

Job Description and Person Specification

Job Title:	Consultant Psychiatrist – Adult Crisis & Home Treatment Team
Pay Band:	Medical & Dental - Consultant
Department:	Forward Thinking Birmingham (FTB) A Mental Health Service for children and young people 0-25 years and Early Intervention in Psychosis service for people aged 0-35 years.
Location:	Park View Clinic – Moseley, Birmingham
Responsible to:	Medical Lead
Accountable to:	Medical Director for Mental Health Services (including FTB)
Hours of work:	Full time/part time – to be agreed with post holder
Contract:	Consultant Medical & Dental – national terms and conditions
On-call Requirement	Yes – out of hours on-call rota
Disclosure Required	Enhanced
IT Systems Access Required:	Care Notes
Professional Registration Required:	GMC

JOB OUTLINE

Birmingham Women’s and Children’s NHS Foundation Trust (BWC) is seeking to recruit Consultant Psychiatrists who are committed to working with young adults aged 18-25. This post is to provide medical leadership within the Crisis resolution and Home Treatment Team (CRHT). The Team forms part of the overall urgent care mental health provision in the city of Birmingham and works closely with other providers and services such as A&E based mental health services [PLT- Psychiatric Liaison Team], Custody Liaison and Diversion services, PDU [Psychiatric Decisions Unit], Place of Safety Unit [The Oleaster centre], Street Triage, Ambulance and Police services.

The post holder will support the CRHT in multidisciplinary team assessment of patients presenting with acute mental health presentations, risk assessments and management plans and initiation and monitoring of appropriate clinical interventions. Additionally the role will provide important liaison with other doctors and MDT teams in community, inpatient mental health and primary care.

The Consultant will supervise and manage junior doctors and/or senior nurse practitioners within the clinical team. On a more strategic level, they will relate to the leadership and management structures of FTB.

The post holder will:

- Behave consistently with the values and beliefs of Birmingham Women’s and Children’s NHS Foundation Trust and promote these on day to day basis.
- Act as a role model to colleagues, always seeking to maintain the highest standards of professionalism.
- Use their initiative and take responsibility for themselves and the quality of their work and the service they provide to patients.

GENERAL INFORMATION

Birmingham – the youngest city in Europe with almost 40 per cent of its population being under the age of 25, is a city rich in history and diversity that’s looking to the future.

As a place to live and work it offers a host of things, from renowned retail centres such as Grand Central and Bull Ring, to its high number of superb museums, art galleries, theatres and music venues and a blossoming gastronomy scene that boasts five Michelin star restaurants (the only place outside of London).

If you’re a sports fan there’s also plenty to keep you occupied, whether it’s top-level cricket at Edgbaston, football action at St Andrew’s or Villa Park or world-class athletics at the Alexandra Stadium. The city is also looking forward to welcoming people from across the globe when it hosts the next Commonwealth Games in 2022.

There are a range of lifestyle options from city apartments to suburbs with excellent housing and schools. With more projects on the horizon such as HS2 further exciting regeneration plans Birmingham is fast becoming one of the most vibrant cities in the World.

ABOUT BIRMINGHAM WOMEN’S AND CHILDREN’S NHS FOUNDATION TRUST (BWC)

Birmingham Children’s Hospital is a leading UK specialist paediatric centre, offering expert care to 90,000 children and young people from across the country every year. Providing the highest quality treatment and care to young patients, supporting their loved ones and advancing medical innovation has been the driving force behind the hospital since first opening its doors in 1862.

Today, the award-winning, world renowned hospital has a 3,700 strong team with a reputation for excellence in many life-changing specialist services, including the treatment of the most complex heart conditions, chronic liver and kidney disease, cancer, serious burns, epilepsy, neurology and cystic fibrosis. It is also home to Europe’s largest single site paediatric intensive care unit, as 24 hour accident and emergency service, regional major trauma centre and revolutionary new mental health service for 0-25 year olds.

Our Mission

A world-leading team providing world-leading care.

