

# Consultant in General Adult Psychiatry

North Somerset Intensive Support Team

Long Fox Unit, Weston General Hospital, North Somerset

10 PAs

RVN044-BNSSG-JFP



**Pending approval on behalf of the  
Royal College**

SWD SEV-CO-STH-2024-01949

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**AWP** High quality,  
compassionate care

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# 1. Introduction



Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 5,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams across a geographical region of 2,200 miles, for a population of approximately 1.8million people.

We are passionate about promoting good mental health and wellbeing. We strive to use the expertise

and resources within our organisation, and through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of the Trust and our services.

## 2. Trust Details

AWP is a partner in two Integrated Care Systems (ICSs). We work closely with our partners across the Bristol, North Somerset and South Gloucestershire ICS and the Bath and North East Somerset, Swindon and Wiltshire ICS to meet the health and care needs of the local populations.

The organisations that make up an ICS – including commissioners, local authorities, hospitals and community services – take collective responsibility for managing resources, delivering care and improving the health of the population.

AWP operates under 3 divisions mirroring the ICSs areas:

- West Division: Bristol, North Somerset and South Gloucestershire
- East Division: B&NES, Swindon and Wiltshire
- Specialised, Secure and CAMHS Division

AWP provides a wide range of services which include:

- Adult acute inpatient services
- Adult recovery services
- Complete intervention
- Early intervention in psychosis
- Later life inpatient services
- Primary care liaison services
- Learning disabilities services
- Low secure services
- CARS – liaison and diversion
- Pathfinder service
- Veterans mental health service
- Community drug and alcohol
- Criminal justice services
- Deaf mental health service
- ADHD services
- CAMHS

- Medium secure services
- Mother and baby unit
- Autism spectrum services
- Personality disorders service
- Traumatic stress service
- Care home liaison services
- Eating disorder services
- Anxiety services
- Memory services
- Street triage services
- Health based place of safety
- Therapy services
- Electro-convulsive therapy
- IAPT services

## Our Purpose and our values

We are committed to improving the lives of the people we serve with compassion, respect and dignity. Our purpose can only be fulfilled by staying true to our core values which underpin everything we do; they guide our behaviours and can be seen in every interaction we have with patients, staff and stakeholders. We refer to our values as PRIDE:

P	Passion	Doing our best, all of the time
R	Respect	listening, understanding and valuing what service users and carers, staff and stakeholders tell us
I	Integrity	Being open, honest, straightforward and reliable
D	Diversity	Relating to everyone as an individual
E	Excellence	Striving to provide the highest quality support to service users and their families

## Our Strategy and objectives

We are currently developing a five year strategy to reflect the changing needs and strengths within our local populations.

Our strategy has four key objectives:



### Provide outstanding care

We will continually improve and provide high quality, safe care to help people achieve the outcomes that are important to them.



### Develop outstanding people

We will make AWP a great place to work and learn, providing an environment where a skilled, positive and motivated workforce can provide outstanding care.



### Provide sustainable services

We will ensure services are properly resourced to meet rising demand and acuity, and capitalise on opportunity for innovation.



### Delivered in partnership

We will deliver care as a joint endeavour with patients/service users, family, friends and carers, including the voluntary sector.

## Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Divisional Medical Director:	Dr Dan Hodgson
Medical Lead:	Dr Javier Ferreiro-Pisos
Clinical Director:	Dr Eva Dietrich
Associate Director of Operations:	Paula May
Clinical Lead:	Anita Hutson
Operational Manager:	Emmy Watts
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty

## 3. Service Details

Within AWP the Adult Intensive Services offer rapid assessment and treatment for people who are experiencing a mental health emergency. There are Intensive teams across AWP's footprint. In Bristol, the Intensive Service is known as Bristol Crisis.

Each team provides proactive and intensive support to avoid the symptoms of a mental health emergency getting worse. The aim of the service is to offer treatment and care in an individual's own home as an alternative to hospital admission.

The Intensive teams accept referrals from healthcare professions, including GP's and mental health providers, and self-referrals.

