




Job Description and Person Specification
Consultant in Forensic Psychiatry, North Wales Forensic Psychiatric Service

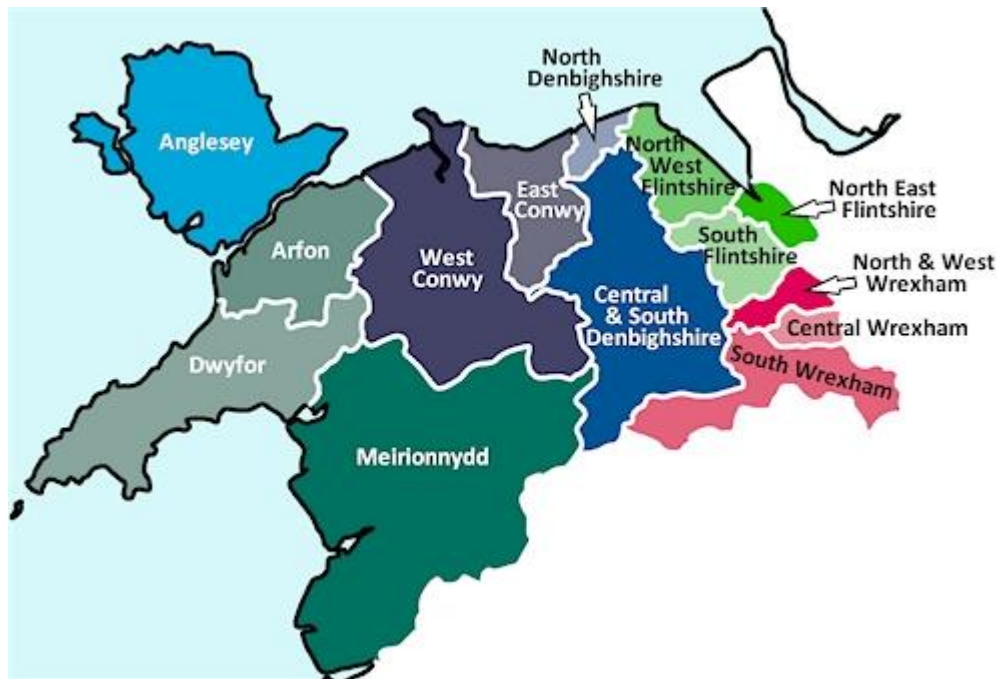
Post and Specialty:	Consultant in Forensic Psychiatry This is a replacement post. Candidates interested in part-time working are invited to discuss their proposed input/timetable to determine if their commitment would meet the Health Board's needs
Base:	The post holder will be based at Ty Llewelyn Medium Secure Unit, Bryn y Neuadd Hospital, Llanfairfechan, Conwy, LL33 0HH
RCPsych approval details:	BCUHB-CO-WAL-2023-01584 (Approved) 
Contract:	The contract of employment will be held with Betsi Cadwaladr University Health Board. The post is full time, comprising of 10 x sessions, 7 of which are DCC, 3 of which are SPA. Consideration will be given to applicants who wish to work part-time or to job share. 1 of SPA sessions can be taken from home.
Accountable professionally to:	Medical Director
Accountable operationally to:	Clinical Director (Forensic)
Key working relationships and lines of responsibility:	Medical Director: Dr. Alberto Salmoiraghi Deputy Medical Director: Dr. Faye Graver Clinical Director: Dr. Caroline Mulligan



1. Introduction

Betsi Cadwaladr University Health Board (BCUHB) is the largest health organisation in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 703,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham). The aim of BCUHB is to improve health and deliver excellent care for the population of North Wales. We aim to achieve this through our five key values: putting patients first; working together; value and respect each other; learning and innovate and communicating openly and honestly.

BCUHB has an equal opportunities and family friendly policy.



