



CONSULTANT IN GENERAL ADULT PSYCHIATRY

INFORMATION AND JOB DESCRIPTION



Scott's View, Melrose

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SECTION A

JOB DESCRIPTION

1. THE POST

A full time post for a Consultant in General Adult Psychiatry has arisen within the Mental Health Service in the Scottish Borders. The successful applicant will lead the General Psychiatry service for the South Sector of the Borders, delivering care and promoting a multi-disciplinary/multi-agency approach.

Job Title	Consultant Psychiatrist
Type of Post	General Adult Psychiatry, Community-based.
Full/Part Time Post	Full Time (10 Programmed Activities)
Salary Range	Will be employed under the 2004 Consultant Contract. Basic Salary Range: £74,504 - £100,446
Number of P.A.s	The full time contract will be for 10 Programmed Activities.
Catchment Area	East Borders – population size of 34,000 (16-69 years)
Base Hospital	In patient beds are located at Huntlyburn House, Melrose; the community team base is currently in Galashiels but will be moving to the Huntlyburn campus in 2016.
On-Call	Current rota 1:8, may move to 1:9. An availability supplement is paid, in accordance with the Terms and Conditions of Service.
Continuing Professional Development	To actively engage in local and national Continuing Professional Development
Post Approved	Approved by the NHS Borders Mental Health Medical Staff Committee and Royal College of Psychiatrists Regional Adviser.

Principal Duties

Clinical

- To take a clinical lead in the provision of general adult psychiatric services to the designated catchment area of East Borders, taking medical responsibility for outpatients and inpatients aged 18 to 69 inclusive, but excluding those individuals under the age of 70 with established dementia.
- To undertake psychiatric and risk assessments, and treatment planning in conjunction with the multi-disciplinary team within both community and inpatient services.
- To promote a multi-disciplinary/multi-agency approach and provide consultancy support to Primary Care staff, CPNs and the Day services within the defined catchment area.
- To be an Approved Medical Practitioner (AMP) in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required duties in relation to this.
- To provide psychiatric court reports as requested by local legal authorities.
- To take a special interest lead, the nature of which is to be agreed with the Associate Medical Director.
- To participate in the psychiatric on-call rota and in cross cover arrangements for colleagues during periods of annual leave, study leave and short term sick leave.

Liaison With Other Agencies

- To provide expert advice and forge working links with other stakeholder agencies and groups, including out of area services for Borders clients and primary care

Management

- To contribute to the continuing strategic development and evolution of mental health services overall and adult general psychiatric services in particular, in line with national and local guidance, including forthcoming integration arrangements.
- To actively participate in the NHS Borders Clinical Governance programme, including active involvement in clinical audit, critical incident reviews and complaints management.

Education, Training & Research

- To provide supervision to the GP or Specialty Trainee within the team. From time to time there may be an additional ST6 attached to the Team for whom appropriate supervision will also be required, depending on the incumbent obtaining approval as an ST trainer.
- To initiate or participate in relevant research, if desired and as appropriate. There are excellent library facilities available at the Education Centre based in the grounds of the nearby Borders General Hospital, access to the NHS eLibrary from your PC, and a comprehensive patient information system.
- To participate in Continuing Professional Development and annual appraisal, including 360-degree appraisal.
- To participate in the training and development of staff: medical students on attachments, nursing staff and AHPs.
- To participate in the local post-graduate programme. There is also an opportunity to become involved in the MRCPsych Teaching Course and the General Practice Psychiatry Course for GP Specialty Trainees in Edinburgh with which the Borders has close links.

2. POPULATION & LOCAL INFORMATION

2.1 Scottish Borders

- (a) Size of Area – 1,826 sq miles (6% of the area of Scotland)
- (b) Population – 114,000 (2% of the Scottish population)
- (c) The East area has 5 main towns Melrose, Kelso, Duns, Eyemouth and Coldstream.
- (d) Agriculture, textiles and tourism are the major industries throughout the Borders area.

The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominantly rural, it is historically a unique part of the country, the home of the Border Reivers, and where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds in April each year. There is also ready access to fishing, golf, swimming, shooting, horse riding, cricket, football, hiking and many other activities in addition to extensive cultural groups with music and art societies, drama, and small theatres in Melrose, Peebles and Selkirk as well as amateur opera. There are cinemas in Hawick, Kelso and Galashiels and a new arts centre in Peebles, which includes a cinema and live theatre.