Our Vision

The best place to work and be cared for, where research and innovation thrives, creating a global impact.

Our Values

Ambitious, Brave and Compassionate.

The post holder will be employed by Birmingham Women's and Children's Foundation Trust.

FORWARD THINKING BIRMINGHAM

Established in 2016, Forward Thinking Birmingham (FTB) is a ground-breaking partnership which revolutionises mental health services for 0-25 year olds.

Bringing together the expertise and commitment of Birmingham Women's and Children's NHS Foundation Trust (BWC), the Priory Group, Beacon UK and The Children's Society, FTB offers a wide range of mental health support options tailored to the needs of the young people, young adults and families it cares for and supports.

Through a single point of access for GPs, schools, local authorities, children, young people, young adults and families across our city, our service offers a number of things from flexible community and home-based support to in-patient and urgent care services.

In addition to general and specialist Paediatricians and Surgeons based at the Birmingham Women's and Children's Hospitals, Consultant Colleagues will include both Child & Adolescent Psychiatrists and Adult Psychiatrists within Early Intervention, Learning Disabilities, Crisis/Home Treatment team as well as within our Community hubs.

For more information, please visit www.forwardthinkingbirmingham.org.uk.

EDUCATION AT BWC

As one of the UK's leading paediatric teaching centres we go to great lengths to identify, teach, nurture and develop skills of our present and future workforce, to enable access to training and education and to foster lifelong learning. Our aim is that all staff are appropriately equipped and qualified for the work they do and continue to learn and develop during their time with us. We continually examine our practice and look at ways to innovate and improve the service we all deliver so that our children, young people and families receive a first-class service.

RESEARCH AND DEVELOPMENT AT BWC

A Directorate of Education and a Directorate of Research have been established in order to consolidate and support education and research initiatives within the Trust. The Directorates include the Professional Development Team, Organisational development and Training, Medical Education, and Research and Development. The Trust has recently become a Specialist Clinical Teaching Academy (for undergraduate medicine) for the University of Birmingham.

The Research Directorate is led by the Director for Research and Development. The Research and Development Department manages the research in the Trust and is responsible for research governance, including research ethics issues. This includes managing research finances, ensuring drug trials are carried out to international standards and coordinating laboratory involvement in research. The Department also coordinates and R&D education programme within the Trust and provides guidance for developing and registering research projects, research design, statistical advice and data analysis, including laboratory co-ordination of samples and pharmacy support for clinical trials. FTB have also developed links with local universities and Institute of Mental Health,

Birmingham.

MANAGEMENT AND LEADERSHIP AT BWC

Clinical management in the Birmingham Women’s and Children’s NHS Foundation Trust is directed through four clinical groups. The Chief Executive Officer is Sarah-Jane Marsh, Chief Medical Officer is Dr Fiona Reynolds.

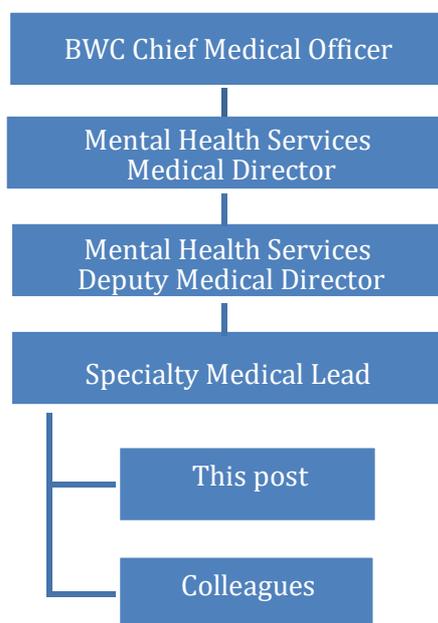
Mental Health Service Clinical Group consists of Forward Thinking Birmingham (FTB) delivering community Mental Health services up to age 25 years, FTB adult inpatient services (18-25) at Woodbourne Priory and CAMHS inpatient services at Parkview.

