




Scott's View, Scottish Borders

Job Description and particulars for the post:

CONSULTANT IN CHILD & ADOLESCENT PSYCHIATRY

POSITION: Consultant in Child & Adolescent Psychiatry

Reference	MED711	<i>Please quote on all correspondence</i>
Grade	Consultant	
Location	The Andrew Lang Unit, Viewfield Lane, Selkirk, TD7 4LJ.	
Hours / PA's	Part-time basis available – up to 9 P.A.s. Applications welcome from candidates interested in job share. There is no out of hours commitment.	
Salary Scale	Consultant scale - £76,761 - £103,490 per annum with scale placing as appropriate to experience and qualifications.	
Closing Date	05 December 2015	

Your Application	<p>Thank you for expressing an interest in the above post within NHS Borders. Please find all the relevant information attached to begin the application process.</p> <p>Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below.</p> <p>To ensure we can process your application as easily as possible please complete all the information required within the Application Pack and return with your full C.V.</p>	
Contact Details	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk
Application Process	<p>To apply please submit a copy of your Curriculum Vitae along with the completed Application Pack (below), together with a daytime telephone number where you can be contacted, to Medical Staffing, Borders General Hospital, Melrose TD6 9BS. Tel: 01896 826167. Fax: 01896 826159 or e-mail to: medical.staffing@borders.scot.nhs.uk</p> <p>If emailing your CV please telephone 01896 826167 to confirm safe receipt.</p>	
	 <p>Application Pack MED711</p>	
Visits and Enquiries	<p>Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-</p>	
	<p>Dr Ashley Cameron, Consultant Child & Adolescent Psychiatrist, 01750 23715</p>	

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	Dr Cliff Sharp, Associate Medical Director, 01896 827155 (secretary)
Date post is vacant	The post is vacant from 1 st November 2015.
NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
The Department	<p><u>Overview of Mental Health Service</u></p> <p>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.</p> <p>The shared philosophy is that of a personal service based on respect for the individual. It builds on the historic foundations and therapeutic community principles of Dingleton Hospital and a solidly established community psychiatry approach commenced in the early 1970s. Thus we expect people to achieve their maximum potential when given the maximum appropriate involvement in and responsibility for their own recovery. Through our long-established community services, we are able to intervene early to provide assertive outreach and deliver a variety of treatment approaches, within a bio-psycho-social model which uses the most effective combination of medical interventions, cognitive behavioural, psychodynamic, occupational, social and family support.</p> <p>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, the 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.</p> <p>The Mental Health (Care and Treatment) (Scotland) Act 2003 was implemented in April 2005, and the Borders Mental Health Service has worked with partner agencies to comply with the Act¹. The current drive for Integration with Social Care has offered a challenge and also an opportunity to reconfigure and develop local services.</p> <p><u>Adult Mental Health Services</u></p> <p>Three Community Mental Health teams provide services on a geographical basis for adults up to the age of 69, with access to Day Services. Nineteen acute admission beds are located at Huntlyburn House, Melrose.</p> <p>The Borders Crisis Team provides emergency psychiatric assessment and</p>