The local state schools are first rate; many of the Consultants' children attend Earlston High School which is always near the top of the state school league tables. There are also private schools available in Edinburgh, and a local private school (St Mary's) in Melrose for children up to age 13 years. There is a purpose-built nursery in the grounds of the hospital for hospital employees' children.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. On opening the railway Her Majesty Queen Elizabeth said "The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy". There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of Britain, particularly in the south.

Please see Websites:

Scottish Borders Tourist Board	- www.scot-borders.co.uk
Scottish Borders Information	- www.bordernet.co.uk
Melrose	- www.melrose.bordernet.co.uk
Southern Reporter	- www.borderstoday.co.uk
NHS Borders	- www.nhsborders.org.uk
Borders Properties	- www.bspcbricks.co.uk

2.2 **NHS Borders**

Our Values are at the heart of all that we do:

- Care and Compassion
- Quality and Teamwork
- Dignity and Respect
- Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

NHS Borders has taken a lead as one of very few NHS Boards in Scotland with an entirely integrated structure for management of health services. Decision-making is firmly embedded with an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally-recognised joint initiatives. The NHS Borders Board covers an area co-terminus with the local authority (Scottish Borders Council) and has developed close and effective links with Scottish Borders Council (SBC), including the creation of a Joint Health and Care Partnership Board moving forward the integration of health and social care.

The Clinical Executive (CE) is the body responsible for ensuring the overall management of services, operational service planning and service redesign. The CE is chaired by the Medical Director and includes the Director of Nursing, Clinical Chairs, General Managers from each of the Clinical Boards across NHS Borders (including the Mental Health Board) and SBC Social Care. The Clinical Executive therefore has the authority to manage resources across the area and to design care from a “whole system” perspective.

Clinical Governance is well established, forming part of the Risk Management of the whole organisation. Clinical Governance is seen as a positive support to all clinicians with active participation by all professions. There is a wide range of opportunities for the post-holder to be involved in this area of work.

2.3 **Mental Health Service**

With approximately 300 staff and an annual operational budget of £13 million, the NHS Borders Mental Health Service provides treatment in a variety of settings, via consultant-led Community Mental Health Teams, a range of community, day and residential facilities and the in-patient services.

The shared philosophy is that of a personal service based on respect for the individual. It builds on the historic foundations of the therapeutic community principles of Dingleton Hospital and the solidly established community psychiatry approach commenced in the early 1970s. We expect people to achieve their maximum potential when given the maximum appropriate involvement in and responsibility for their own care and recovery. Through our community approach, we are able to intervene early to provide assertive outreach and deliver a range of treatment modalities within a bio-psycho-social model which uses the most effective combination of medical interventions (in the broadest sense), cognitive behavioural, psychodynamic, occupational, social and family support.

There is a clear value base within the service that front line clinicians must be involved in the key decisions that affect their everyday working practice and there is a range of opportunities for medical staff to get involved through active clinical governance systems, Medical Staff Committee and a range of project steering groups. The Mental Health Board oversees the delivery of services and includes a wide range of clinical staff alongside managers and a number of consultant psychiatrists.

The Mental Health (Care and Treatment) (Scotland) Act 2003 was implemented in April 2005. The Borders Mental Health Service has worked with partner agencies to comply with the Act¹, which offered a challenge but also an opportunity to reconfigure and develop local services. The service is currently in the process of fully integrating with Mental Health Social Work services.

Adult Mental Health Services

Adult Mental Health Services have undergone a period of development in the decade following the closure of Dingleton Hospital. The Adult Mental Health Services consist of 3 Community Mental Health Teams (South, East and West) with geographical catchment areas centred on the larger Borders (Hawick, Galashiels and Kelso). There is also access to day services and voluntary organisations.

East Community Mental Health Team

The postholder will be responsible for provision of service in the East Community Mental Health Team (CMHT) catchment area, with the exact area of consultant responsibility is negotiable

The East CMHT is a fully integrated team with a catchment population delimited by the patients who are registered with general practitioners in Kelso, Eyemouth, Melrose, Duns, Earlston, Greenlaw and Coldstream. Community staff are currently based in the Roxburgh Street office in Galashiels, but will be relocating in 2016, to sit alongside the acute admission unit and administrative bases situated at Huntlyburn House, Melrose. The community team operates during the hours of 9am until 5pm, Monday to Friday.

