Working for NHS Lothian

Consultant Psychiatrist in Liaison Psychiatry
Ref: CG 1315
Closing date: 19th December 2017

POST 1 OF 2
Please return completed applications in Word Format by midnight on the close date to medical.personnel@nhslothian.scot.nhs.uk

You will receive a response acknowledging receipt of your application.

This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk
Please visit our Careers website for further information on what NHS Lothian has to offer
http://careers.nhslothian.scot.nhs.uk
## Section 1: Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td><strong>Qualifications and Training</strong></td>
<td><strong>GMC registered medical practitioner</strong></td>
<td>Additional post-graduate qualifications, e.g. MD/PhD/MSc</td>
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<tr>
<td></td>
<td><strong>Licence to practice</strong></td>
<td>Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR)</td>
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<td>Endorsement from the RCPsych in Liaison Psychiatry</td>
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<td>Additional sub-specialty training</td>
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<tr>
<td><strong>Experience</strong></td>
<td><strong>Experience in general adult psychiatry</strong></td>
<td><strong>Experience in liaison psychiatry</strong></td>
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<td><strong>Ability</strong></td>
<td><strong>Ability to take full responsibility for independent management of patients</strong></td>
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<td></td>
<td><strong>Ability to communicate effectively and clearly with patients and other team members</strong></td>
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<td><strong>Academic Achievements</strong></td>
<td><strong>Evidence of research activity and presentations</strong></td>
<td>Evidence of research and publications in peer reviewed journals</td>
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<td><strong>Evidence of poster or oral presentations at national or international meetings</strong></td>
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<td><strong>Teaching and Audit</strong></td>
<td><strong>Evidence of commitment to:</strong></td>
<td><strong>Experience of designing audits</strong></td>
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<td><strong>Experience of simulation</strong></td>
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**disability confident employer**

<table>
<thead>
<tr>
<th>Clinical Audit and Training</th>
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<tr>
<td>Training in clinical and/or educational supervision</td>
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<table>
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<tr>
<th>Motivation</th>
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<tr>
<td>Evidence of commitment to:</td>
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<tr>
<td>- Patient-focused care</td>
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<td>- Continuous professional development and life-long learning</td>
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<td>- Effective and efficient use of resources</td>
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<td>Desire to develop services for patients</td>
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<th>Team Working</th>
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<tr>
<td>Ability to work in a team with colleagues in own and other disciplines</td>
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<td>Ability to organise time efficiently and effectively</td>
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<td>Reliability</td>
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<td>Excellent communication skills</td>
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<td>Ability to motivate colleagues</td>
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<td>Evidence of previous managerial training and experience</td>
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<th>Circumstances of Job</th>
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<tr>
<td>May be required to work at any of NHS Edinburgh and the Lothian’s sites</td>
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Section 2: Introduction to Appointment

Job Title: Consultant Psychiatrist in Liaison Psychiatry
Department: Liaison Psychiatry
Base: St John’s Hospital, Livingston
You may also be required to work at any of NHS Lothian sites.

Post Summary:
This is a new post that offers an exciting opportunity for providing a high quality liaison psychiatry service.

Section 3: Departmental and Directorate Information

Introduction
The Lothians have a population of circa 850,000 people. This job description is for a new Consultant Psychiatrist in Liaison Psychiatry in West Lothian, which has a population of around 180,000.

Health board details
NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community mental health and hospital services. We employ 26,000 staff. Tim Davison is the Chief Executive and Tracey Gillies is the Executive Medical Director.

Service details
The mental health services in West Lothian are managed by the local health and social care partnership, in an integrated joint board structure. They are a part of Lothian wide services and are integral to the Lothian Mental health and Wellbeing Strategy.

St John’s Hospital (SJH) opened in 1989. It is located in the centre of Livingston, a new town thirty minutes’ drive away from Edinburgh centre. It hosts a range of specialties in 24 wards, including:

- 6 psychiatric wards:
  - General psychiatry
• Rehabilitation psychiatry
• Psychiatry of the elderly
• Intensive psychiatric care unit (IPCU)
• Regional Mother and Baby Unit (MBU)
• Regional Eating Disorders Unit (REDU)
  • Medical Admissions Unit, 3 general medical wards, a CCU, medical HDU
  • 3 Medicine for the Elderly wards - Stroke Unit, orthopaedic and general rehabilitation wards
• 4 Surgical wards:
  • Plastic surgery
  • Regional burns unit
  • ENT and Maxillofacial surgery
  • Day-Of-Surgery-Admissions (DOSA)
• 4 Obstetric and Gynaecology wards including a Labour Suite
• 1 Paediatric ward
• A&E with attached Observation Ward.