2. Health Board Details

BCUHB employs around 19,000 staff and has a budget of around £1.7 billion. It is responsible for providing primary, community, mental health and acute hospital services for the population of North Wales. As well as our three main hospital sites at Ysbyty Gwynedd in Bangor, Glan Clwyd Hospital in Bodolwyddan and the Maelor Hospital in Wrexham, we are also responsible for community hospitals, health centres, clinics, mental health units, community teams, GP practices and other NHS services provided by dentists, opticians and pharmacists.

The Health Board is currently undergoing a programme of change by developing an Operating Model through the Stronger Together methodology. Mental Health, Substance Misuse, Forensic, Rehab and Learning Disability Services remain within the Mental Health and Learning Disabilities Division.

Liaison Services

There are 3 PLAN accredited Liaison Services in North Wales, each providing a 'core 24' service to the local District General Hospital (DGH). They are led jointly by a consultant psychiatrist and service manager, who work closely with the team leaders and senior clinicians at each site. There has been a major expansion of liaison services and the teams are now multidisciplinary and working towards an 'enhanced' service. Liaison services are at various stages in the development of integrated clinical

governance. The liaison service sits under acute care and is overseen by the Acute Care Manager in each area within the MH&LD Division. Liaison services enjoy good working relationships with the general hospital staff and other MH&LD services in acute care and the community.

Adult Community Services

Adult psychiatry services are based around multidisciplinary Community Mental Health Teams (CMHTs), which deliver secondary mental health services to defined catchment populations. The teams are organised in line with the six Local Authorities. Teams are provided in partnership with Local Authorities, with differing levels of integration across North Wales.

Acute Care Services

Acute Care is delivered from the three DGH based inpatient facilities at the Hergest Unit, Ysbyty Gwynedd (YG), the Ablett Unit, Ysbyty Glan Clwyd (YGC) and Heddfan Unit, Wrexham Maelor Hospital (WMH). There are two Psychiatric Intensive Care Units (PICU), one based in the Hergest Unit and one based in the Heddfan Unit. Acute care is led by acute care consultants within a collaborative model of care which maintains community consultant involvement and offers continuity.

Home Treatment Teams (HTT) operate as part of acute care and are led by the acute care consultants. The HTT provide the gateway for inpatient beds and in addition provide input to individuals who are suitable for early discharge from inpatient care.

Rehabilitation Services

There are currently 3 open inpatient rehabilitation units across North Wales. We have Carreg Fawr in Llanfairfechan, Tan y Castell in Ruthin and Coed Celyn in Wrexham.

There is also a locked intensive rehabilitation unit based within the Ablett Unit, YGC.

The rehabilitation units are managed by dedicated rehabilitation consultants, supported by Community Rehabilitation teams (CRT).

Forensic Services

Forensic Services are based at Ty Llywelyn Medium Secure Unit (MSU) in Llanfairfechan. The service has multidisciplinary forensic community teams, and Consultant Forensic Psychiatrists.

Primary Care and Psychological Therapy Services

Primary Care Mental Health Services provide initial assessment and treatment for people with mild to moderate mental disorders. Referrals onto the CMHT's for specialist management are made when appropriate. There is a well-established record for providing a range of specialist secondary and tertiary psychological treatments. The department has established procedures for referral, with specific professionals linked to each Community Mental Health Team. The Psychology Department has a close liaison with the Psychology department in the University of Wales, Bangor.

Older Persons Mental Health Services

Older Persons Mental Health Services are provided in the community by community mental health teams and are organised in line with the Local Authorities. They provide primary and secondary care services, as well as memory services and day hospital provision.

We have three units across North Wales. Cefni Hospital in Llangefni for patients with primarily cognitive disorder. Older people with functional mental disorder in the West are currently admitted to the Heddfan Unit in Wrexham.

Bryn Hesketh Unit in Colwyn Bay is for primarily cognitive disorder and Tegid ward in the Ablett Unit is for older people with functional mental disorder.

Heddfan Unit in Wrexham has two elderly wards, one ward is for primarily cognitive disorder and the other for older people with function mental disorder.