The East CMHT consists of the following staff:

1.0 wte	Consultant Psychiatrist
1.0 wte	Clinical Psychologist
1.0 wte	Clinical Associate Applied Psychologist (CAAP)
0.5 wte	Team Manager (also holds clinical caseload, Band 7)
0.5 wte	Consultant Psychiatrist or 1wte Specialty Doctor (vacant)
2.0 wte	Community Psychiatric Nurses (Band 6)
2.0 wte	Community Psychiatric Nurses (Band 5)
0.8 wte	Social Worker
0.5 wte	Mental Health Officer
0.4 wte	Team Secretary (Band 4)
1.0 wte	Secretary (Band 3)
1.0 wte	ST1-3 trainee or GP trainee

Referral

The team accepts referrals of adults aged 18 to 69 years who present with a range of acute general psychiatric disorders, including major mental illness, severe adjustment disorders and emotional and behavioural disturbances requiring psychiatric or psychological assessment, and with more specialist patient groups such as dual diagnosis, alcohol misuse and eating disorders. Borders CMHTs all provide an assessment and treatment service, at a community venue of their choice or in people's own homes.

Emergency referrals are currently handled by the Borders Crisis Team based in Galashiels. Urgent referrals are dealt with by a rota of team members.

New cases seen by the East Team 2013/14	531
East Team caseload	464

¹ Borders Joint Local Implementation Plan for the Mental Health (Care and Treatment) (Scotland) Act 2003

Inpatient Beds

Nineteen acute admission beds are available at Huntlyburn House, Melrose, in a new unit opened in 2001 and fully renovated in 2013. Each team has a nominal six beds for individuals requiring 24-hour specialist psychiatric nursing care. All bedrooms are single with en-suite facilities; there are 2 sitting rooms with dining areas, additional sitting areas and one external smoking area on the unit.

Voluntary Agencies

Scottish Association for Mental Health (SAMH) and **Penumbra** work closely with the East Team providing support workers to patients in their own homes.

There is access to **Independent Advocacy** and drop-in support offered by **New Horizons**, a user-led collective advocacy organisation based in Galashiels.

Other Mental Health Teams:

a) Borders Crisis Team

The Borders Crisis Team (BCT) accepts referrals from GPs, the Borders General Hospital A&E Department and CMHTs. It provides intensive community treatment to adults with acute mental health problems, as an alternative to hospital admission where safe and appropriate. The activities of the BCT include: assessment, emotional support, symptom management, practical help, supervision and safety, family work, respite, and monitoring medication.

There is close liaison between the BCT and the key worker from the referring team who will maintain regular contact during the time the BCT are involved, to ensure continuity of care. Medical responsibility for BCT clients remains with the Consultant from the referring Community Mental Health Team who should be available for review and advice when required. A half-time consultant dedicated to the BCT (Dr Joanna Smith) takes consultant responsibility for emergency new cases.

The service is Borders-wide and operates from 0900hrs-2100hrs Monday to Friday. There is basic weekend cover by one member of the team from 0900hrs-1700hrs on Saturday and Sunday, in conjunction with the on-call trainee psychiatrist. Clients can be visited more than once a day if necessary, particularly in the early stages of involvement. The average length of contact with the BCT is 3-4 weeks.

b) Borders Addiction Service

The Borders Addiction Service provides assessment and care planning for Borders residents with mental health problems related to alcohol or substances misuse. There are close working relations with primary care services, with agreed shared care detoxification and stabilisation programmes.

The team works within a broad philosophy of harm reduction, recognising the right of clients to make informed choices regarding their lifestyles and changes they wish to make within this. Access to detoxification beds is within the acute adult admissions unit (Huntlyburn House).

There is also a range of voluntary sector services including:

AA – local groups in all main towns.

Penumbra Youth Project Community Drug Action Project - information, advice and counselling for 16-21 years with drug/alcohol problems (with or without mental health problems). Drop-in centres in Galashiels, Hawick, Eyemouth, Peebles and Kelso.