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

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	<p>intensive community support, 7 days a week.</p> <p>Other Specialist Services include:</p> <ul style="list-style-type: none"> ○ Borders Community Addictions Service ○ Adult Learning Disability Service ○ Liaison Psychiatry Service ○ Rehabilitation Service ○ Mental Health for Older Adults <p><u>Staffing in Mental Health Service</u></p> <p>The Consultant staff establishment within the Mental Health and Learning Disability services is as follows:</p> <table border="0"> <tr> <td>Dr Cliff Sharp</td><td>Associate Medical Director (0.5) and Consultant Psychiatrist (South CMHT) (0.5)</td></tr> <tr> <td>Dr Amanda Cotton</td><td>South Community Mental Health Team</td></tr> <tr> <td>Dr Basel Switzer</td><td>East Community Mental Health Team</td></tr> <tr> <td>Dr Derek Dickson</td><td>West Community Mental Health Team</td></tr> <tr> <td>Dr Ruth Solomon (p/t)</td><td>Rehabilitation Team</td></tr> <tr> <td>Dr Jess Sussman (p/t)</td><td>Rehabilitation Team</td></tr> <tr> <td>Dr Anna Beaglehole</td><td>Mental Health for Older Adults Service</td></tr> <tr> <td>Dr Amanda Taffinder</td><td>Mental Health for Older Adults Service</td></tr> <tr> <td>Dr Ingrid Swan (p/t)</td><td>Mental Health for Older Adults Service</td></tr> <tr> <td>Current Post</td><td>Child & Adolescent Mental Health Service</td></tr> <tr> <td>Dr Ashley Cameron</td><td>Child & Adolescent Mental Health Service</td></tr> <tr> <td>Dr Joanna Smith</td><td>Liaison Psychiatry (& Crisis Team)</td></tr> <tr> <td>Dr Jason Luty</td><td>Borders Community Addictions Service</td></tr> <tr> <td>Dr Mark Hughes</td><td>Learning Disability Service</td></tr> <tr> <td>Dr Willie Black (p/t)</td><td>Forensic Psychiatry</td></tr> </table> <p>Other permanent medical staff within the Mental Health Service:</p> <table border="0"> <tr> <td>Dr Karen Andrews (p/t)</td><td>Specialty Doctor, Rehabilitation Team</td></tr> <tr> <td>Dr Eimear O’Kane (p/t)</td><td>Specialty Doctor, West CMHT</td></tr> <tr> <td>Dr Anne-Marie McGhee (p/t)</td><td>Associate Specialist, CAMHS</td></tr> <tr> <td>Dr Muriel Foreman (p/t)</td><td>Associate Specialist, CAMHS</td></tr> <tr> <td>Dr Chammy Sirisena (p/t)</td><td>Associate Specialist, Learning Disability Team</td></tr> <tr> <td>Dr Lucy Calvert (p/t)</td><td>Specialty Doctor, MHOAS</td></tr> <tr> <td>Dr Jenny Forbes (p/t)</td><td>GP w Special Interest, Substance Misuse</td></tr> <tr> <td>Dr Bob Souter (one session)</td><td>GP hospital cover.</td></tr> </table>	Dr Cliff Sharp	Associate Medical Director (0.5) and Consultant Psychiatrist (South CMHT) (0.5)	Dr Amanda Cotton	South Community Mental Health Team	Dr Basel Switzer	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	Current Post	Child & Adolescent Mental Health Service	Dr Ashley Cameron	Child & Adolescent Mental Health Service	Dr Joanna Smith	Liaison Psychiatry (& Crisis Team)	Dr Jason Luty	Borders Community Addictions Service	Dr Mark Hughes	Learning Disability Service	Dr Willie Black (p/t)	Forensic Psychiatry	Dr Karen Andrews (p/t)	Specialty Doctor, Rehabilitation Team	Dr Eimear O’Kane (p/t)	Specialty Doctor, West CMHT	Dr Anne-Marie McGhee (p/t)	Associate Specialist, CAMHS	Dr Muriel Foreman (p/t)	Associate Specialist, CAMHS	Dr Chammy Sirisena (p/t)	Associate Specialist, Learning Disability Team	Dr Lucy Calvert (p/t)	Specialty Doctor, MHOAS	Dr Jenny Forbes (p/t)	GP w Special Interest, Substance Misuse	Dr Bob Souter (one session)	GP hospital cover.
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	<p><u>Overview of Children's Services</u></p> <p>Children's Health Services are brought together through a managed Care Network Approach. The Child Health Network provides a forum for the Child Health Services to look at cross service issues.</p> <p>Children's Health Services are managed by Mandy Brotherstone who is also the Child Health Commissioner for NHS Borders. In-patient and day patient paediatric services are provided at the Borders General Hospital. The 7 Consultant Paediatricians along with Specialist children's nurses hold clinics at the BGH and at Health Centres throughout the Borders.</p> <p>Scottish Borders Council is co-terminous with the Borders NHS Board area. Children's Education and Social Work Services are now integrated and work together with the health service in Joint Planning of Children's Services via the Children's Services Joint Planning Partnership. An Integrated Assessment Framework is used to bring together assessments of the needs of individual children and young people using GIRFEC principals.</p> <p><u>CHILD & ADOLESCENT MENTAL HEALTH SERVICE (CAMHS)</u></p> <p>Borders CAMHS comprises a comprehensive community based Outpatient Service with a strong multidisciplinary ethos. From January 2012 the upper age limit increased to 17th birthday and from Jan 2013 went up to 18th birthday.</p> <p>The service operates at Tier 3/4. The generic part of the service currently works as two teams: West (comprising Eildon and Tweeddale localities) and East (comprising Berwickshire, Cheviot and Teviot localities). The full range of assessment modalities and therapeutic interventions are provided. There are close links with children's health services and the Integrated Children's Services (Scottish Borders council) in each locality.</p> <p><u>Community Mental Health Workers</u> (3.5 WTE) work at Tier 2 and are based in the nine local High Schools. They provide support, consultation and training to staff as well as individual support to smaller numbers of young people.</p> <p>Specialist parts of the service include:</p> <ul style="list-style-type: none"> • Intensive Treatment Service (Tier 4) • This is provided during working hours for young people with severe and complex Mental Health problems. There are close links with the regional Adolescent Unit at the Royal Edinburgh Hospital where young people are admitted when required. • Integrated Neurodevelopmental Service in the localities, • A multi-disciplinary Autistic Spectrum Disorders assessment Team • Children's Learning Disability Service with Specialist LD Nurse.
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	<ul style="list-style-type: none"> • Service for Looked After and Accommodated Children including Consultation if appropriate. • Psychodynamic Psychotherapy. • Incredible Years Parenting Groups. • Input into an Early Years Child Assessment Team (under 5). • Regular Consultation Discussion Groups with Health staff in the localities <p>The Team is based at the Andrew Lang Unit in Selkirk where office space, IT facilities and admin support is available. Clinics are held here and in community settings and GP practices throughout the 5 localities around the Borders.</p>
The Post	The appointee will provide clinical leadership within the Child and Adolescent Mental Health Service alongside the existing Consultant and other lead professionals, deliver clinical care and promote a multi-disciplinary/multi-agency approach to the delivery of care.
Reporting Arrangements	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, responsible for all mental health services, chaired by the Associate Medical Director (Dr Cliff Sharp) and accountable to the Clinical Executive.
Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.