FTB and Mental Health Services directorate have an executive lead to the BWC Trust board in the form of Chief Operating Officer (Mr Steve Cumley). In addition to this, the senior leadership structure consists of Director of Operations (currently Mr Neil Barnett), Associate Director of Nursing (currently Mr Philip Wilson and Ms Emma Cooper), Medical Director (currently Dr Anupam Dharma, Consultant Psychiatrist) and Divisional Director of Psychological Therapies (Ms Anne Crawford-Docherty). FTB and Mental Health directorate provide assurance to the BWC Board on the implementation of all aspects of Trust policy, Clinical Governance and Quality Initiatives within the specialty. Each clinical group within BWC has the support of a Head of Nursing, Service Manager, Clinical Lead, a Finance Manager and a Workforce Development Manager/Business Partner.

The post holder will be expected to take part in the delivery and development of clinical services within the Trusts Service and Financial framework and in line with the Trust’s Clinical Strategy.

The post holder will also be expected to participate in the activities of appropriate Departmental, Directorate or Trust Committee’s and Working Groups as required.

STRUCTURE CHART



KEY RESULT AREAS

1. Providing direct psychiatric services through the comprehensive clinical assessment, diagnosis and care plan, risk assessment and management plans, treatment formulation, prescribing and work with the team on implementing evidence-based interventions. The urgent care assessments are conducted and interventions are delivered in various settings such as in service users homes, supported accommodations, respite care, police stations, PDU etc.
2. The post holder will participate in formulating and implementing appropriate care plan around physical healthcare needs of service users in the CRHT.
3. Providing senior clinical leadership to the multidisciplinary team in collaboration with the team leader. The Consultant Psychiatrist's responsibilities include treatment planning and regular reviews through a multidisciplinary care programme approach that comprehensively address patients' bio-psychosocial needs.
4. The post holder will be expected to work closely with core and specialist community teams within FTB and in the wider health economy. They will serve as psychiatric liaison with other agencies particularly with regard to continuity of patient care. This is particularly important in complex cases when liaison and collaborative working with other services/agencies is necessary.
5. Assuring the involvement of families and carers wherever possible with the patients consent in treatment planning.
6. To participate in emergency Mental Health Act work.
7. To participate in the Consultant on call-rota covering out of hours responsibilities including weekends.
8. Special emphasis on working within appropriate governance frameworks will be necessary in the area of the mental health act (including community treatment orders), mental capacity, choice and control and the safety of patients, carers, staff and the general community.
9. The development of any other clinical interest could proceed on the basis of appropriate funding being available. The appointee will be expected to develop his or her clinical role within the framework of the Trust's strategy and within its financial constraints. Dedicated sessions may be available by agreement.
10. To manage, appraise and give professional supervision to junior medical staff as agreed between Consultant colleagues and the Director of Medical Development and in accordance with the Trust's personnel policies and procedures. This may include assessing competencies under the MMC framework.
11. To ensure that junior medical staff working with the post holder operates within the parameters of the New Deal and are compliant with Working Time Directive .
12. To undertake the administrative duties associated with the care of patients.
13. To work with administrative staff to record accurately and comprehensively, clinical activity and submit this promptly to the Information Department.
14. To participate in service and business planning activity for the Business Unit and, as appropriate, for the whole Mental Health Service.

15. To participate in annual appraisal for consultants.
16. To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
17. To maintain professional registration with the General Medical Council, Mental Health Act Section 12 (2) approval and abide by Professional Codes of Conduct.
18. To participate annually in a job plan review 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.
19. The post holder will be expected 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.
20. 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 Forward Thinking Birmingham senior management team in preparing plans for services.

SUPPORTING PROFESSIONAL ACTIVITIES

CONTINUING PROFESSIONAL AND PERSONAL DEVELOPMENT

All Consultants are expected to devote some time to supporting professional activities, teaching, research and personal development.