Addaction – community based counselling, information and advice for adults with alcohol problems. Also runs a support group for longer-term support/relapse prevention and a

programme of group work modules for alcohol-related offenders referred by the Criminal Justice Service. Drug outreach service for 16 yrs plus including: needle exchange; information; counselling; practical support; and support to access employment, education or training.

c) Child and Adolescent Mental Health Services

The Child and Adolescent Mental Health Team is based in Selkirk. It provides assessment and treatment of mental health problems relating to children and young people under the age of 18 years, and promotes the understanding of issues affecting the mental health of this age group. In-patient provision is available at the Young People's Unit in Edinburgh.

d) Learning Disability Service

The Learning Disability Community Service, based in Melrose, provides a service to adults (16+ years) with a learning disability and complex mental health needs.

There are no local inpatient facilities and specialist in-patient beds are accessed out-of-area. An Assertive Outreach Team offers intensive care and assessment at home to avoid unnecessary hospital admission. The Learning Disability Service is part of the regional planning network for South East Scotland and Tayside regions, and has operated as a fully integrated (Health and Social Work) Borders-wide service for the last 6 years

e) Liaison Psychiatry Team

In 2005 a Liaison Psychiatry Team was created to provide a psychiatric service to the Borders General Hospital. Referrals include deliberate self-harm and the whole range of psychiatric disorders which are a consequence of physical illness or contribute to it, including medically unexplained physical symptoms which present in the general hospital setting. A consultant psychiatrist currently works half time in the Liaison Service and half-time within Borders Crisis Team.

f) Mental Health Services for Older Adults

The Mental Health for Older Adults Service (MHOAS) provides a Borders-wide specialist mental health service for all people aged 70 and over and for those below 70 with progressive dementia. The Mental Health for Older Adults Team (MHOAT) is the community team element of the service, providing community assessment, usually in the patient's own home, with treatment and on-going support for those with complex needs. Approximately two-thirds of referrals are for dementia assessment and a third for functional psychiatric illness, mainly depression.

In-patient facilities include: a 14-bed dementia assessment ward; 6 beds for functionally ill elderly people; and one NHS dementia complex care ward attached to the Borders General Hospital. There are dementia day units and a variety of other day units and services throughout the Borders.

g) Rehabilitation Service

The Community Rehabilitation Team provides a Borders-wide service for around 120 patients with severe and enduring mental health problems (mostly chronic schizophrenia). It accepts referrals of adults from 16 – 69 years from adult CMHTs, CAMHS and other psychiatric services where patients are returning to live within Borders.

The referral criteria include:

- adults with severe and enduring mental health problems: usually with a diagnosis of schizophrenia, schizo-affective disorder or severe bi-polar affective disorder
- complex needs involving the combination of health, social, occupational, employment and educational difficulties
- those likely to benefit from active rehabilitation, or
- who require a level of community input and consistency that cannot be provided by the acute community mental health teams.

An increasing number of referrals have co-morbid diagnoses of psychosis and alcohol/substance misuse. The Rehabilitation Team delivers individual care packages to adults across Borders, with a strong emphasis on multi-disciplinary and multi-agency joint working. Dedicated supported accommodation flats are available in Galashiels. The Rehab inpatient unit (**East Brig**) has 12 beds for patients in early relapse, active rehabilitation and for relapse prevention; there are plans for the ward to move to improved facilities in Hawick in 2016.

2.4 Scottish Borders Council

There are good relationships between NHS Borders and the Local Authority, who are working together to implement the integration strategy for mental health and older adults services. An Integration Shadow Board is in place and considerable work is underway to progress the Integration agenda in a way that will result in genuine improvements in the delivery of joint services.

2.5 Social Services

There is specialist Mental Health Social Work input into all the CMHTs, Community Rehab Team and the Drug and Alcohol Services, fostering excellent working relationships. The MHO service can be contacted 24 hours per day, seven days per week.

3. RESEARCH, AUDIT AND TEACHING

The Clinical Tutor has responsibility for the local professional development programmes. This role currently incorporates medical student placements and supporting new trainees. The Adult, Elderly, Child & Adolescent and Learning Disability Services are approved training areas for Basic Specialist Training in Psychiatry and Vocational Training for General Practice.

Research is encouraged and investigative tools, such as MRI, SPECT and CT Scans are accessible at Borders General Hospital. There is an NHS Borders Research and Development Forum. The Mental Health Service has recently participated in the Scottish Schizophrenia Outcomes Study and is active in the National Audit of Schizophrenia Outcomes.