West Lothian hosts a range of other mental health services, including:
• Acute Care and Support Team (ACAST), which is our CRHT
• Community Outreach Team, our rehabilitation service with inpatient ward
• Outpatient clinics, at SJH as well as in primary care
• Child and Adolescent Mental Health Services (CAMHS) with day hospital
• Clinical Psychology
• Occupational Therapy
• Physiotherapy

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Local working arrangements
We are seeking a consultant liaison psychiatrist to join the liaison service. This is a new post, the result of service expansion and new funding. It will help us enhance our current liaison provision.

Section 4: Main Duties and Responsibilities

The team will consist of:

- 2.1 whole time equivalent (WTE) consultant psychiatrists
- 1 WTE medical secretary, AFC Band 2

The team expects to receive on average 10 new referrals a week. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members.

The team is also supported by a CRHT service, which deals with all crisis referrals from 9am to 9pm with an on-call service thereafter. The CRHT team deals with all A&E liaison calls.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the liaison team and broader services,

Continuing professional development (CPD)

- We expect our consultants to remain in good standing for CPD with the Royal College of Psychiatrists.
- There is a local peer review group.
- Lothian health Board actively supports CPD activities, including study leave arrangements with appropriate funding.

Clinical leadership and medical management

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• We welcome consultant participation in business planning for the liaison service, and, as appropriate, contribution to the broader strategic and planning work of the trust.

• We expect consultants to leading the improvement of the quality of care within the team and contribute to improving quality across the system.

**Appraisal and job planning**

- Our health board is committed to implementation of annual consultant appraisal.
- Appraisal is linked to electronic job planning.
- Our named Responsible Officer is Tracy Gillies.
- We have a Consultant Induction Programme.

**Teaching and training**

- Liaison consultants are encouraged to teach different teams and disciplines.
- We teach the following groups:
  - medical students from the Universities of Edinburgh and Dundee
  - foundation year trainees
  - nurses
  - surgical teams, e.g. the Burns Unit team

- Educational supervision of trainees and other disciplines is an important function of the liaison consultant role.

**Research**

- Our department is actively involved in research and audit;
- we have strong links with clinical research networks and the University of Edinburgh.
- We would support the post holder to either participate in existing research, or develop their own research interest.

**Mental Health Act and Responsible Clinician approval**

[Link to careers site](http://careers.nhslothian.scot.nhs.uk)
• The post holder would be expected to have either completed, or be willing to undertake training to obtain Section 22 of the Mental health (Care and Treatment) (Scotland) Act 2003 according to agreed procedures.

Secretarial support and office facilities
• The post holder will receive adequate secretarial support.
• The post holder will be provided with an office that they may share with another consultant.

Clinical duties of post holder
• The bulk of the clinical work will be with inpatients and clinical teams in SJH.
• Management of complex cases.
• Clinical leadership of team.
• Role in assessment of referrals/admissions.
• Care plan and treatment formulation, guidance on evidence-based treatment and effectiveness.
• Liaison and collaborative working with other services/agencies.
• Mental Health Act implementation.
• Multi-disciplinary, multi-agency and partnership working.

Training duties
• Participation in undergraduate and postgraduate clinical teaching.
• Participation in the training of other disciplines.
• Providing educational supervision of trainees and other disciplines.
• Taking part in continuing medical education within statutory limits.

Clinical governance and quality assurance
• Expected contribution to clinical governance and responsibility for setting and monitoring standards.

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• Participation in clinical audit and other local assurance processes.
• Participation in service/team evaluation and the planning of future service developments.

Quality improvement (QI)
• We encourage the post holder to develop their QI skills, and have close links with the Lothian Quality Academy: we expect them to:
  o Lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.
  o Utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
  o Empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
  o Promote awareness and understanding of quality improvement, and share learning and successes from quality improvement work.

