

# Introduction to the Post

Post and specialty:	Consultant Psychiatrist in Community General Adult Psychiatry
Base:	Christchurch and Southbourne CMHT Fairmile House, Christchurch BH23 2JT
Number of programmed activities:	10 PA per week
Accountable professionally to:	Chief Medical Officer
Accountable operationally to:	Lead Consultant for Community Adult Mental Health Services
Start Date:	Currently Available

## Context for the role

**Are you an experienced Consultant Psychiatrist? We are looking for an enthusiastic and highly motivated Consultant psychiatrist to join us and play a key leadership role and influence the evolvement of the existing service in line with the Long-Term Plan and Community Mental Health Framework. You will form part of a high calibre consultant peer group in the heart of Dorset and will work in an established multidisciplinary community mental health team in Christchurch.**

**We are in the process of rolling out and embedding the exciting new mental health offer in Dorset as part of the large-scale transformation work and are in the process of building and developing successful relationships with Primary care and the Community.**

**The post holder will take part in the consultant on-call rota remunerated at an average of 1:20 at plus 0.25APA. The post also attracts 10 days per year of study leave and an annual study leave budget of up to £1000.**

**This post attracts a Recruitment and Retention payment of £20,000 plus a further relocation package of up to £10,000 if relocating to Dorset. In addition, we offer a commitment to flexible working, career development opportunities and our excellent NHS benefits.**

**We would love to hear from you to discuss how together we might design this role around you and your specialist interests, we are committed to enabling flexible working and would welcome a discussion on how this could be achieved for you.**

The Christchurch and Southbourne Community Mental Health Team is a large multidisciplinary team, which consists of a mix of highly experienced and skilled staff, as well as new staff who are bringing drive, creativity, and new ways of working. This includes an operational team leader, an ACP, CCO posts, dedicated duty workers, support workers, psychology, and a very experienced admin team. We also have Social workers who are part of the wider team.

As part of its integrated service for service users on CPA and Standard Care, the team offers variety of services including a Physical Health Checks Service, Depot Clinic (including Olanzapine monitoring), Nurse led ADHD Clinic, Community Resource Team (social inclusion, employment, education), designated Duty service, psychological therapies (including a DBT pathway and individual therapy), Education and Quality Assurance meetings.

## Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. If you have any role specific questions please contact Dr Rodi Karadimova, Lead Consultant for Community General Adult Psychiatry ([rodi.karadimova@nhs.net](mailto:rodi.karadimova@nhs.net) / 01202 858300), Paul Hopkins, Team Leader ([paul.hopkins1@nhs.net](mailto:paul.hopkins1@nhs.net))/01202 858 100 or Marianne Gillingham, Service Manager ([marianne.gillingham@nhs.net](mailto:marianne.gillingham@nhs.net) / 01202 858 100)

If you would like a pre application conversation with the Executive Medical Director, please contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to [julie.street3@nhs.net](mailto:julie.street3@nhs.net)

### Key working relationships and lines of responsibility

Chief Medical Officer	Dr Faisal Sethi
Chief Operating Officer / Deputy CEO:	Kris Dominy
Deputy Chief Medical Officer:	Dr Sudipto Das
(Mental Health and Learning Disabilities)	
Medical Lead for Community Mental Health Adult Services	Dr Rodi Karadimova
Service Director for Mental Health Services:	Rachel Small

# Job Description

## COMMUNITY GENERAL ADULT PSYCHIATRY

Christchurch and Southbourne CMHT, Fairmile House, Tasman Close,

Christchurch BH23 2JT

### 1. INTRODUCTION

- 1.1 This is a post for a full-time Community General Adult Psychiatrist working in Christchurch and Southbourne CMHT, which provides comprehensive community based services to patients registered with general practitioners in the locality.

### 2. ORGANISATION OF CLINICAL SERVICES

- 2.1 The Trust's mental health services are organised in the following way:-
- 2.2 **Community Mental Health Teams.** There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided teamwide as appropriate. In West Dorset there are three locality community mental health teams; North Dorset, Dorchester & Bridport and Weymouth and Portland.
- 2.3 **Inpatient Care.** The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gate-keeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of inpatient treatment, they will move to one of the treatment wards.
- 2.4 **Inpatient Rehabilitation.** There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Assertive Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.
- 2.5 **Home Treatment Teams.** There are two Home Treatment Teams (HTT) for East Dorset and for West Dorset. They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.

