work / emergency outpatients Community team meeting (1PA)	Flexible clinical session (home visits, CPA meetings, day hospital, reports, MHA work, etc) (1PA)
Friday	Ward work / Trainee supervision (1PA)	Philosophy group (1SPA)

(this is a draft and is negotiable)

Included within the 10 PAs are 0.5 PA for on call/ cover for colleagues/flexible working in line with other consultants on the rota (this can be taken in consultation with sector colleagues and subtracted from the above)

Total = 10 PA'S

Moving into the future, this work pattern may change and a consultant presence may be required 24 hours/7 days per week. This will be part of the regular job plan and will be remunerated in line with nationally agreed terms and conditions of services (at present the 2004 consultant contract).

PERSON SPECIFICATION

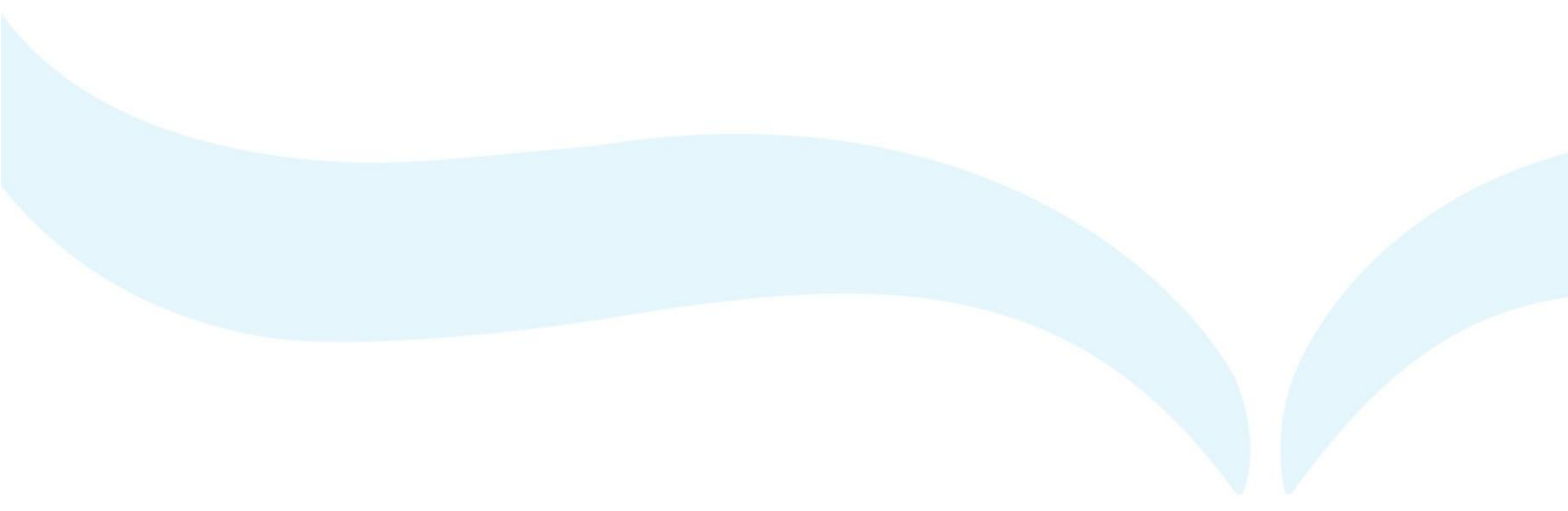
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Attributes	Essential	Desirable
Education and Qualifications	<p>MRCPsych qualification (or equivalent)</p> <p>Full Registration with the GMC and a licence to practice</p> <p>Completion of Higher Training in General Adult Psychiatry and inclusion on the GMC Specialist Register or within six months of CCT or CESR (General Adult Psychiatry) at interview</p> <p>Eligible for (or in receipt of) approval under Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003</p>	<p>Additional post-graduate qualifications, e.g. MD/ PhD/MSc</p>
Experience	<p>Wide experience in general adult psychiatry including working in a community setting</p>	<p>Evidence of leading team meetings, CPA meetings, family meetings etc</p> <p>Experience of undertaking Mental Health act assessments in the community</p> <p>Experience of giving evidence at Mental Health tribunals</p>
Ability	<p>Ability to take full responsibility for independent management of patients.</p> <p>Ability to communicate effectively and clearly with patients and team members</p>	<p>Evidence of complex case management</p>
Academic Achievements	<p>Supportive of research activity</p>	<p>Evidence of research and publications in peer reviewed</p>

		journals
Teaching and Audit	Evidence of commitment to: <ul style="list-style-type: none"> • 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
Motivation	Evidence of commitment to: <ul style="list-style-type: none"> • patient-focused care • continuous professional development and life-long learning • effective and efficient use of resources 	Experience of involvement in service development projects Clear commitment to developing role in relation to community services
Team Working	Ability to work in a team with colleagues in own and other disciplines Ability to organise time efficiently and effectively Reliability Excellent communication skills	Ability to motivate colleagues Leadership training Good liaison and negotiation skills



TERMS AND CONDITIONS

NHS Fife



**Consultant Psychiatrist
General Adult Psychiatry**

Terms and Conditions of employment

The post holder will have a contract of employment with NHS Fife. The terms and conditions of service relating to employment are those currently set out in the Hospital Medical & Dental Staff and Doctors in Public Health Medicine and the Community Health for the Consultant Grade and the General Whitley Council Conditions of Service.

Absence

The post holder should make requests for annual leave and reports of sickness absence to the clinical lead & management secretary. The successful candidate is expected to contribute to management tasks.

Professional support

Professional support is available through NHS Fife Medical Director and/or Director of Public Health with whom the appointee is entitled to discuss any grievance relating to their employment, or to gain advice and/or support following a failure to agree a job plan at review. NHS Fife Board act as final arbiters of disputes over job plans which cannot be resolved at local level.

Employment details

All NHS Fife appointments are subject to a satisfactory medical report and a PVG check.

Superannuation

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.

Annual Leave

The annual leave entitlement for consultant staff is six weeks and 10 public holidays per annum on a pro rata basis.

Programmed Activities

The post will offer a maximum of 2 SPAs. 1 is guaranteed for CPD the other will be negotiated taking into account duties such as appraiser, trainer or other agreed specific tasks.

Salary

Salary Scale: £80,653 - £107,170 per annum. Progression through seniority points will be in accordance with the provisions of Section 5 of the Terms and Conditions of service.

Other duties

In addition to the duties outlined above, you may occasionally be required to undertake other duties for limited periods.

Notice period

The employment is subject to three months' notice (or longer) on either side.

Travel

Your residence shall be maintained in contact with the public telephone service. The post is non-resident, and therefore, you will be entitled to appropriate reimbursement for place of residence.