Substance Misuse Services

Six Community Drug and Alcohol Teams (CDAT) provided in Partnership with each Local Authority working across North Wales. There are active partnerships within the local Substance Misuse Action Teams (SMATs), Police, and Probation Services. The service also has a Specialist Midwifery Service and mobile Harm Reduction Service that covers the six counties of North Wales, both of which have been seen as National examples of good practice.

In-patient detoxification and rehabilitation services are provided at Hafan Wen in Wrexham. This is a purpose built unit for the treatment of substance misuse/alcoholism provided by CAIS, an independent provider. BCUHB provides medical input into this unit.

Perinatal Service

This is a relatively new service with a small multidisciplinary team currently in development, working in close collaboration with Liaison Services, Women's Services, MH&LD services and Primary Care Services at all sites.

Learning Disability Services

Community services are provided in partnership with the individual Local Authorities, centred on multidisciplinary teams. Specialist in-patient beds are provided at Bryn y Neuadd Hospital, Llanfairfechan. The Intensive Support Service provides community assessment and management of challenging behaviours and there are well-developed supported and intensively supported living schemes.

Child and Adolescent Mental Health Services (CAMHS)

CAMHS are based within the Children and Young Persons division. CAMHS Tier 4 Inpatient services are provided by a purpose built unit in Abergele (North Wales Adolescent Service). Sat alongside the inpatient unit is a multi-disciplinary Intensive Community Support Team which works extended hours and prevents admission to out of area beds and facilitates early discharge from the inpatient unit.

Academic Department

BCUHB has formal links with Bangor, Cardiff and Glyndwr Universities, including teaching and research. Plans to develop a North Wales Medical School led by Bangor University are in the final stages and await national approvals. Medical student placements in psychiatry in BCUHB are the highest rated in Wales.

The mental health and learning disability directorate includes a strong multidisciplinary research unit with an international reputation, The Centre for Mental Health and Society, which is part of Bangor University School of Medical and Health Sciences. CFMHAS includes two professors of psychiatry (Rob Poole and Peter Lepping), a professor of mental health research (Peter Huxley), a senior lecturer in psychiatry (Robert Higgo), a research fellow and two research officers, a research clinical nurse specialist, and a Welsh Clinical Academic Training fellow, along with grant funded research and support staff and NHS staff engaged in research. Details of CFMHAS research activity can be found at <https://cfmhas.org.uk/> There are also strong links with Chester University and with Social Care and Society at the University of Manchester, which is led by Professor Catherine Robinson. CFMHAS is a

partner in the Welsh National Centre for Mental Health. BCUHB MH&LD directorate has a thriving Academic Partnership Board.

There are opportunities for NHS Consultants to pursue research interests through CFMHAS.

3. Service Details

This is a replacement post and is part of the continuing development of Forensic services, allowing us to offer sustainable specialist Forensic services for the population of North Wales. The post-holder will have inpatient facilities at Ty Llywelyn medium secure unit

4. Local Working Arrangements

Consultant Psychiatrist	2 additional Forensic Consultant Psychiatrists
Other Medical Staff	1 wte Specialist Forensic Doctor 1-2 CT3 Doctors working across Secure Services
Nursing & Social Care	1 Clinical Services Manager 1 wte Modern Matron 3 wte Band 7 Nurses 7 wte Band 6 Nurses
Psychology	2 Forensic Psychologists 3 Clinical Psychologists 1 Assistant Psychologist
Occupational Therapy	1 OT Band 7 1 OT Band 6 1.2 Band 4 OT Technicians 0.8 OT Assistant
Admin	3 wte Secretaries shared between 2 Consultants

The Post holder will be expected to offer cross cover for colleagues on leave and vice versa.

Consultants will be expected to comply with the Mental Health Measure (Wales) 2010. This is a Welsh Statutory law and aims to give patients the right to a high standard of care.

The post holder will be eligible to register as a trainer on the North Wales Training Scheme and work with a senior trainee. Medical support for in-patient care will be provided by the Core Trainee and full-time Specialist Doctor shared across the three consultants (with one identified as Clinical Supervisor).