## 4. The post and local working arrangements

<b>Post and speciality:</b>	Consultant Psychiatrist in General Adult Psychiatry
<b>Base:</b>	Long Fox Unit, Weston General Hospital, Grange Road, Uphill, Weston-Super-Mare, North Somerset, BS23 4TS
<b>Total Number of PAs:</b>	10 PAs per week
<b>Accountable professionally to:</b>	Medical Director
<b>Accountable operationally to:</b>	Medical Lead

The Trust is seeking a Consultant Psychiatrist to join the North Somerset Intensive Support Team. This is an established post which has become vacant due to the current post holder leaving.

The Intensive Service is based at the Long Fox Unit, Weston General Hospital. This service is available 24 hours a day, 365 days a year. It is the gate keeping and discharging agent for inpatient services and provides expert assessment to individuals experiencing mental health crisis within four hours of referral.

The Intensive Team carries an average workload of 25 patients, although weekly referral numbers can vary, this caseload is managed by the team manager. The Consultant does not carry a caseload. The senior nurses (band 6) carry out emergency referral assessments from either recovery or PCLS.

They then refer to a consultant if necessary throughout their treatment. A consultant will occasionally be asked to assess but mainly if it is viewed as very complex.

Referral criteria is not strict and is managed on a case-by-case basis. The service would mainly expect to see:

- Service users experiencing a relapse in severe and enduring mental illness who are at risk of hospital admission.
- Service users at high risk of self-harm or suicide.
- Service users who are referred for mental health act assessment.
- Service users who cannot be safely managed by an increase in care from their regular team.
- Early planned discharges from the acute wards

Following an assessment the team will work with the individual to agree a plan of care and will provide intensive treatment in their home in order to reduce their distress and promote recovery. Home Treatment will be provided to “wrap-around” Care Co-ordination in Recovery to prevent hospital admission or to facilitate enhanced discharge from inpatient units. The intensive service will provide weekend support element of the care plan for service users receiving an AO function. If the intensive team consider a period of dedicated treatment in one of our specialist hospitals is the best care option, the team will ensure smooth transfer to hospital and support the individual on their return to home following discharge from hospital.

### **Care Clusters**

The service will use the care cluster model as a clinical framework, alongside CPA to assess, plan, deliver and review care.

The Model uses 21 care clusters to describe a set of needs and each cluster attracts a number of different things:

- a range of interventions, drawn from NICE guidance
- a number of different professional roles to be involved for given amounts of time
- a clinical review interval, and an anticipated course for each condition ranging from six weeks to long term.

Each service user will have their needs allocated to a care cluster, with the aid of the Cluster Allocation Support Tool (CAST) tool. Specific Care packages will be offered according to each cluster. Although each cluster has its own specific review period, currently review will be undertaken following assessment, at each CPA review, and at points when needs change significantly. There will be regular re-assessment/re-cluster and CPA review according to clinical guidelines and a clinical decision made as to whether the service user will step up, or step down within AWP or outside of the service.

### **The team comprises of:**

Consultant:	1.0 WTE (0.5 & 0.5)
	0.6 WTE (S12 assessments)
Core Trainee	1.0 WTE
Team Manager:	1.0 WTE
Band 7 Practitioner:	1.0 WTE
Band 6 Practitioner:	8.5 WTE
Band 5 Practitioner:	3.0 WTE
Band 4 Practitioner:	4.0 WTE
Band 3 Practitioner:	1.0 WTE
Band 4 Admin:	1.0 WTE

### The team's case load / Team referral rate/ admission rates

There were 60 referrals monthly on average in the six month from September 2022 to February 2023. The average length of stay on the caseload was 14 days which includes patients who were discharged from the acute wards. People taken onto the caseload can spend up to 8 weeks with the team, but it is usually no more than 2 weeks. There were 100 referrals closed after first assessment during this period.

The consultant will review approximately 6 patients per week with 50% being home visits with other team members. These will all be follow ups as they will have had an initial assessment with a band 6 nurse from the team.