Medical Staffing within Unit	Psychiatry:	Funded	Who is in post	Comment
	Consultant/s	0.9 WTE	Vacancy	
	Consultant	0.9 WTE	Ashley Cameron	
	Associate Specialist (CAMHS)	0.6 WTE	Anne- Marie McGhee	
	Associate Specialist Community Paediatrician	0.6 WTE	Diana Leaver	
	Associate Specialist (CAMHS)	0.4 WTE	Muriel Foreman	
	Associate Specialist Paediatrician	0.1 WTE	Joanne Young	
	Psychology:			
	Consultant Clinical Psychologist (Locum)	1 WTE	Donna Paxton	1 WTE
	Specialist Clinical Psychologist	3.4 WTE	Helen Wilson	0.8 WTE

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		Paula Milanesi	1 WTE
		Kirstin Sharp	0.6 WTE
		Jenny Wright	0.6 WTE
	1 WTE	Vacancy	
Psychology Trainees x 1 on placement	1 WTE		
Music Therapist	0.4 WTE	Marion Carracher	
Community Psychiatric Nursing:			
Lead Nurse	0.9 WTE	Kate Crawford	
Community Psychiatric Nurses	4.43 WTE	Marie Ashwood	1 WTE
		Joe Wright	0.4 WTE
		Niall Bell	1.0WTE
		Lesley Scott	0.7 WTE
		Clare Winter	1.0WTE
		Julie McLaughlin	1 WTE
Learning Disability			
LD Nurse	0.8 WTE	Keri O'Neill	0.8 WTE
Occupational Therapy:			
Occupational Therapist	WTE	Rhona Young	1 WTE
		Angela Scott	0.4
Speech & Language Therapy:			
	0.2 WTE	Niamh McCollum	
	0.4 WTE	Ellen Baird	
Psychotherapy:			
Child Psychotherapist	0.4 WTE	Joanne Young	
Community Mental Health Workers			
Community Mental Health Workers	3.6 WTE	Alicia Knight	0.6 WTE
		Genevieve Smyth	1 WTE
		Helen Pinnons	1WTE
Administrative Staff:			
Team Secretary	1 WTE	Anne Craig	
Secretaries	3 WTE	Diane Macdougall	
		Catherine Ormiston	

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			Joanne Murray	
	Operational Manager:			
		0.5 WTE	Philip Grieve	

DUTIES AND RESPONSIBILITIES

Main Duties	<p><i>Clinical</i></p> <ul style="list-style-type: none"> • To take a clinical lead together with the consultant psychiatrist in post, in the provision of Child and Adolescent Mental Health Services, with medical responsibility for outpatients from the areas of the Borders as designated. • To undertake holistic psychiatric and risk assessments, and treatment planning in conjunction with the multi-disciplinary team. • To promote a multi-disciplinary/multi-agency approach and provide consultancy and support to CAMHS clinicians and consultancy to other Health Professionals and other agencies as appropriate. • To be an Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required duties in relation to this. • To provide psychiatric reports for the Children's Panel and Courts as requested. • To take a special interest lead or leads, the nature of which is to be agreed between the post holder, Clinical Lead for CAMHS and Associate Medical Director. • To undertake the administrative duties associated with the care of patients and the running of the Department. • To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave. • To provide expert advice and good working links with other agencies and stakeholders <p><i>Management</i></p> <ul style="list-style-type: none"> • To contribute to the continuing strategic development and evolution of Child and Adolescent Mental Health Service in line with National and Local guidance including "The Mental Health of Children & Young People Framework", "Getting it Right For Every Child" and "The Mental Health Delivery Plan".
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	<ul style="list-style-type: none"> To actively participate in the NHS Borders Clinical Governance programme, including active involvement in clinical audit, critical incident reviews and complaints management. <p><i>Education, Training & Research</i></p> <ul style="list-style-type: none"> To provide supervision to the Psychiatric Trainees who may rotate into a training slot in the Service and to Specialty Trainees who may be attached to the Service (dependent on obtaining approval as a Specialty Trainer). To initiate or participate in relevant research, 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, including medical students on attachments, nursing staff, psychology staff, AHPs and other staff. To participate in the local CAMHS CPD programme and the local Mental Health post-graduate programme. There is also an opportunity to become involved in the MRCPsych Teaching Course and the General Practice Psychiatry Course for GP Vocational Trainees in Edinburgh with which the Borders has close links.
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WORK PROGRAMME AND OUTLINE JOB PLAN