General duties
• To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the health board’s personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
• To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
• To undertake the administrative duties associated with the care of patients.
• To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
• To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
• To participate in annual appraisal for consultants.
• To attend and participate in the academic programme of the health board, including lectures and seminars as part of the internal CPD programme.
• To maintain professional registration with the General Medical Council, Mental Health Act Section 22 approval, and to abide by professional codes of conduct.

• To participate annually in a job plan review with the clinical director, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.

• To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.

• To comply with the health board’s agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

External duties, roles and responsibilities
The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

Other duties
From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the health board. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

Work programme
It is envisaged that the post holder will work 8 programmed activities over 4 days. Following appointment there will be a meeting at no later than three months with the clinical director to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 6.5 to be devoted to direct clinical care and 1.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). Our links to the Lothian Quality Academy and University are such that we may be able to support the use of the second SPA session for either an approved QI project, or equivalent research. The timetable is indicative only. A formal job plan will be agreed between the post holder and clinical director three months after commencing the post and at least annually thereafter.

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On-call and cover arrangements

- The consultant on call rota is currently at a frequency of 1:7.7
- On-call supplement is currently 5%.
- The post holder will get prospective cover from and provide such cover for colleagues during leave.

Out of Hours Commitments:

- 1:7:7 rota currently

Location:

- It is anticipated the principal base of work will be St John’s Hospital
- As part of your role, you may be required to work at any of NHS Lothian’s sites

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

Research, Teaching and Training:

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian’s research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

Medical Staff Management:

- To work with colleagues to ensure junior doctors’ hours are compliant in line with EWTD and New Deal
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- To participate in the recruitment of junior medical staff as and when required
- To participate in team objective setting as part of the annual job planning process

Governance:
• Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
• Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
• Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
• Role model good practice for infection control to all members of the multidisciplinary team

Strategy and Business Planning:
• To participate in the clinical and non-clinical objective setting process for the directorate

Leadership and Team Working:
• To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
• To work collaboratively with all members of the team
• To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
• Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
• Adhere to NHS Lothian values
Section 5: NHS Lothian – Indicative Job Plan

Post: Consultant Psychiatrist in Liaison Psychiatry
Specialty: Liaison Psychiatry
Principal Place of Work: St John’s Hospital
Contract: Substantive, Part-time
Availability Supplement: Currently 5%
Out-of-hours: 1:7:7 rota
Managerially responsible to: Clinical Director

Timetables of activities that have a specific location and time:

Indicative Job Plan

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category</th>
<th>No. of PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>AM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td>1</td>
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<tr>
<td></td>
<td>PM</td>
<td>SJH</td>
<td>SPA</td>
<td>SPA</td>
<td>1</td>
</tr>
<tr>
<td>Tuesday</td>
<td>AM</td>
<td>SJH</td>
<td>Team meeting and wards</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>PM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Wednesday</td>
<td>AM</td>
<td>SJH</td>
<td>Specialist Liaison Clinic</td>
<td>DCC</td>
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<td>PM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
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<tr>
<td>Thursday</td>
<td>AM</td>
<td>SJH</td>
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<td></td>
<td>PM</td>
<td>SJH</td>
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<tr>
<td>Friday</td>
<td>AM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td>1</td>
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<td></td>
<td>PM</td>
<td>SJH</td>
<td>SPA / IP referrals</td>
<td>0.5 SPA 0.5 DCC</td>
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Unpredictable / emergency on-call work

Total PAs Direct clinical care 6.5
The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC), one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings, and one SPA for work that is both of interest to the consultant and needed for service development. There will be an expectation of cross cover between the three liaison consultants. As a major teaching and research contributor, NHS Lothian would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

**Section 6: Contact Information**

Informal enquiries and visits are welcome and should initially be made to:

Dr Hosakere Aditya (Clinical Director) – 01506-523771.

**Section 7: Working for NHS Lothian**

**Working in Edinburgh and the Lothians**

**Who are we?**

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Tim Davison is the Chief Executive and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work
underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at [http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx](http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx).

### Location

Edinburgh and the Lothians are on the eastern side of Scotland’s central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh’s historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](http://www.talentscotland.com). For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: [www.edinburgh.gov.uk](http://www.edinburgh.gov.uk).