## 5. Clinical duties

- The Consultant will deliver direct interventions to service users at a level of intensity according to need including those service users who require an assertive approach who are difficult to engage. This will include on-going assessment, diagnoses (including review and clarification) and treatment of mental and physical health needs.
- To manage the delivery of intensive home treatment and alternatives to hospital admission.
- The Consultant will supervise the medical team that provides medical care and may act as RC for service users in collaboration with other teams and Consultants.
- Responsible for the mental healthcare of all service users through daily reviews, attending the review daily themselves Monday to Wednesday.
- Collaboratively work with the Inpatient teams to provide dedicated lead Consultant input to acute care service coordination by meeting the needs of the service user and enabling timely access to inpatient services or recovery services, ensuring that CPA planning and aftercare arrangements are in place.
- To participate in gate keeping and attendance at MHA assessments where appropriate, as well as facilitating CTO discussions.
- The Consultant has a duty to collaborate with key personnel to ensure the smooth transition through any changes in the care pathway.
- The Consultant is expected to contribute to the development of acute care services in line with best practice and nationally accredited standards.
- Active participation in acute care pathways meetings identifying service users who require access to inpatient or recovery services in a timely manner, as well as identifying potential discharges from the inpatient wards.
- Understand and participate in the maintenance, monitoring and evaluation of service specific performance indicators and targets in particular with Facilitated enhanced discharge and gate keeping.
- The post holder will be expected to support the Medical Lead and participate in strategic development both within the local service and the wider Trust.
- The Consultant is expected to provide visible and clear leadership at team level.

## 6. 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 Trust's personnel policies and procedures.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Junior Doctor Contract 2016 and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To undertake administrative duties associated with the running of his/her clinical work.
- 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 Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, 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 Trust'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.

## 7. Continued professional development (CPD)

The Trust is committed to training and development as it is recognised that trained and motivated staff are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development.

There are a wide range of training opportunities offered by the Training Department, as well as local and Trustwide academic meetings. The Trust expects consultants within local services and specialities to meet in Personal Development Plan (PDP) groups that comply with Royal College or psychiatry guidelines, in order to develop their own PDPs and keep them up to date, and it provides the time for this within Supporting Professional Activity time. The post holder will be expected to maintain good standing with respect to CPD in accordance with the Royal College of Psychiatrists guidelines. The Medical Education team hold details of PDP groups, and can support new staff in finding a suitable consultant group.

Peer supervision will also take place at regular local peer group meetings. The post holder will be expected to join a local peer group.

The post holder is entitled to study leave in accordance with the Medical and Dental Terms and Conditions of Service which is 30 study days over 3 years. Within AWP, this allowance is normally averaged out as 10 days per year. AWP also offers a study leave budget of £1,500 in a period of 3 years, normally averaged out as £500 per year. Individuals may request to use a greater proportion of their triennial entitlement of leave and budget within a single year, following discussion with their Medical Lead.

## 8. Clinical leadership and medical management

The responsibility for all medical staff within the Trust lies with the Medical Director, Dr Sarah Constantine. She is supported by Dr Pete Wood, Deputy Medical Director for Professional Standards and Dr Suchitra Sabari Girivasan, Deputy Medical Director for Clinical Effectiveness.

Each Directorate is led by a Clinical Director and an Associate Director of Operations. Operational accountability for the post holder lies with the Medical Lead, who has line management responsibility, and the Operational Manager for the service.

The post-holder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

The post-holder will be expected to provide clinical leadership to the multi-disciplinary team and will be encouraged to contribute to other relevant management activities within the Directorate and within AWP.

The post-holder will be expected to attend the Trust's Medical Advisory Group (TMAG), which meets quarterly and includes all medical staff within AWP. This meeting provides a dual function of both education and information sharing. It enable consultants to extend professional advice to the Executive team and for the Executives to consult and inform medical staff of key Trust business.

## 9. Leadership development programme

The leadership development programme is designed for recently appointed Consultants in AWP to help them understand how their leadership behaviours affect the culture in which they work, and to learn more about themselves as leaders. The programme is one year long and consists of a workshop every 2 months, progressing to masterclasses. It concentrates on 3 core areas:

*Self as Leader*

*Leading teams*

*Leading change and transition*

The programme is run by the Advanced Coaching Academy who have extensive experience of working with the NHS, have been in senior leadership positions themselves, and currently run the Managers Toolkit and coaching training in AWP. The programme includes an individual coaching session at the end of the first module focussing on yourself as a leader.