There is an expectation that the successful candidate will remain in good standing for continuing professional development (CPD) with the Royal College of Psychiatrists as part of revalidation. Consultant psychiatrists make their own local arrangements for Peer Review Group meetings in line with Royal College recommendations on CPD and will develop a Personal Development Plan (PDP) agreed with their Peer group and Appraiser.

The Trust supports CPD activities, including study leave arrangements and budget. The post holder is entitled to 30 days over a 3 year period. A robust cover system is in place and is in liaison with other FTB consultants and junior medical staff.

Mentoring is available both through line management and other senior managers or clinicians in the trust. Some staff have coaching training. A regional scheme for doctors can also be accessed. The College Mentoring Scheme can be contactable through scorfield@rcpsych.ac.uk

Consultants are expected to take responsibility for their continuing medical education within statutory limits. This will include keeping up to date with trust mandatory and statutory training.

CLINICAL LEADERSHIP AND MEDICAL MANAGEMENT

The Trust supports the development of consultants in leadership and managerial roles. Individual consultants have developed a close working relationship with their team leaders.

The Trust supports integrated and collaborative working practices with a range of providers, including primary

care.

A West Midlands mentoring service is available to new consultants. This is administered through the medical director of Birmingham and Solihull Mental Health Trust.

The Trust's success will be dependent on all staff playing an active role to make sure the existing areas of good employment practice are universally embedded within the organization. The post holder will be expected to:

- Lead clinical decision making in the multidisciplinary context.
- Lead the direction of clinical management of eating disorders within the team taking account of the physical, psychological and nutritional evidence base.
- Work with the senior management group to monitor service performance and contribute to service development.
- Provide effective leadership and management to staff which promotes the Trust's values and high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities.
- Understand the Trust's key priorities and those of your Department and how these translate within your area/team.
- Ensure clarity and effectiveness in developing and designing roles.
- Ensure management of staff is consistent with Trust's Values to the achievement of equality, equity and optimum performance.
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback.
- Promote an effective team ethos.
- Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet the specific needs of those belonging to protected characteristics.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
- Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
- Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the

discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

TEACHING AND TRAINING

Consultant Psychiatrists are required to participate in postgraduate clinical teaching and to provide educational supervision of their trainees and/or staff grade doctors. There are also opportunities to participate in the training of medical students and other disciplines with the community Eating Disorder Team.

The Trust has links with Birmingham University, Coventry University, The University of Central England and Warwick University. The medical schools in Birmingham and Warwick offer the opportunity for continuing development programmes and staff have held honorary academic positions.

Junior doctors come from the West Midlands psychiatry training scheme. General practice trainees are also accommodated. The Trust has a number of flexible trainees. Senior trainees in both adult and older adult services come from the West Midlands scheme.

There are a range of links with nursing schools. Consultants can be involved in supervising nursing staff being trained as nurse prescribers and provide on-going supervision to supplementary prescribers in their team.

APPRAISAL AND JOB PLANNING

The Trust is committed to implementation of annual consultant appraisal linked with job planning and will form an important part of revalidation.

AUDIT/RESEARCH

The post holder will be expected to participate in:

- Audit meetings
- Support specific audit projects
- Implement good practice based on research evidence.
- Service related research may be possible (subject to service requirements and appropriate approval).

WORK PROGRAMME/JOB PLAN

It is envisaged that the post holder will work 10 programmed activities over 5 days. The overall split of the programmed activities is 7.5 to be devoted to Direct Clinical Care and 2.5 to Supporting Professional Activities. Cross cover for annual leave and sickness will be provided within the consultant body.

The timetable and average number of hours spent each week on NHS duties will be in accordance with the new Consultant contract.

Following appointment there will be a meeting at no later than 3 months with the Medical Director, Forward Thinking Birmingham and MH services to review and revise the job plan and objectives of the post holder. The job plan will also be reviewed annually with the Medical Director of FTB and may be modified reflecting changing needs within the service.