### What we can offer you

Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options

### Teaching and Training Opportunities

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train medics, nurses and other healthcare professionals from all over the UK and the world, many of whom choose to remain in employment with NHS Lothian and continue to contribute to the development of the organisation, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Lothian recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at http://www.scotmt.scot.nhs.uk/ and http://nes.scot.nhs.uk/

We enjoy close links with the University of Edinburgh (http://www.ed.ac.uk/home) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

Our Health, Our Care, Our Future
NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:
• asked staff and patients what and how things need to change to deliver our aims
• brought together local plans into an integrated whole
• identified opportunities to make better use of existing resources and facilities
• prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:
• improve the quality of care
• improve the health of the population
• provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf

NHS Lothian’s Clinical Quality Approach – Quality Driving Improvement
This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver ‘high quality, safe and person-centered care at the most affordable cost’. This acknowledges that every £1 million of waste, unnecessary or
inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people’s needs for information and involvement in all care, treatment and support decisions.

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise

http://careers.nhslothian.scot.nhs.uk
We will work together to achieve high quality services
We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork
- We will understand and value each other’s role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility
- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other’s time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx

Section 8: Terms and Conditions of Employment

For an overview of the terms and conditions visit http://www.msg.scot.nhs.uk/pay/medical.

<table>
<thead>
<tr>
<th>TYPE OF CONTRACT</th>
<th>Substantive</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRADE AND SALARY</td>
<td>Will depend on the appointee’s grade and experience.</td>
</tr>
<tr>
<td>HOURS OF WORK</td>
<td>32 hours per week, current on call frequency 1:7</td>
</tr>
<tr>
<td>SUPERANNUATION</td>
<td>New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to &quot;opt out&quot;</td>
</tr>
</tbody>
</table>
arrangements can be made to do this via: [www.sppa.gov.uk](http://careers.nhslothian.scot.nhs.uk)

| GENERAL PROVISIONS | You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary. |
| REMOVAL EXPENSES | Assistance with removal and associated expenses may be awarded (up to 10% of salary) |
| EXPENSES OF CANDIDATES FOR APPOINTMENT | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses. |
| TOBACCO POLICY | NHS Lothian operates a No Smoking Policy in all premises and grounds. |
| DISCLOSURE SCOTLAND | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK | NHS Lothian has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified. |
| REHABILITATION OF OFFENDERS | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their |

**ACT 1974**  
Convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.

**MEDICAL NEGLIGENCE**  
In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.

**NOTICE**  
Employment is subject to three months' notice on either side, subject to appeal against dismissal.

**PRINCIPAL BASE OF WORK**  
You may be required to work at any of NHS Lothian’s sites as part of your role.

**SOCIAL MEDIA POLICY**  
You are required to adhere to NHS Lothian’s Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.

---

**Data Protection Act 1988**

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

**Counter Fraud**

[Image: Disability confident employer logo with Careers NHS Lothian]

[Link: http://careers.nhslothian.scot.nhs.uk]
NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available at [http://www.audit-scotland.gov.uk/work/nfi.php](http://www.audit-scotland.gov.uk/work/nfi.php).

**References**

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

**Disclosure Scotland**

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

**Work Visa**

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the Home Office website [www.ind.homeoffice.gov.uk](http://www.ind.homeoffice.gov.uk)

**Job Interview Guarantee Scheme**

As a Disability Symbol user, we recognise the contribution that 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 the minimum criteria expressed in the job description will be guaranteed an interview.

**Overseas Registration and Qualifications**

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

**Workforce Equality Monitoring**

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

**Equal Opportunities Policy Statement**

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed at: [www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx](http://www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx)

**NHS Scotland Application Process**

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- Once in receipt of the application pack it is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV’s as a form of application.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- Please complete all sections of the application form. Those sections that are not relevant please indicate ‘not applicable’, do not leave blank.
- Please feel free to use additional paper if required. Please do not add your name to any additional information provided; secure it to the relevant section and the Recruitment Administrator will add a candidate number.
Please return completed applications in Word Format by midnight on the close date to medical.personnel@nhslothian.scot.nhs.uk 

You will receive an automated response acknowledging receipt of your application.
Working for NHS Lothian

Consultant Psychiatrist in Liaison Psychiatry (Ageless)

POST 2 OF 2
Please return completed applications in Word Format by midnight on the close date to medical.personnel@nhslothian.scot.nhs.uk

You will receive a response acknowledging receipt of your application.