At the end of the first year of the leadership development programme there will be a series of masterclasses to choose from including:

*Influencing skills for leaders*

*How leaders effectively manage conflict*

*Inclusive leadership*

*Authentic leadership with integrity*

Medical Leads provide individual supervision for Consultants, which is more frequent for newly appointed Consultants to support the transition to being a Consultant in AWP.

## 10. Mentoring

AWP has a mentorship scheme available for newly appointed consultants. The post holder is invited to take up a mentor within our Trust, and upon appointment, the new consultant is invited to contact the Director of Medical Education who will link them in with our database of mentors. Dr Sarah Price is the lead for the mentorship scheme, and she can also be approached for guidance and advice by newly appointed medical staff.

The Trust strongly supports mentorship for newly appointed consultants and the time required for mentorship will be available within the job description and job plan. All consultants are expected to be an active member of a CPD group meeting, Royal College of Psychiatry standards.

## 11. Appraisal and revalidation

All Consultants within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the Medical Lead or an approved Trust appraiser. This is in line with our medical appraisal policy and the good medical practice and guidance from the General Medical Council in preparation for revalidation. The appraisal lead for the Trust and the Medical Education Department hold a list of recognised appraisers within the Trust.

The appraisal process requires all Consultants to use Edgumbe 360 and to provide an on-going portfolio of supporting evidence which conforms to national, General Medical Council and Royal College standards and guidance.

Appraisals link to the job planning process in line with all Trust medical staff. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition all medical staff must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is Dr Sarah Constantine, Medical Director.

The Trust uses PReP (Premier IT Revalidation e-Portfolio) to organise the appraisal process and facilitate revalidation recommendations by the Responsible Officer. All medical staff will be required to use PReP.

## 12. Job planning

Job planning is undertaken in conformity with the terms and conditions of the new consultant contract. Job planning meetings take place annually between May June and July with a clinical manager, together with a general manager if this is agreed by the consultant. Part of the job planning process will include local delivery unit (LDU) objectives that are based on the Trust's annual objectives. A group meeting with all the consultants in the LDU may take place to discuss these local objectives prior to individual job planning meetings. Job plans are reviewed within 6-9 months.

The job planning process links to appraisals. Each consultant is provide with a line manager and will have a minimum of a yearly job plan review. Should there be a proposed change in the workload, a timely job plan review will be offered to support safe working and identify the need for any additional support.

Job plans are submitted electronically using PReP (Premier IT Revalidation e-Portfolio) the same software that manages the appraisal process. The Trust does not expect consultants to opt out of the Working Time Directive.

## 13. Teaching and training

All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee. The post-holder will be expected to undertake the supervision and training of junior and middle grade doctors, Specialist Registrars, multidisciplinary colleagues; where appropriate and medical students from Bristol Medical School and the University of Southampton.

As a junior doctor trainer the post holder will be responsible for their professional supervision and management. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training. The post holder will be expected to be involved and contribute to the regular teaching programme for trainee medical staff and medical students.

The Director of Medical Education; Dr Joanna Whitson, is supported by 4 Associate DMEs, one Senior Teaching Fellows, 16 Undergraduate and Postgraduate Tutors and 7 FY Leads across the footprint of the Trust. The Trust has 51 Core Trainees, 37 Advanced Trainees, 35 FY1 and FY2 Doctors, and 18 Vocational Training Scheme posts for General Practice (GPVTS) across 9 training locations within the Trust.

## 14. Research

Research is an area of strength in AWP, with the primary source of income being the West of England Clinical Research Network delivering NIHR portfolio research. In recent years AWP has been nationally commended by NIHR for increasing our level of research activity, and supports circa 1,000-2,000 participants to take part in research each year.