Example 10 PA timetable – for illustrative purposes only

- Out-patient work/home visits 5 PAs per week
- Multidisciplinary team meeting and support for team members outside the meeting 1 PA per week
- Emergency clinical work 1 PA per week
- Mental Health Act work/complex patient reviews 0.5 PA per week
- Supporting professional activities 2.5PA – to include at least 1 SPA for service development/improvement activities

SECRETARIAL SUPPORT & OFFICE FACILITIES

Administrative support will be available. Consultants will have access to office space with PC, internet connection and access to Electronic Patient Record system[s]. The post holder will be based within the CRHT team at Park View clinic. It is expected that the post holder will also provide clinical services in various locations as necessary, for example in outreach clinics, GP surgeries, at home and schools. There will be access to private space for confidential work, supervision, peer group etc.

Inpatient Mental Health Services are at Parkview for 11-18 year olds and the Priory for 18-25. The community teams work across four hubs covering the South, North, East and West of the city. There are also a number of specialist teams for pathways such as Early intervention, Eating Disorders and Learning Disabilities.

Main Location

Parkview Clinic
60 Queensbridge Road
Moseley
Birmingham
B13 8QE

Other hubs

<p>The Oaklands Centre Raddlebarn Road Selly Oak Birmingham B29 6JB</p>	<p>Birmingham Road 21-23 Birmingham Road Sutton Coldfield B72 1QA</p>
<p>Blakesley centre 102 Blakesley Road Yardley Birmingham B25 8RN</p>	<p>Finch Road Primary Care Centre First Floor Finch Road Lozells Birmingham B19 1HS</p>
<p>1 Printing House Street Birmingham B4 6NH</p>	

ON CALL AND COVER ARRANGEMENTS

At present, three separate medical on-call systems operate out of hours across the city. These include in-patient medical on-call team for the Priory wards, CAMHS on-call system to cover children and young people and adult on-call system to provide medical cover to mental health emergencies in community, Psychiatric Decisions Unit, Place of Safety suites, Police Stations etc.

It is expected that the post-holder will participate in the adult psychiatry on-call rota which, is two tier on-call system comprised of section 12 approved specialty doctors and specialist registrars as Tier 1 and consultant psychiatrists as Tier 2 doctors. The frequency of the on-call shifts for the consultants is approximately 1:12 pro rata and covers all adult psychiatry specialities.

All consultants are expected to arrange cover for their annual leave / study leave prospectively with their colleagues within the Urgent care team. Similarly, it is also expected that they will be available to provide cover to their colleagues during the latter's leave periods.

SUPPLEMENTARY DUTIES AND RESPONSIBILITIES

HEALTH AND SAFETY

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

CONFIDENTIALITY

Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civic damage under the Data Protection Act 1998.

It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right to such information.

The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidentiality of patient identifiable information.

INFECTION PREVENTION AND CONTROL

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work and must attend Infection Control training commensurate to their role.

MAJOR INCIDENTS

In the event of a Major Incident or Pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence, reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.

RISK MANAGEMENT

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff (on permanent, temporary or honorary contracts) should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda. This includes assessing, monitoring and managing all aspects of risk, including the planning and undertaking of any remedial action.

All staff should ensure they are aware of the Trust Risk Manual. All staff must be aware of their responsibility for reporting any adverse incidents, including "near miss" events, in accordance with the Trust's Policy and guidance from the National Patient Safety Agency (NPSA).

EQUALITY AND DIGNITY

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect for and maintain the dignity of patients, the public and work colleagues. The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

SAFEGUARDING

As a Trust employee you are required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. If you are being investigated regarding child protection concerns, or become subject to such investigations, appropriate steps may have to be taken such as redeployment, increased supervision etc. and, depending on the outcome of the investigation, there may be implications for your continued employment. You are required to inform the Head of Child Protection Support Service if your own children are/become subject to child protection procedures. This information will be treated in a confidential manner.

COMMUNICATION (STAFF WITH SUPERVISORY/MANAGERIAL/LEADERSHIP RESPONSIBILITY)

An integral part of the role of any manager or person with leadership responsibilities is to communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

INDUCTION

It is the responsibility of every employee to participate fully in induction. A Trust wide induction course is held on the first and third Monday of each month and local induction will be provided within your own place of work.