This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk
Please visit our Careers website for further information on what NHS Lothian has to offer

http://careers.nhslothian.scot.nhs.uk

http://careers.nhslothian.scot.nhs.uk
## Section 1: Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications and Training</td>
<td><strong>GMC registered medical practitioner</strong></td>
<td><strong>Additional post-graduate qualifications, e.g. MD/PhD/MSc</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Licence to practice</strong></td>
<td><strong>Certificate of Completion of Training (CCT) or Certificate of Eligibility</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>for Specialist Registration (CESR)</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Endorsement from the RCPsych in Liaison Psychiatry</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Additional sub-specialty training</strong></td>
</tr>
<tr>
<td>Experience</td>
<td><strong>Experience in general adult psychiatry</strong></td>
<td><strong>Experience in liaison psychiatry</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Experience in psychiatry of the elderly</strong></td>
<td></td>
</tr>
<tr>
<td>Ability</td>
<td><strong>Ability to take full responsibility for independent management of patients</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Ability to communicate effectively and clearly with patients and other team members</strong></td>
<td></td>
</tr>
<tr>
<td>Academic Achievements</td>
<td><strong>Evidence of research activity and presentations</strong></td>
<td><strong>Evidence of research and publications in peer reviewed journals</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Evidence of poster or oral presentations at national or international meetings</strong></td>
<td></td>
</tr>
<tr>
<td>Teaching and Audit</td>
<td><strong>Evidence of commitment to: clinical audit</strong></td>
<td><strong>Experience of designing audits</strong></td>
</tr>
<tr>
<td></td>
<td><strong>formal and informal teaching</strong></td>
<td><strong>Experience of simulation training</strong></td>
</tr>
</tbody>
</table>
and training of trainee doctors, medical students and other clinical staff
learning and continuing professional development

| Evidence of training in clinical and / or educational supervision |

**Motivation**

- Evidence of commitment to:
  - patient-focused care
  - continuous professional development and life-long learning
  - effective and efficient use of resources

| Desire to develop services for patients |

**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
| Evidence of previous managerial training and experience |

**Circumstances of Job**

- May be required to work at any of NHS Edinburgh and the Lothian’s sites

http://careers.nhslothian.scot.nhs.uk
Section 2: Introduction to Appointment

Job Title: Consultant Psychiatrist in Liaison Psychiatry

Department: Liaison Psychiatry

Base: St John’s Hospital, Livingston

You may also be required to work at any of NHS Lothian sites.

Post Summary:
This is a new post that offers an exciting opportunity for providing a high quality ageless liaison psychiatry service.

Section 3: Departmental and Directorate Information

Introduction
The Lothians have a population of circa 850,000 people. This job description is for a new Consultant Psychiatrist in Liaison Psychiatry in West Lothian, which has a population of around 180,000.

Health board details
NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community mental health and hospital services. We employ 26,000 staff. Tim Davison is the Chief Executive and Tracey Gillies is the Executive Medical Director.

Service details
The mental health services in West Lothian are managed by the local health and social care partnership, in an integrated joint board structure. They are a part of Lothian wide services and are integral to the Lothian Mental health and Wellbeing Strategy.

St John’s Hospital (SJH) opened in 1989. It is located in the centre of Livingston, a new town thirty minutes’ drive away from Edinburgh centre. It hosts a range of specialties in 24 wards, including:

- 6 psychiatric wards:
  - General psychiatry

http://careers.nhslothian.scot.nhs.uk
• Rehabilitation psychiatry
• Psychiatry of the elderly
• Intensive psychiatric care unit (IPCU)
• Regional Mother and Baby Unit (MBU)
• Regional Eating Disorders Unit (REDU)
  • Medical Admissions Unit, 3 general medical wards, a CCU, medical HDU
  • 3 Medicine for the Elderly wards - Stroke Unit, orthopaedic and general rehabilitation wards
• 4 Surgical wards:
  • Plastic surgery
  • Regional burns unit
  • ENT and Maxillofacial surgery
  • Day-Of-Surgery-Admissions (DOSA)
• 4 Obstetric and Gynaecology wards including a Labour Suite
• 1 Paediatric ward
• A&E with attached Observation Ward.