5. Continuing Professional Development (CPD)

Support for study leave and other professional leave will be provided in accordance with the BCUHB policy (30 days study leave over three years). It is expected that the post holder will take part in the Wales Revalidation Process which includes annual appraisals for the purposes of revalidation. The

post holder will maintain their professional knowledge base and competency by involvement in continuing professional development (CPD) and participation in one of the Divisional PDP groups to support the fulfilment of Royal College of Psychiatry CPD requirements.

There is currently no budget cap to study leave and decision on each application is made by Medical Directors discretion.

6. Clinical Leadership and Medical Management

The post-holder will be expected to participate in service development meetings, take part in the management of the service and provide clinical supervision and practice development to staff within the service.

7. Appraisal and Job Planning

Appraisal by an approved BCUHB appraiser is an annual requirement as is participation in the GMC revalidation scheme.

Job planning is carried out as an absolute minimum on a yearly basis. The post holder is required to take part. A job plan meeting will be held within 6 weeks of commencing the post.

8. Teaching and Training

The post holder will be expected to participate in providing specialist training for trainees on the North Wales rotation of the Wales Deanery Training Programme for Psychiatry. They will also be encouraged to participate in the local psychiatry academic programme and to play an active role in the education and training of medical, nursing and other staff both within their own liaison team and the MH&LD services and the general hospital. They are expected to participate in the undergraduate teaching to Medical Students on placement, and use opportunities such as the general hospital grand rounds as deemed appropriate.

9. Research

Research opportunities will be available and supported by the active mental health research collaborations with Bangor and Glyndwr Universities.

The all Wales forensic psychiatry academic group meets twice a year in Cardiff. Attendance will be encouraged and supported.

10. Mental Health Act 1983 and Responsible Clinician Approval

Section 12(2) approval and recognition as an Approved Clinician by the Wales Approval Panel is expected. Where relevant, the post holder would be expected to work within the framework of the Mental Health (Wales) Measure 2010.

11. Secretarial Support and Office Facilities

There is a dedicated office available within Ty Llewelyn.

The post holder will be provided with a personal computer which will be networked with the Health Boards information systems. Smart phone can be provided.

The Health Board's Informatics Service provides access to training and direct support in relation to information technology. A full range of infrastructure services are also available within the Health Board to support the post holder and the service.

There is a team of medical secretaries & administrative staff which aims to provide a flexible and consistent level of cover. This team will provide support to this consultant post and others, such that the post holder will have a named person(s) to whom to relate, but that others will also provide assistance.

12. Clinical Duties of Post Holder

Clinical duties will include:

- Comprehensive assessment of referrals
- Leadership of MDT in patient care team
- Attendance at the weekly Multidisciplinary Referral and allocation meeting.
- Working to the requirements of the Mental Health (Wales) Measure.
- MHA administration and Tribunal attendance
- Clinical supervision and practice development of medical, nursing and other staff.
- Provision, as required, of specialist forensic assessments for the Courts, MAPPA and National Offender Management Service...
- Provision of specialist forensic assessments and consultation advice to CMHT's and acute inpatient services in North Wales.
- Assessment of patients in Independent sector secure hospitals and supervision to care coordinators as required.
- The post holder will be responsible for the overall psychiatric care of an inpatient population within the medium secure services.
- Together with colleagues in the multidisciplinary team, you will offer medical leadership, assessment and management both for inpatients and for the wider responsibilities of the forensic service locally which includes prisons and community forensic mental health team.
- The consultant forensic psychiatrists within the service work to a model such that each has primary responsibility for a caseload within inpatient provision.
- The patients to which consultants are affiliated is initially fixed but may alter as the service evolves to meet changes in demand. The successful candidate will provide input to the medium secure (male) Mental Illness treatment pathway.
- There is an outpatient commitment attached to this post, however as the Forensic Outreach Services develop as part of STP, it is anticipated that job plans for all the consultants in the Forensic service will be reviewed and may incorporate sessions working with the Community Forensic Mental Health Team along with an equivalent reduction of inpatient responsibility.
- Referrals to the secure service are sent directly to the Risk and Referrals Manager and Clinical Director and referrals allocated for gatekeeping assessments appropriately, taking into account individual workload and availability. Assessments are multidisciplinary. The rate of referrals varies but each consultant can reasonably expect to undertake an assessment and provide a written report 1-2 x monthly.
- Consultant supervision to care coordinators for patients in out of area placements in other medium secure hospitals and high secure hospitals.