APPRAISAL AND PERFORMANCE MANAGEMENT

All staff will be expected to fully participate in the Appraisal/ Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement. Failure to participate in any stage of the process will render the process 'incomplete'.

WORKING TIME DIRECTIVE

The working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

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Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e. team meetings, written briefings etc.

TRAVEL

The post holder will be based at a designated FTB hub. Travel around the Birmingham area will be required as the Eating Disorder team work citywide. Own care and business use vehicle insurance will be needed for any travelling undertaken during the working day.

This job description is not exhaustive.

CONDITIONS OF SERVICE

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- i. National Terms & Conditions of Service (Consultant England 2003) will apply.
- ii. Appointment is subject to a satisfactory pre-employment medical interview.
- iii. Appointment is subject to satisfactory Disclosure (Criminal Records Check) and satisfactory references.
- iv. The post holder will be expected to live within a reasonable travelling distance from Birmingham and have daily access to a car for work purpose and happy to travel across the City.

This job description will be subject to review and amendment according to the needs of the clinical area, changing circumstances and service development.

FURTHER ENQUIRIES

For further enquiries or informal discussion please contact:-

1. Dr Anupam Dharma, Consultant Psychiatrist and Medical Director
Mental Health Services (including Forward Thinking Birmingham)
Birmingham Women's and Children's NHS Foundation Trust
Tel 0121 333 9999 (ext 6810)
Email: anupam.dharma@nhs.net

PERSON SPECIFICATION

Job Title: Consultant Psychiatrist – Crisis Resolution & Home Treatment Team.

	Essential	Desirable	Evidenced by
A – Qualifications/Training			
MBBS or equivalent medical qualification.	☐		A / C
CCT holder or equivalent (or within 6 months of becoming eligible for CCT)	☐		A / C
Current full registration with the GMC (or eligible for full registration with the GMC at time of appointment).	☐		A / C
GMC License to practise	☐		A / C
MRC Psych (or equivalent)	☐		A / C
Approval (or eligible for approval) under Section 12(2) of the Mental Health Act.	☐		A / C

Approved Clinician	☐		A / C
Higher degree or other qualification in research methodology		☐	A / C
Qualification or previous training in leadership		☐	A / C
Qualification and/or experience in providing training for doctors.		☐	A / C
B – Knowledge/ Experience			
Provision of high quality mental health services as trainee or Consultant	☐		A / C / I / P
Knowledge about the NHS and understanding the evidence base underpinning the delivery of high quality services.	☐		A / C / I / P
Understanding of the importance of excellent team working relationships and ability to put this into practice	☐		A / C / I / P
Knowledge about mental health policy with ability to think strategically and manage change	☐		A / C / I / P
Knowledge of appropriate medical, pharmacological and psychological treatments.	☐		A / C / I / P
Knowledge/experience of clinical governance	☐		A / C / I / P
Knowledge & experience of clinical audit.	☐		A / C / I / P
Previous experience of working in a clinical leadership role with positive relationships with team members		☐	A / C / I / P
C – Skills			
Ability to manage, improve or to support the clinical operations of the service	☐		A / C / I / P
Ability to work within a collaborative multidisciplinary framework, and to share leadership responsibilities with senior colleagues of other professions.	☐		A / C / I / P
Ability to work across teams and disciplinary boundaries in a collaborative style	☐		A / C / I / P
Excellent communication skills, diplomacy and tact. Efficiency in clinical work.	☐		A / C / I / P
Ability to keep good, legible written records.	☐		A / C / I / P
Must have good skills in communication with patients, relatives/carers, colleagues and staff of other organisations.	☐		A / C / I / P
Proficient in IT and clinical systems	☐		A / C / I / P
Ability to work independently, methodically and safely.	☐		A / C / I / P
Capacity to prioritise workload	☐		A / C / I / P
Experience and interest in providing training and teaching for a variety of staff groups	☐		A / C / I / P