	<p>As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme. On taking up post, the formal plan will be agreed by the Head of Service and the successful applicant and subject to an annual cycle of review.</p> <p>The job plan will include specific responsibilities as well as specialty sessions. The content of the job plan will be dependent on the successful candidate's specialty training and interests and would also be modified for job share postholders.</p> <p>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. The job plan is negotiable with the second Consultant</p>
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	am	pm
Monday	CPD /Admin/SPA	Admin/Meetings/Supervision
Tuesday	Locality Clinic	Locality Clinic/meetings
Wednesday	Locality Clinic	SPA
Thursday	Contribute to Autism assessments 2/month/SPA	Team meeting
Friday	LD/clinic, Locality Clinic	OFF

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.

Educational Facilities / Development Opportunities

There is an excellent library within the Borders General Hospital grounds run by Napier University with good Internet access. As well as a range of textbooks and journals, there is access the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported. There is a weekly Mental Health Educational afternoon during university term times, with Journal Club and Clinical Presentation slots.

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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.

The Scottish Borders

- (a) Size of Area – 1,826 sq miles (6% of the area of Scotland)
- (b) Population – 116,168 (2% of the Scottish population)
- (c) The area has 12 main towns i.e. with over 1,500 population, the largest being Hawick (15,719), Galashiels (13,766) and Peebles (7,080). However, some 30% of the population live outwith towns of 1,000 population or more (compared to Scottish average of 12%).
- (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 Earlstoun 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).



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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.bspc.co.uk

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REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications Education	MRC Psych (or equivalent) Full GMC Registration Included on the General Medical Council (GMC) Specialist Register, or Specialist Registrars within 6 months of completing their CCT. Applicants should be approved under Section 22 of the Mental Health (Scotland) Act as an Approved Medical Practitioner (AMP) or be willing to gain usch approval once in post.	M Phil Additional qualifications training or experience in Paediatrics
Experience	1. Minimum 3 years higher training on Child and Adolescent Training Scheme 2. Experience of and skills in multi-disciplinary working.	
Skills and Abilities	Clinical expertise in Child and Adolescent psychiatry, knowledge of current treatment options Ability to train and supervise junior medical staff/medical students/staff from other disciplines Good written, verbal and interpersonal communication skills. A commitment to developing services and working in partnership with service users and carers. Evidence of good multi-disciplinary working and leadership skills	Specialist training in one or more psychological treatments. Specific experience in Learning Disability and/or Neuro-developmental Disorders.
Clinical Governance	Knowledge of basic principles and implementation.	Undertaken specific projects (audit, risk management etc.)
Research	An interest in systematic enquiry.	Published research; on going projects
Teaching	A commitment to education Training and professional development	Experience in teaching doctors and other disciplines, undergraduate teaching
Management	Willingness to develop additional skills.	Previous experience.
Other General Requirements	Good Communication Skills	Evidence of interest in the post.

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	Child Care PVG Scheme clearance Occupational Health clearance Ability to travel within the Borders	Evidence of physical and psychological resilience.
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TERMS AND CONDITIONS

Main Conditions of Service

- The Terms and Conditions of Service will be drawn from the 2004 Consultant Contract.
- The appointment will be made by NHS Borders on the recommendation of an Advisory Appointment Committee, 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 on a part-time basis.
- Possession of MRC Psych or equivalent certificate is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Registrar for Child & Adolescent Psychiatry. Alternatively you may be within six months of the expected date of obtaining your CCST or equivalent.
- 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.
- Annual leave allowances and public holidays are combined 8 weeks per annum for a full time appointment.
- The appointment will be superannuable if the person appointed chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
- The NHS Board is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the NHS indemnity.
- All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.
- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment.
- Assistance with removal expenses / temporary accommodation etc. may be provided in

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accordance with the Relocation Benefits Policy.

- 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 policy and the legal requirements on smoking in public places.
- The 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.