- Gate keeping assessments for mentally disordered offenders into secure services.
- Consultant input to the multidisciplinary community forensic team. The team provides enhanced community support and a recovery approach for people stepping down from medium security.
- Consultation and capability building work with local mental health services to improve their management of risk and offending behaviour.
- Hold Responsible Clinician status, and be an Approved Clinician as defined within the Mental Health Act for patients within the service.
- The post holder will provide supervision, clinical leadership and management of junior medical staff.
- The post holder is expected to work flexibly with colleagues to enable the smooth running of the service, and to ensure the most appropriate care is provided to each individual patient.
- To participate in clinical governance activities including clinical audit and risk management so as continuously to improve the quality of care provided.
- To provide short term cover for authorized periods of absence from duty of Consultant colleagues.
- To participate in continuing professional development according to The Royal College of Psychiatrist guidelines.
- To comply with all Health Board policies and procedures, drawn up in consultation with the professions in respect of clinical matters.
- To complete all relevant clinical administration associated with the post.
- The appointee must be able to travel around the facilities serviced by this post which, in relation to referrals, may be at significant distance – the post holder is expected to participate in the multidisciplinary assessment of new referrals and in gatekeeping and ongoing review of patients placed elsewhere.
- These duties are subject to review from time to time in light of the changing requirements of the service. If alterations to the described duties are required, these will be mutually agreed between the appointee and the Health Board.

13. Training Duties

Psychiatry training in North Wales is part of the Welsh Deanery, under the Head of School. Core training is organised on a North Wales basis with three streams across North Wales and a variety of F2, GPST and fixed term training posts.

An active programme of case presentations, Journal Club and outside speakers is in place with multidisciplinary training at all sites. The North Wales Psychiatric meeting occurs on a quarterly basis and frequently attracts high quality external speakers.

14. Clinical Governance

The Mental Health and Learning Disability Division has recently reviewed and updated its management and governance structure. The Division is led by a Director of Mental Health supported by a Medical Director, Director of Nursing and Director of Operations.

The Division operates on a locality basis for adult and older people's mental health, centred on the three District General Hospitals. Each locality has a Clinical Director, Head of Nursing and Head of Operations and Service Delivery. For Forensic Psychiatry, Substance Misuse Services and Learning Disability there is a separate structure which is pan North Wales with Clinical Director, Head of Nursing

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and Head of Operations and Service Delivery. The post holder will be managed by the relevant Clinical Director who will also be responsible for the annual job plan.

Each locality has local governance meetings which feed into the Division's governance structure. The divisional structure includes 'Putting Things Right' (PTR) meetings, which scrutinises incidents that may occur in the week and helps coordinate the Serious Incident and concerns review process. The division runs a Mortality Group which reviews all deaths. The Quality Safety and Patient Experience group feeds into the Health Boards corporate governance process.

The post holder will be expected to take part in Clinical Governance activities and participate in the Health Board's appraisal process including the maintenance of CPD and participation in a local PDP group. The post holder will participate in clinical audit to support appraisal with the support of BCUHB corporate clinical audit department.

15. General Duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the clinical 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 necessary 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 1983 Section 12(2) approval, to work within the legal framework of the Mental Health (Wales) Measure 2010 and to abide by professional codes of conduct.
- To participate annually in a job plan review with the Clinical Director, which will include consultation 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 Clinical Director in preparing plans for services.

16. External Duties, Roles and Responsibilities

The Health Board actively supports the involvement of the consultant body in regional and national groups such as roles with Welsh Government and/or the RCPsych, subject to discussion and approval with the Medical Director.

17. 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 Health Board might make.

18. Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting with the Clinical Director within six weeks to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7 to be devoted to direct clinical care and 3 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). One of these supported professional activities can be taken at home where feasible.