A University Library is based on site and there is an internal postgraduate programme with regular external speakers. There are weekly educational seminars, and joint monthly Mental Health Legislation meetings. The Mental Health and Learning Disability medical staff also participate in the Borders General Hospital Grand Rounds. There is audit time available to support critical incident reviews and National Quality Standards. The Borders Service is also involved in the Scottish ECT Accreditation Network. The Borders Mental Health Service has close links with Lothian and there are opportunities to become involved in the MRCPsych Teaching Course and the Psychiatry Course for GP Specialty Trainees, based at the Royal Edinburgh Hospital and the Lister Postgraduate Teaching Unit respectively.

All new consultants are welcome to join the consultant development programme. The programme has a duration of 6 days over a year (three two-day modules) and seeks to provide you with support for the development of leadership and management skills. The content of the programme includes modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established consultant will be identified as a “buddy” in your first few weeks. The Training & Professional Development Department is available as consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

4. SUPPORT STAFF AND FACILITIES

An office with PC, e-mail and internet access is available in the Community Team base. The majority of patients are seen in the community but, if the need arises, consultation rooms are available in local health centres and at the team base. There is dedicated secretarial time within the CMHT (2.0 wte) for clinical work and additional administrative time available within Medical Administration to assist with rotas, education programmes, etc. Each consultant has a Blackberry for remote email and calendar access.

The Consultant has the support of another consultant on the and, with a Specialist Trainee from the South East Scotland Higher Training Scheme from time to time.

The Consultant staff establishment within the Mental Health and Learning Disability Network is as follows:

Dr Cliff Sharp	Associate Medical Director (0.5) and Consultant Psychiatrist (South CMHT) (0.5)
Dr Amanda Cotton	South Community Mental Health Team
This post	East Community Mental Health Team
Dr Derek Dickson	West Community Mental Health Team
Dr Ruth Solomon (p/t)	Rehabilitation Team
Dr Jess Sussman (p/t)	Rehabilitation Team
Dr Anna Beaglehole	Mental Health for Older Adults Service
Dr Amanda Taffinder	Mental Health for Older Adults Service
Dr Ingrid Swan (p/t)	Mental Health for Older Adults Service
Dr Ashley Cameron	Child & Adolescent Mental Health Service
Dr Theresa McArdle	Child & Adolescent Mental Health Service
Dr Joanna Smith	Liaison & General Adult Psychiatry (Crisis Team)
Dr Jason Luty	Borders Addiction Service
Dr Mark Hughes	Learning Disability Service
Dr Willie Black (p/t)	Forensic Psychiatry

Other permanent medical staff supporting the Mental Health and Learning Disability Services:

Dr Lucy Calvert	Specialty Doctor, MHOAS
Dr Karen Andrews	Specialty Doctor, Rehabilitation Team
Dr Eimear O'Kane (p/t)	Specialty Doctor, West Community Mental Health Team
Dr Anne-Marie McGhee (p/t)	Associate Specialist, CAMHS
Dr Muriel Foreman	Specialty Doctor, CAMHS
Dr Chammy Sirisena	Associate Specialist, Learning Disability Team
Dr Jenny Forbes	GP with Special Interest, Substance Misuse Service

5. SERVICE, CLINICAL AND PROFESSIONAL STRUCTURES

The Consultant will be a member of the Medical Staff Committee within the Mental Health Service and a member of the NHS Borders Senior Medical Staff Committee. There is a Mental Health Board, which is responsible for the delivery of all mental health services, is chaired by the Associate Medical Director (Dr Cliff Sharp) and is accountable to the Clinical Executive.

Annual appraisal is undertaken to review personal development, with job planning on an annual basis, with the Associate Medical Director overseeing the process.

Within the CMHT, the Consultant has a clinical leadership role, and is accountable to the Associate Medical Director. Line management of other members of the team is undertaken by the Team Manager, Tracy Brotherstone, with professional supervision obtained through the relevant professional lines of accountability, ie. Nursing, Psychology, OT, social work, admin, etc.

SECTION B

JOB PLAN & CONDITIONS OF SERVICE

1. JOB PLAN

Draft Illustration Job Plan, to be agreed with successful candidate

	am	pm
Day 1	Inpatient Ward Assessments	SPA: Education Meeting
Day 2	Clinical Admin/SPA	Team Meeting/Case Referrals and allocation
Day 3	Community Visits	Community Visits
Day 4	Community Visits	Community Visits
Day 5	SPA/Clinical Admin	Clinical Admin

Notes

Job plan will be modified if successful candidate agrees to work less than full time commitments.