The vision for research within AWP is to shape ourselves towards clinical excellence by conducting research that improves our services and makes a difference to service users, carers and staff. Whilst ensuring we provide as many opportunities for everyone to reduce health inequalities and provide evidence based services. The priority areas for research in AWP are; Research into clinical interventions that have the greatest impact on outcomes and advance services, visible leadership for research trust-wide, research being at the centre of all services, and linking with local, national and government priorities to make things better for service users, carers and staff.

AWP benefits from good collaboration with three local universities (Bristol, UWE and Bath) and is one of the major national centres for research into suicide prevention. Over recent years, AWP has worked with its partner universities and NHS trusts in the region to form Bristol Health Partners, a collaboration of NHS organisations, universities and councils. The Partners' mission is to generate significant health improvements in service delivery in Bristol by integrating, promoting and developing Bristol's strengths in health services, research, innovation and education. AWP has good representation on all health integration teams (HITs) relevant to the Trust.

## 15. Mental Health Act and Responsible Clinician

The post holder would be expected to be approved as a Responsible Clinician and will be expected to renew this approval according to agreed procedures.

## 16. Administrative support and office accommodation

The consultant will have access to 1.0 WTE, appropriately qualified administrative/secretarial support to enable them to effectively participate in all their roles and responsibilities, to manage their diaries and provide support for non-clinical activities. The named individual will be based at the Long Fox Unit.

The consultant will have a desk in a dedicated office with a phone, computer facilities, access to the internet and IT support.

A mobile phone and a dedicated laptop will be provided to support mobile working.

## 17. Clinical governance and quality assurance

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees.

It seeks to support Clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.

The post holder will be expected to:

- Contribute to clinical governance and responsibility for setting and monitoring standards
- Participation in clinical audit, and/other local assurance processes.
- Participation in service/team evaluation and the planning of future service developments.

## 18. Quality improvement

- Leads and manages a team in a way that supports the development of a culture of continuous improvement and learning.
- Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

## 19. 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.

## 20. 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 Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## 21. Work programme

It is envisaged that the post-holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post-holder. The overall split of programmed activities for a full time post is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities ( as per the Royal College of Psychiatrists recommendations). The timetable is therefore indicative only. A formal job plan will be agreed between the post-holder and medical lead and service manager three months after commencing the post and at least annually thereafter.

## 22. On-call and cover arrangements

On-call is a requirement of this post.

The on-call commitment is currently 1:25 but is subject to change. The on-call commitment is not pro-rata for part time consultants. It is designated as Category A with a 3% on-call supplement. The remuneration for predictable and non-predictable on-call clinical activity is currently 1PA.

The rota covers adults of working age and older people, including inpatient units, in South Gloucestershire, Bristol and North Somerset. The Consultant will not provide cover for Child and Adolescent, Learning Disability, and Forensic Services as these specialties are covered by a separate rota. Senior trainees also participate in this rota and are supervised by the consultant on-call.

Consultants will be expected to have a handover (by phone) with on call juniors and discuss a care plan for all new admissions over the weekend. The consultant on-call rotas are subject to review.

## 23. Wellbeing

### Effective local occupational support

As part of our Health and wellbeing program AWP work in partnership with People Asset Management (PAM OH) to provide our staff with a high quality occupational Health services. PAM OH are SEQOHS accredited (Safe, Effective, Quality, Occupational health Service) and provide a full range of OH services including new employee health assessments, access to a full workplace immunisation programs and manager referrals to support staff and managers during periods of ill health. Staff also have access to a 24/7 "sharps" telephone advice line, and a wealth of health and wellbeing information and resources via both the PAM OH website and the AWP health and wellbeing pages on ourspace.

As a mental health Trust AWP recognise the importance of supporting staff mental wellbeing, a free employee assistance program (EAP) provided by PAM assist gives staff access to 24/7 confidential counselling service, which can be accessed online, via the telephone or face to face, additionally we have our own in-house staff Traumatic stress service which can provide support to staff following a traumatic incident.

### **Proactive local organisational systems to support doctors' wellbeing following serious incidents**

AWP has a range of sources of psychological wellbeing support that would be available to doctor's following an incident. Following a serious incident a Staff Support Debrief Meeting can be requested for all staff involved and are facilitated by trained AWP staff. In addition, further wellbeing support is available through our Occupational Health service and psychological interventions for post-traumatic stress disorder are available from AWP's Traumatic Stress Service for staff.