West Lothian hosts a range of other mental health services, including:

• Acute Care and Support Team (ACAST), which is our CRHT
• Community Outreach Team, our rehabilitation service with inpatient ward
• Outpatient clinics, at SJH as well as in primary care
• Child and Adolescent Mental Health Services (CAMHS) with day hospital
• Clinical Psychology
• Occupational Therapy
• Physiotherapy

http://careers.nhslothian.scot.nhs.uk
Local working arrangements
We are seeking a consultant liaison psychiatrist to join the liaison service. This is a new post, the result of service expansion and new funding. It will help us move closer to an ageless service.

Section 4: Main Duties and Responsibilities

The team will consist of:

- 2.1 whole time equivalent (WTE) consultant psychiatrists
- 1 WTE medical secretary, AFC Band 2

The team expects to receive on average 10 new referrals a week. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members.

The team is also supported by a CRHT service, which deals with all crisis referrals from 9am to 9pm with an on-call service thereafter. The CRHT team deals with all A&E liaison calls.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the liaison team and broader services,

Continuing professional development (CPD)

- We expect our consultants to remain in good standing for CPD with the Royal College of Psychiatrists.
- There is a local peer review group.
- Lothian health Board actively supports CPD activities, including study leave arrangements with appropriate funding.
Clinical leadership and medical management

- We welcome consultant participation in business planning for the liaison service, and, as appropriate, contribution to the broader strategic and planning work of the trust.
- We expect consultants to leading the improvement of the quality of care within the team and contribute to improving quality across the system.

Appraisal and job planning

- Our health board is committed to implementation of annual consultant appraisal.
- Appraisal is linked to electronic job planning.
- Our named Responsible Officer is Tracey Gillies.
- We have a Consultant Induction Programme.

Teaching and training

- Liaison consultants are encouraged to teach different teams and disciplines.
- We teach the following groups:
  - medical students from the Universities of Edinburgh and Dundee
  - foundation year trainees
  - nurses
  - surgical teams, e.g. the Burns Unit team
- Educational supervision of trainees and other disciplines is an important function of the liaison consultant role.

Research

- Our department is actively involved in research and audit;
- We have strong links with clinical research networks and the University of Edinburgh.
- We would support the post holder to either participate in existing research, or develop their own research interest.

Mental Health Act and Responsible Clinician approval

http://careers.nhslothian.scot.nhs.uk
• The post holder would be expected to have either completed, or be willing to undertake training to obtain Section 22 of the Mental health (Care and Treatment) (Scotland) Act 2003 according to agreed procedures.

Secretarial support and office facilities
• The post holder will receive adequate secretarial support.
• The post holder will be provided with an office that they may share with another consultant.

Clinical duties of post holder
• The bulk of the clinical work will be with inpatients and clinical teams in SJH.
• Management of complex cases.
• Clinical leadership of team.
• Role in assessment of referrals/admissions.
• Care plan and treatment formulation, guidance on evidence-based treatment and effectiveness.
• Liaison and collaborative working with other services/agencies.
• Mental Health Act implementation.
• Multi-disciplinary, multi-agency and partnership working.

Training duties
• Participation in undergraduate and postgraduate clinical teaching.
• Participation in the training of other disciplines.
• Providing educational supervision of trainees and other disciplines.
• Taking part in continuing medical education within statutory limits.

Clinical governance and quality assurance
• Expected contribution to clinical governance and responsibility for setting and monitoring standards.
• Participation in clinical audit and other local assurance processes.

http://careers.nhslothian.scot.nhs.uk
• Participation in service/team evaluation and the planning of future service developments.

**Quality improvement (QI)**

• We encourage the post holder to develop their QI skills, and have close links with the Lothian Quality Academy: we expect them to:
  
  o Lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.
  
  o Utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
  
  o Empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
  
  o Promote awareness and understanding of quality improvement, and share learning and successes from quality improvement work.

**General duties**

• To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the health board’s personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.

• To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.

• To undertake the administrative duties associated with the care of patients.

• To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.

• To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.

• To participate in annual appraisal for consultants.

• To attend and participate in the academic programme of the health board, including lectures and seminars as part of the internal CPD programme.