Supporting Professional Activity (SPA) will be agreed for various activities including your own C.P.D., undergraduate and postgraduate medical education, audit, committee membership, appraisal and revalidation, service management/development.

2. CONDITIONS OF SERVICE

- The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant's Contract) issued March 2004 by the Scottish Executive Health Department.
- The appointment will be made by NHS Borders on the recommendation of a Recruitment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
- The post holder must have Full Registration, included on the General Medical Council (GMC) Specialist Register, or if a Specialist Registrar within 6 months of completing their CCT. It is the post holder's responsibility to ensure his/her General Medical Council registration does not lapse.
- The Consultant appointed will have a continuing responsibility for the care of patients in his/her charge and for the proper functioning of his/her department. He/she will also undertake the administrative duties associated with the care of his/her patients and the running of the department.
- The contract will be for 10 Programmed Activities with any additional annually renewable Extra Programmed Activities to be discussed and mutually agreed with the successful candidate and if these are offered a separate contract would be established with a 3-month notice period from either party.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale **£76,761 - £103,490** per annum with scale placing as appropriate to experience and qualifications. An appropriate availability supplement will be paid for on-call.
- The appointment will be superannuable and subject to the regulations of the National Health Service. Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme.
- Termination of the appointment is subject to three months' notice on either side.
- Appointment is subject to a satisfactory pre-employment medical.
- Appointment is subject to satisfactory Disclosure (Criminal Records Check).
- The post holder will be expected to live within reasonable travelling time (1 hour) of the clinical team base.
- The post holder will be expected to participate in personal development review programme and CPD, and the annual appraisal process, including 360-degree appraisal.
- NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Board indemnity.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the Board's policy on smoking.

- NHS Borders Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.
- Assistance with relocation expenses may be given in accordance with the NHS Borders' Relocation Policy.

General Areas

- Communication - all staff are expected to take part in Team Meetings and other communication initiatives and to communicate readily with colleagues within NHS Borders.
- Health and Safety - all staff have a responsibility for the health and safety and welfare of themselves and others who may be affected by their acts or omissions. Staff will attend an annual update on health and safety at work and other issues relating to their safety. All incidents at work must be reported.
- Confidentiality/Data Protection - all staff who have access to information covered by the Data Protection Act will abide by the terms of the legislation.
- Standards/Quality and Policies and Procedures - staff will familiarise themselves with all NHS Borders Policies, Procedures or Protocols relating to their service and work within the guidelines.

3. PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications / Education	<p>MRC Psych (or equivalent)</p> <p>Full GMC Registration</p> <p>Included on the General Medical Council (GMC) Specialist Register, or Specialist Registrars within 6 months of completing their CCT.</p> <p>Applicants should be an Approved Medical Practitioner as under the Mental Health (Care & Treatment)(Scotland) Act 2003 or be willing to gain the approval once in post.</p>	Additional qualifications in a recognised Psychological Therapy.
Experience	<p>Relevant experience in the specialty.</p> <p>Experience of and skills in multi-disciplinary team working</p>	Working in a CMHT, with an emphasis on community work.
Skills and Abilities	<p>Clinical expertise in community psychiatry and knowledge of modern treatment options</p> <p>Ability to train and supervise junior medical staff/medical students/staff from other disciplines</p> <p>Good written, verbal and interpersonal communication skills.</p> <p>A commitment to developing services, working in partnership with service users and carers.</p>	Skills in Psychological / Social Therapies
Clinical Governance	Knowing basic principles and implementation.	Undertaken specific projects (audit, risk management etc.)
Research	An interest in systematic enquiry.	Published research; ongoing projects
Teaching	A commitment to education, training and professional development	Experience in teaching doctors and other disciplines.
Management	Willingness to develop skills.	Previous experience.

POINTS OF CONTACT & HOW TO APPLY

For information about application, please contact:

Medical Staffing
Human Resources
NHS Borders
Borders General Hospital
Melrose
TD6 9BS

Tel: 01896- 826167

e-mail medical.staffing@borders.scot.nhs.uk.