The timetable is indicative only. A formal job plan will be agreed between the post holder and Clinical Director six weeks after commencing the post and at least annually thereafter.

Programme of Work – Timetable (provisional)

Direct Clinical Care:

- 2 x sessions ward work, including administration and MHA preparation
- 1 x session ward round
- 1 x session forensic MDT meeting
- 3 x session's community forensic assessments, consultation and reviews

Supporting Professional Activities:

- The post is offered with 3 SPA sessions subject to negotiation with the Health Board.
- 2 x sessions maintaining professional standards and revalidation
- 1 x session service development

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Referrals	CTM	Forensic Service Allocation/Referrals	Community Forensic Reviews	Ward Work/Admin
PM	SPA	Community Forensic Review	Ward Work	SPA	SPA

19. On Call and Cover Arrangements

There is a 1:13 on call rota for consultants (Tier 3), which attracts a weekly extra session at Intensity Band 1 and covers the West area; Hergest Psychiatric Inpatient Unit. On call, leave and cover arrangements will be made with the community consultant colleagues.

The post holder will be expected to live within an area commensurate with on call duties.



20. Contract Agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

The post attracts the nationally agreed salary, whole time £91,722 – £119,079 with commitment awards.

21. Leave

The post holder is entitled to 34 days of annual leave per year and 30 days study leave over 3 years.

22. Visiting Arrangements

Clinical Director (Forensic): 03000 852958
Medical Director: 03000 857920
Business Support Manager: 03000 858221

BCUHB website: <http://howis.wales.nhs.uk/sitesplus/861/home>

23. Approval of this Job Description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' Regional Advisor on **tbc**.

Person Specification/Selection Criteria

Consultant in Forensic Psychiatry, North Wales Forensic Psychiatric Service

Abbreviations for when assessed:

S: Screening prior to short listing

P: Presentation to formal panel

A: Short listing from application form

F: Formal Appointments Committee Interview R: References

	Essential	When Assessed	Desirable	When Assessed
Qualifications	<p>12/2 Approval AC Approval (or eligible for approval)</p> <p>MRCPsych or equivalent approved by the Royal College of Psychiatrists.</p>	<p>S</p> <p>S</p>	<p>Forensic CC T</p> <p>Post graduate Qualification or higher degree in medical education, clinical research or management.</p>	<p>A</p>
Eligibility	<p>Fully registered with the GMC with a licence to practise at the time of appointment.</p> <p>Included on GMC Specialist Register or within 6 months of completing CCT.</p> <p>Approved under S12 or able to achieve within 3 months of appointment.</p> <p>Approved Clinician status or able to achieve within 3 months of appointment.</p>	<p>S</p> <p>S</p> <p>S</p> <p>S</p>	<p>In good standing with GMC with respect to warning and conditions on practice.</p> <p>Welsh AC Approval.</p>	<p>S</p> <p>A</p>



Clinical Skills	Evidence of training in the core and specialist competencies relevant for forensic psychiatry.	S		
	General medical skills	S		
	Experience in leading a multi-disciplinary team.	S		
Teaching and Training	Evidence of having delivered postgraduate teaching.	A	Experience of teaching medical students.	A
	Evidence of having delivered multidisciplinary teaching.	A		
Research/Audit	Proven capability to initiate and undertake original work.	A	Evidence of research in evidence of research in forensic psychiatry.	A
	Evidence of having undertaken a relevant audit project.	A		
Motivation	Evidence of commitment and enthusiasm to develop provide forensic psychiatry	A		
	Evidence of commitment to working as a member of a multi-disciplinary team.			
Personal Qualities	Demonstrate leadership skills.	A	Evidence of ability to develop and utilise links with service users.	A



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	Demonstrate ability to work under pressure.	A	Evidence of ability to build working relationship with colleagues.	A
	Demonstrate good communication skills, written, oral and interpersonal.	A		
Transport	Holds and will use valid UK driving licence or provides evidence of proposed alternative.	S		