2.6 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include:-

- Early Intervention in Psychosis Service
- Assertive Outreach Teams
- Community Rehabilitation Teams
- Forensic Service
- Perinatal Service
- Eating Disorders Service
- Psychiatric Liaison Services
- Community Adult Asperger's Assessment Service
- Child and Adolescent Mental Health Service
- Intellectual Disabilities Service
- Access Mental Health – Connections, The Retreats and Front Rooms

### 3. CLINICAL DUTIES

- 3.1 The post holder will be expected to provide assessment and ongoing care for service users, along with advice and guidance to local GPs and clinical leadership of the multi-professional team.
- 3.2 The postholder will be expected to work with the community team to cover emergency work and to keep waiting lists within the Trust 2011 agreed limits. This has been within four weeks for routine referrals.
- 3.3 The CMHT has a duty system which involves non-medical staff. The postholder will be expected to support the duty workers and play a part in covering the section 12 rota alongside the other doctor in the team.
- 3.4 The post holder will take part of the on call rota. The on call rota is Dorset wide and paid at 3% on call availability plus additional 0.25PA for full time participation. This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior on call rota supported by a further two tier non residential (CT1-3 and ST4-6) on call rota. When on-call the post holder is expected to provide advice and support to junior colleagues on-call, out of hours nursing and social work colleagues. When necessary, it is expected that the on-call consultant will review patients personally. At weekends and on bank holidays there is a consultant led review for newly admitted patients and to address problems with inpatients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.
- 3.5 The postholder will provide cross cover for annual, study and emergency sick leave with the Consultant for the neighbouring Bournemouth East CMHT.

#### **4. CONTINUING PROFESSIONAL DEVELOPMENT**

- 4.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).
- 4.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.
- 4.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.
- 4.4 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.
- 4.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.
- 4.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

#### **5. SUPPORTING CLINICAL STAFF**

- 5.1 The team comprises the following:-

SAS doctor	1.0 WTE
Team Leader	1.0 WTE
Community Mental Health Nurses	8.0 WTE
ANP	1.0 WTE
Psychologist	0.6 WTE
Area Practice Manager	1.0 WTE
Social Workers	2.0 WTE
Mental Health support workers	2.0 WTE
Physical Healthcare support workers	1.8 WTE
Carers' Officer	0.5 WTE

#### **6. LEADERSHIP STRUCTURES**

- 6.1 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.2 The Trust has close relationships with the CCG and the Local Authorities to which we relate (Bournemouth, Christchurch and Poole Council and Dorset Council).

6.3 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

## **7. CLINICAL GOVERNANCE**

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.
- 7.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.
- 7.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

## **8. TEACHING AND TRAINING**

- 8.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Health Education Wessex standards.
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students. Medical students are regularly attached to the psychiatric teams.

## **9. SECRETARIAL SUPPORT**

- 9.1 The postholder will have a designated office in the Flaghead Unit and adequate administrative support and time available to facilitate the smooth running of outpatient clinics and timely written communication with clinicians, referrers and patients.

## **10. POSTGRADUATE FACILITIES**

- 10.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

## **11. TERMS AND CONDITIONS**

- 11.1 The contract will be based on the Terms and Conditions of Service 2003 agreed between the BMA and the Department of Health for consultants in England. The Trust will also implement the Code of Conduct for Private Practice and the Consultant Job Planning Standards agreed in September 2003.
- 11.2 The post holder must be Mental Health Act Section 12 approved at appointment and be registered with the General Medical Council. The applicant must be eligible for inclusion on

the Specialist Register in Psychiatry. The successful candidate must hold a current driving licence.

- 11.3 As a Consultant the postholder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

## 12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the consultant's job planning meeting.

A provisional timetable is given below:

	AM / PM	Work	Category	No of PAs
Monday	AM	OPC	DCC	1.0
	PM	Duty/meetings/administration	DCC	0.5
		Leadership/Management	SPA	0.5
Tuesday	AM	OPC	DCC	1.0
	PM	CPD and education	SPA	1.0
Wednesday	AM	Team meeting	DCC	0.5
	AM	Emergency clinic	DCC	0.5
	PM	Duty/clinical support to team	DCC	0.5
	PM	Leadership/Management	SPA	0.5
Thursday	AM	OPC	DCC	1.0
	PM	MHA act work	DCC	0.5
		Administration	DCC	0.5
Friday	AM	OPC clinic	DCC	1.0
	PM	Leadership/Management	SPA	0.5
		Administration/urgent community work	DCC	0.5

Programmed activity	Number
Direct Clinical Care	7.5
Supporting Professional Activities	2.5
Other NHS responsibilities (to be discussed with the clinical director)	
External duties (to be discussed with the clinical director)	
<b>Total Programmed Activities</b>	<b>10.00</b>

- 12.3 The postholder will be line managed by the Lead Clinician for Community General Adult Mental Health who will keep the job plan under review.