Further informal inquiries and arrangements to visit the service should be made to:

Dr Cliff Sharp
Associate Medical Director
Mental Health Service
Huntlyburn House
Melrose
TD6 9BD

Tel: 01896-827155

Email: cliff.sharp@borders.scot.nhs.uk

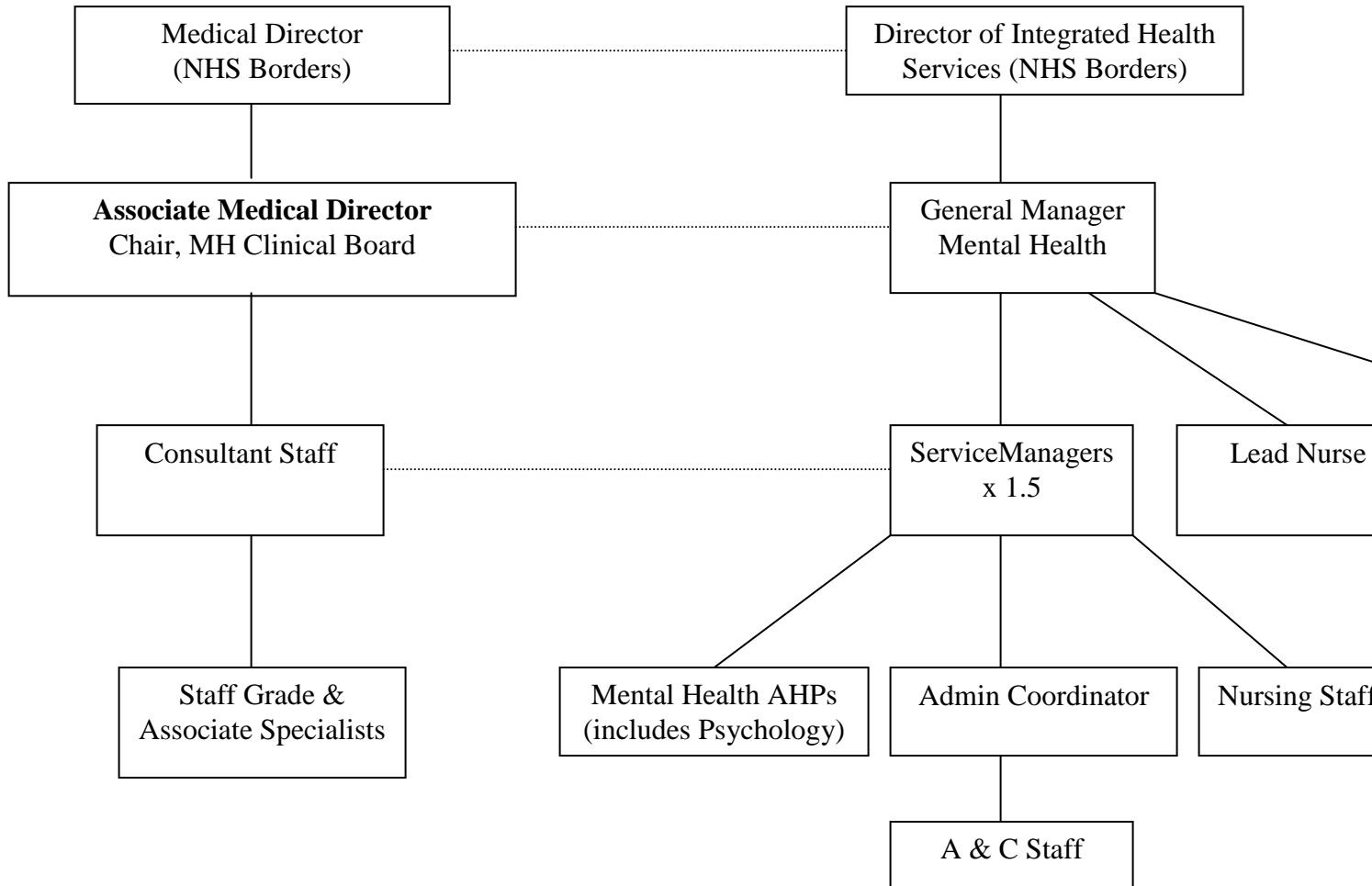
To apply please submit a full CV to Medical Staffing, Borders General Hospital, Melrose, Roxburghshire, TD6 9BS with the names and addresses of three referees, including your most recent employer. Telephone 01896 826167 or Fax 01896 826159 or e-mail

medical.staffing@borders.scot.nhs.uk.

Phone: 01896 826167 to ensure safe receipt of your email.

Please quote reference: Med 712

Line Management Responsibility - Organisational Chart Mental Health Services



..... Indicates professional working relationship

_____ Indicates line management responsibilities