• To maintain professional registration with the General Medical Council, Mental Health Act Section 22 approval, and to abide by professional codes of conduct.
• To participate annually in a job plan review with the clinical director, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.

• To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.

• To comply with the health board’s agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

**External duties, roles and responsibilities**

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

**Other duties**

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the health board. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

**Work programme**

It is envisaged that the post holder will work 8 programmed activities over 4 days. Following appointment there will be a meeting at no later than three months with the clinical director to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 6.5 to be devoted to direct clinical care and 1.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). Our links to the Lothian Quality Academy and University are such that we may be able to support the use of the second SPA session for either an approved QI project, or equivalent research. The timetable is indicative only. A formal job plan will be agreed between the post holder and clinical director three months after commencing the post and at least annually thereafter.

http://careers.nhslothian.scot.nhs.uk
On-call and cover arrangements

- The consultant on call rota is currently at a frequency of 1:7.7
- On-call supplement is currently 5%.
- The post holder will get prospective cover from and provide such cover for colleagues during leave.

Out of Hours Commitments:

- Currently 1:7.7 rota

Location:

- It is anticipated the principal base of work will be St John’s Hospital
- As part of your role, you may be required to work at any of NHS Lothian’s sites

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

Research, Teaching and Training:

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian’s research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

Medical Staff Management:

- To work with colleagues to ensure junior doctors’ hours are compliant in line with EWTD and New Deal
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- To participate in the recruitment of junior medical staff as and when required
- To participate in team objective setting as part of the annual job planning process

Governance:

http://careers.nhslothian.scot.nhs.uk
• Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
• Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
• Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
• Role model good practice for infection control to all members of the multidisciplinary team

Strategy and Business Planning:
• To participate in the clinical and non-clinical objective setting process for the directorate

Leadership and Team Working:
• To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
• To work collaboratively with all members of the team
• To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
• Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
• Adhere to NHS Lothian values

http://careers.nhslothian.scot.nhs.uk
Section 5: NHS Lothian – Indicative Job Plan

Post: Consultant Psychiatrist in Liaison Psychiatry
Specialty: Liaison Psychiatry
Principal Place of Work: St John’s Hospital
Contract: Substantive, Part-time
Availability Supplement: Currently 5%
Out-of-hours: 1:1:7.7 on call rota
Managerially responsible to: Clinical Director

Timetables of activities that have a specific location and time:

Indicative Job Plan

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category</th>
<th>No. of PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>AM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Monday</td>
<td>PM</td>
<td>SJH</td>
<td>SPA</td>
<td>SPA</td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td>AM</td>
<td>SJH</td>
<td>Team meeting and wards</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td>PM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>AM</td>
<td>SJH</td>
<td>Specialist Liaison Clinic</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>PM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>AM</td>
<td>SJH</td>
<td>IP referrals</td>
<td>DCC</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>PM</td>
<td>SJH</td>
<td>SPA / IP referrals</td>
<td>0.5 SPA</td>
<td>0.5 DCC</td>
</tr>
<tr>
<td>Friday</td>
<td>AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unpredictable / emergency on-call work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total PAs</td>
<td></td>
<td></td>
<td>Direct clinical care</td>
<td></td>
<td>6.5</td>
</tr>
</tbody>
</table>

http://careers.nhslothian.scot.nhs.uk
The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC), one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings, and one SPA for work that is both of interest to the consultant and needed for service development. There will be an expectation of cross cover between the three liaison consultants. As a major teaching and research contributor, NHS Lothian would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Section 6: Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Dr Hosakere Aditya (Clinical Director) – 01506-523771.

Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, and mental health and hospital services. Tim Davison is the Chief Executive and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work
underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx.

**Location**

Edinburgh and the Lothians are on the eastern side of Scotland’s central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh’s historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](http://www.talentscotland.com). For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: [www.edinburgh.gov.uk](http://www.edinburgh.gov.uk).

**What we can offer you**

Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options

**Teaching and Training Opportunities**

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train medics, nurses and other healthcare professionals from all over the UK and the world, many of whom choose to remain in employment with NHS Lothian and continue to contribute to the development of the organisation, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Lothian recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at http://www.scotmt.scot.nhs.uk/ and http://nes.scot.nhs.uk/

We enjoy close links with the University of Edinburgh (http://www.ed.ac.uk/home) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

**Our vision, values and strategic aims**

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

7. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
8. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
9. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients

http://careers.nhslothian.scot.nhs.uk
10. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
11. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
12. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

**Our Health, Our Care, Our Future**

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:

- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf

http://careers.nhlslothian.scot.nhs.uk
NHS Lothian's Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver ‘high quality, safe and person-centered care at the most affordable cost’. This acknowledges that every £1 million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1 million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are all key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people’s needs for information and involvement in all care, treatment and support decisions.