### **13. COMMENCEMENT OF DUTIES**

- 13.1 The is currently available
- 13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

### **14. REMUNERATION & BENEFITS**

- 14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

#### **14.1 Salary**

The appointment is at Consultant grade with salary thresholds from £84,559 - £114,003 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. . The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

#### **14.2 Annual Leave**

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. For consultants contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

#### **14.3 Sick Pay**

Entitlements are outlined in paragraph 225 – 240 of the TCS.

#### **14.4 Pension**

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

#### **14.5 Equal Opportunity & Diversity**

Dorset HealthCare University NHS Foundation Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.



#### 14.6 **Flexible Working**

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

#### 14.7 **Maternity, Paternity and Special Leave**

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available. Additional Paternity Leave (APL) is also available subject to eligibility. In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

#### 14.8 **Relocation Expenses**

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

#### 14.9 **Travel Expenses**

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

#### 14.10 **Two Ticks Disability Symbol**

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

#### 14.11 **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, Doris, or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

#### 14.12 **Confidentiality**

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

#### 14.13 **References**

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references

**14.14 Occupational Health**

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

**14.15 DBS Checks**

The appointment will be subject to enhanced clearance from the Disclosure and Barring Service.

**14.16 Smoking**

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

**14.17 Period of Notice**

The employment is subject to six months' notice on either side

**15. WELLBEING**

15.1 As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

15.2 Details about OH are disseminated at induction and regularly when in post

15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients (e.g. nominated senior colleague support, Balint Groups for Consultants, etc.)

15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g. unexpected request to cover a unit/ward/service in addition to current workload)

## Person Specification

### CONSULTANT IN COMMUNITY GENERAL ADULT PSYCHIATRY

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications/Training</b>	<p>General medical Qualification e.g. MBBS, or equivalent and hold a Licence to Practise.</p> <p>MRCPsych or recognised equivalent, e.g. membership of a psychiatry college in another country.</p>	<p>Qualification or higher degree in medical education, clinical research or management.</p> <p>Additional clinical qualification</p>
<b>Eligibility</b>	<p>Must be in possession or within 6 months of possession of a CCT in Psychiatry or on Specialist Register in Psychiatry.</p> <p>On Specialist Register in General Adult 19Psychiatry.</p> <p>Section 12(2) approval and Approved Clinician approval or ability to obtain approval before starting post</p>	<p>Experience of medicine outside psychiatry e.g. general practice, medicine.</p>
<b>Clinical Skills, Knowledge &amp; Experience</b>	<p>Excellent knowledge in specialty</p> <p>Evidence of effective multidisciplinary team involvement.</p> <p>Excellent clinical skills using bio-psycho-social perspective and wider medical knowledge.</p> <p>Able to meet duties under MHA and MCA</p> <p>Make decisions based on evidence and experience including contribution of others.</p>	<p>Teaching Experience</p> <p>Wide range of specialist and sub-specialist experience relevant to post within the NHS or comparable service.</p>

	Excellent written and oral communication skills.	
<b>Dorset HealthCare Values</b>	Proactive, respectful, supportive, reliable and trustworthy, and positive	
<b>Management Skills</b>	<p>Understand the importance of working with managers in the interest of good patient care</p> <p>Able to manage priorities</p> <p>Evidence of management/Leadership skills training</p>	Previous management experience including that of other junior medical staff
<b>Leadership Skills</b>	<p>Understand principles of leadership and give examples of leadership in own practice.</p> <p>Able to provide clinical leadership to a multi-disciplinary team.</p>	
<b>Clinical Governance</b>	<p>An understanding of the importance of Clinical Governance in the NHS organisations and importance in patient care.</p> <p>Awareness of current issues in mental health service provision, policy and legislation</p>	
<b>Self Awareness</b>	<p>To have an understanding of own strengths and weaknesses and how these attributes affect professional functioning.</p> <p>To have an understanding of the stresses involved in being a consultant</p>	

	psychiatrist and how to manage these appropriately.	
<b>Supervision of Junior medical Staff</b>	<p>Knowledge of requirements for supervision and appraisal of junior medical staff.</p> <p>Approved educational supervisor training</p>	
<b>Research and Audit</b>	<p>Experience of carrying out an audit project</p> <p>Experience or involvement in a research project and publication</p> <p>Ability to supervisor junior medical staff undertaking research projects</p>	<p>Published audit project</p> <p>Ability to critically appraise published research</p>