### **Availability of local initiatives/resources that promote workforce wellbeing**

AWP has several ways to support the Health and Wellbeing of staff. There are policies that cover the approach to work life balance such as flexible working and retire and return the flexible approach to retirement. AWP also supports psychical wellbeing through schemes like the cycle to work scheme, our health and wellbeing booklet, vulnerable person's risk assessment and events like the Walking Challenge. Psychological wellbeing is also important and AWP has a range of interventions starting with wellbeing conversations with line manager to a pathway of interventions such as reflective practice, staff support debriefs and the AWP Traumatic Stress Service for staff. We have an active coaching network and doctors can take part in reciprocal mentoring. There is also peer group support and Balint groups for Consultant/SAS doctors. There are active Health and Wellbeing Groups in each area that you can connect in with and have your voice heard.

## **24. 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.

## **25. Leave and cover arrangements**

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.

Cover for annual and study leave is reciprocal with other Consultants and leave requests are submitted electronically via health roster to the Medical Lead with appropriate cover agreements.

Cover is agreed mutually in advance of each period of leave.

## **26. Visiting arrangements**

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. To discuss the post further or to arrange a visit to the hospital or community facilities please contact:

Dr Javier Ferreiro-Pisos, Medical Lead - [j.ferreiro-pisos@nhs.net](mailto:j.ferreiro-pisos@nhs.net)

Short listed applicants are encouraged to take the opportunity of discussing the post with the Chief Executive or Medical Director prior to interview.

<b>Dominic Hardisty</b>
Chief Executive
Tel: 01225 258241

<b>Dr Sarah Constantine</b>
Medical Director
Tel: 01225 258407

<b>Dr Pete Wood</b>
Deputy Medical Director
Tel: 01225 258407

## 27. Suggested timetable

Day	Time	Location	Activity	Category	No. of PAs
Monday	AM	Base	Team caseload Review/Clinical work	DCC	1
	PM	Base	Care pathways meetings	DCC	1
Tuesday	AM	Base	Clinical work Admin/ Junior Doctor Supervision	DCC	1
	PM	Base	Clinical work/assessments and reviews	DCC	1
Wednesday	AM	Base	Team meeting/handover Ward Reviews	DCC	1
	PM	Base	Team meeting/handover Service development/Audit	DCC /SPA	0.5 0.5
Thursday	AM	Base	Clinical work	DCC	1
	PM	Base	Peer Supervision / Revalidation / CPD	SPA	1
Friday	AM	Base	Team caseload Review	DCC	1
	PM	Base	CPD and management	SPA	1

Programmed activity	No of PAs
Direct clinical care (DCC)	7.5
Supporting professional activities (SPA)	2.5
<b>Total Programmed Activities</b>	<b>10</b>
Unpredictable emergency on call work (APA payment)	1

## 28. Population and attractions of area

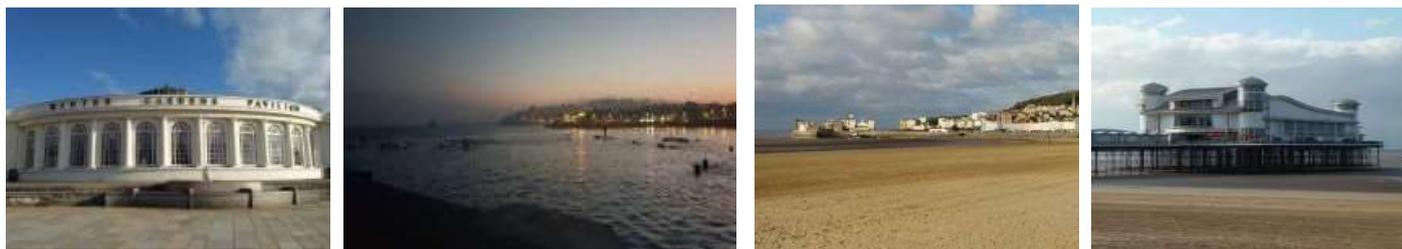
### Population

The total population of North Somerset according to the 2021 census is 216,700, an increase of 7% since the 2011 Census. The major concentration of the population is focussed on the town of Weston-Super-Mare, and its immediate outlying villages. The remainder of the population (called Woodspring) is dispersed within the smaller towns of Clevedon, Portishead, Nailsea and Backwell.