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.
Quality
- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork
- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility
- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at [http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx](http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx)
## Section 8: Terms and Conditions of Employment

For an overview of the terms and conditions visit [http://www.msg.scot.nhs.uk/pay/medical](http://www.msg.scot.nhs.uk/pay/medical).

<table>
<thead>
<tr>
<th><strong>TYPE OF CONTRACT</strong></th>
<th>Substantive</th>
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<tbody>
<tr>
<td><strong>GRADE AND SALARY</strong></td>
<td>Will depend on appointee’s grade and experience.</td>
</tr>
<tr>
<td><strong>HOURS OF WORK</strong></td>
<td>32 hours per week, with additional on call.</td>
</tr>
<tr>
<td><strong>SUPERANNUATION</strong></td>
<td>New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a></td>
</tr>
<tr>
<td><strong>GENERAL PROVISIONS</strong></td>
<td>You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.</td>
</tr>
<tr>
<td><strong>REMOVAL EXPENSES</strong></td>
<td>Assistance with removal and associated expenses may be awarded (up to 10% of salary)</td>
</tr>
<tr>
<td><strong>EXPENSES OF CANDIDATES FOR APPOINTMENT</strong></td>
<td>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.</td>
</tr>
<tr>
<td><strong>TOBACCO POLICY</strong></td>
<td>NHS Lothian operates a No Smoking Policy in all premises and grounds.</td>
</tr>
<tr>
<td><strong>DISCLOSURE</strong></td>
<td>This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of...</td>
</tr>
<tr>
<td><strong>SCOTLAND</strong></td>
<td>Vulnerable Groups Scheme (PVG) Membership.</td>
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<tr>
<td><strong>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</strong></td>
<td>NHS Lothian has a legal obligation to ensure that its employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.</td>
</tr>
<tr>
<td><strong>REHABILITATION OF OFFENDERS ACT 1974</strong></td>
<td>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</td>
</tr>
<tr>
<td><strong>MEDICAL NEGLIGENCE</strong></td>
<td>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</td>
</tr>
<tr>
<td><strong>NOTICE</strong></td>
<td>Employment is subject to three months' notice on either side, subject to appeal against dismissal.</td>
</tr>
<tr>
<td><strong>PRINCIPAL BASE OF WORK</strong></td>
<td>You may be required to work at any of NHS Lothian’s sites as part of your role.</td>
</tr>
<tr>
<td><strong>SOCIAL MEDIA POLICY</strong></td>
<td>You are required to adhere to NHS Lothian’s Social Media policy, which highlights the importance of confidentiality, professionalism</td>
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http://careers.nhslothian.scot.nhs.uk
and acceptable behaviours when using social media. It sets out the organisation's expectations to safeguard staff in their use of social media.
Section 9: General Information for Candidates

Data Protection Act 1988

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

Counter Fraud

NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available at http://www.audit-scotland.gov.uk/work/nfi.php.

References

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Work Visa

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the Home Office website www.ind.homeoffice.gov.uk

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that 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 the minimum criteria expressed in the job description will be guaranteed an interview.

http://careers.nhslothian.scot.nhs.uk
**Overseas Registration and Qualifications**

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

**Workforce Equality Monitoring**

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

**Equal Opportunities Policy Statement**

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed at: [www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx](http://www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx)

**NHS Scotland Application Process**

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- Once in receipt of the application pack it is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV’s as a form of application.

- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.

- Please complete all sections of the application form. Those sections that are not relevant please indicate 'not applicable', do not leave blank.

- Please feel free to use additional paper if required. Please do not add your name to any additional information provided; secure it to the relevant section and the Recruitment Administrator will add a candidate number.

Please return completed applications in Word Format by midnight on the close date to medical.personnel@nhslothian.scot.nhs.uk

You will receive an automated response acknowledging receipt of your application.