There is also a large rural area, which stretches towards the Mendip Hills. North Somerset is a retirement area, and the towns of Weston-Super-Mare and Clevedon offer up to 2,000 private beds within Nursing and Residential Homes. It is a developing area, with increases in the population scheduled, particularly in Worle and the Portishead area.

The 2021 Census has shown a 22.5% increase in people aged 65 years and over, 2.6% increase in those age 15 – 64 years and a 4.5% increase in those aged 15 years and less. It is estimated that 3,100 individuals in North Somerset suffer with Dementia. The Black and Minority Ethnic groups (BME) make up 2.7 % of the population and 14% of children aged under 16 years are living in poverty (N.Somerset.gov.uk).

### Attractions of area



Located in the South west of England, North Somerset offers the best of seaside and country living combined with the benefits of being close to the vibrant cities of Bristol, Bath and Exeter.

It has easy travel routes to Devon, Cornwall, South Wales, London and beyond via the M4 and M5, a central train station in Weston-Super-Mare and several smaller stations across the area and is situated close to Bristol International Airport.

The 4 main towns in the area are Weston-Super-Mare, Clevedon, Nailsea and Portishead. There are 6 main villages, Backwell, Congresbury, Long Ashton, Winscombe, Wrington and Yatton. North Somerset contains a very wide choice of housing from one off character properties to new builds. It is a growing area with significant areas of new housing being developed over the next few years.

There are 63 primary schools, 11 secondary schools, 4 independent schools and 3 special schools in the North Somerset area. In 2014, 93% of secondary school pupils in North Somerset attended a good or outstanding school putting the district second out of 15 local authorities in the South West region for this indicator.

Weston College is the only college in the west of England to be rated as 'outstanding' by Ofsted. They were named 'College of the year' and 'Overall further education provider' in the 2015 Times Educational Supplement Further Education Awards. In 2017 they were awarded the Queen's Anniversary Prize for Higher and Further Education.

North Somerset has over 40 parks, public open spaces and nature reserves and has the most Green Flag awards for green spaces in the south west. For cycling and walking enthusiasts The Strawberry Line is a 10-mile route that takes you through varied landscapes of wildlife-rich wetlands and rural

villages between Yatton and Cheddar. The nearby Mendip Hills, an area of outstanding natural beauty, also has a multitude of walking and cycling routes.

Steeped in Victorian history, Weston-super-Mare is undergoing an exciting period of revival and redevelopment. Its busy high street, independent shopping districts and a growing arts and music scene, in addition to lively bars and popular restaurants, makes Weston a real up and coming, cosmopolitan town.

At nearly 3k long Weston-super-Mare beach is one of the UK's longest stretches of natural sand. The historic landmark that is the grand pier is home to numerous rides and attractions.

To find out more visit:

[www.visit-westonsupermare.com](http://www.visit-westonsupermare.com)

## 29. Person Specification

Criteria	Essential	Desirable	How assessed
<b>QUALIFICATIONS</b>	MB BS or equivalent medical qualification.	Relevant Higher Degree e.g MD,PHD,Msc or other additional clinical qualifications  MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists.  Additional clinical qualifications.	
<b>ELIGIBILITY</b>	Fully registered with the GMC with a licence to practise at the time of appointment.  Included on the GMC Specialist Register OR within six months of gaining CCT.  Approved clinician status OR able to achieve within 3 months of appointment	CCT in General Adult Psychiatry	Application form Documentation
<b>EXPERIENCE</b>	Experience of assessing and treating patients in a crisis setting.  Knowledge and evidence of participation in CPD.  Evidence of effective multidisciplinary team involvement.		Application form Interview
<b>PERSONAL SKILLS</b>	To possess leadership skills and be able to work collaboratively in a multidisciplinary team.	Evidence of specific achievements that demonstrate leadership skills	Application Interview References Discussion Group

	<p>Ability to manage own time, workload and prioritise clinical work.</p> <p>Ability to appraise own performance as a Consultant.</p> <p>Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.</p> <p>Excellent written and oral communication skills</p> <p>Approachable and compassionate personality with good listening skills.</p>	<p>Flexible and tolerant.</p> <p>Relaxed when dealing with teams under pressure.</p> <p>Motivational skills.</p>	
<b>CLINICAL SKILLS</b>	Ability to assess and treat psychiatric problems in Adults of working age and to deal with crisis situations.		Application Form Interview
<b>KNOWLEDGE</b>	<p>Understanding of the management skills required to function successfully as a Consultant.</p> <p>Awareness of current issues in mental health service provision, policy and legislation.</p> <p>An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care.</p>	<p>Knowledge of alternatives to inpatient admission care approaches.</p> <p>Excellent knowledge of diverse range of interventions.</p>	Application Form Interview
<b>TEACHING</b>	<p>Commitment to and experience of undergraduate and postgraduate learning and teaching.</p> <p>Understand principles of teaching.</p>	<p>Experience as an Educational Supervisor for trainees.</p> <p>Evidence of organisation of further teaching programmes in medical education or multi-professional education.</p>	Application Form Interview
<b>RESEARCH &amp; AUDIT</b>	<p>Experience or involvement in a research project and publication.</p> <p>Ability to supervise junior medical staff undertaking research projects.</p> <p>Experience of carrying out an audit project.</p>	<p>Ability to critically appraise published research.</p> <p>Published audit project.</p>	Application Form Interview
<b>MANAGEMENT</b>	<p>Able to manage priorities.</p> <p>Evidence of management/leadership skills training.</p> <p>Ability to manage risk.</p>	<p>Previous management experience including that of other junior medical staff.</p>	Application Form Interview

<b>APPRAISAL &amp; REVALIDATION</b>	Name and details of current Responsible Officer, where appropriate	Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).	Post interview processes
<b>OTHER</b>	Able to fulfil the duties of the post.  Independently mobile and willing to travel.  Satisfactory pre-employment checks		Application/Interview/Post interview process

## 30. Key terms and benefits

Following is a summary of the main terms and conditions together with the benefits of joining Avon & Wiltshire Mental Health Partnership NHS Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions.

### Salary

The appointment is at Consultant grade with salary thresholds from £93,666 - £126,281 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.

### Sick Pay

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

### 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.

### Equal Opportunity & Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their sex, 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. The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

### 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.

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

AWP 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, as well as Additional Paternity Leave (APL) subject to eligibility. Special Leave is also available when staff are experiencing difficulties for compassionate, domestic, personal or family reasons.

### **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.

### **Travel Expenses**

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

### **Interview Expenses**

Second-class travelling expenses will be reimbursed to shortlisted candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, shortlisted candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

### **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.

### **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines.

### **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.

### **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.

### **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.

### **DBS Checks**

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

## Induction

The AWP central and local workplace induction programme will be offered on commencement with the Trust, the content will vary according to individual need. In addition to this all new consultants within the first two months of joining AWP will also be offered a bespoke induction with the Executives. This will be in the form of one to one meetings and will enable new consultants to gain a better understanding of AWP's aims and objectives, the boards approach to strategic leadership and how the board puts this strategy of into practice.

## Library services

Avon and Wiltshire Mental Health Partnership Trust (AWP) Library and Knowledge service (LKS) provides library and information services to all staff, students on placement, carers and partner organisations who support our service users across the AWP geographical area.

We support the provision of the highest quality mental health care through access to authoritative, high quality information and resources for clinical decision making, continuing professional development, study and research.

We offer book loans, e-book access, document supply, access to an extensive range of journals and databases, evidence and literature search services, current awareness services and training in digital skills. We also provide support for health and wellbeing, run reading groups and book clubs.

The majority of services are accessible online, whilst physical libraries are available at Callington Road Hospital, Green Lane Hospital Devizes and Fountain Way, Salisbury, offering computer access and quiet study space.