


**JOB DESCRIPTION
CONSULTANT PSYCHIATRIST
TAMWORTH INTEGRATED MENTAL HEALTH TEAM
SOUTH STAFFORDSHIRE**

POST DETAILS:

POST & SPECIALTY:	Consultant in General Adult Psychiatry – Tamworth Mental Health Team (IMHT)
WHOLE TIME EQUIVALENT	Full time 1.0 WTE - 10 PAs per week plus on call work
RCPsych approval details	<p><i>RCPSYCH reference number:</i> W MIDS-CO-NTH-2023-01284</p> 
BASE:	Cherry Orchard House, 35 Hospital Street, Tamworth, B79 7EE
EMPLOYER:	Midlands Partnership NHS Foundation Trust
CONTRACT:	As per Terms and Conditions for Consultants (England) 2003
SALARY:	As per Terms and Conditions for Consultants (England) 2003
ACCOUNTABLE PROFESSIONALLY TO:	Medical Director – Dr. Abid Khan
ACCOUNTABLE OPERATIONALLY TO:	Team manager – Yi-mon Mach Operational Manager East Staffordshire – Mark Sheppard

SUMMARY OF POST

The post is a community consultant post in General Adult Psychiatry to join the Tamworth Integrated Mental Health Team (IMHT) which has been created and is being developed through Community Mental Health Transformation.

The role also involves providing clinical leadership to the team as part of a collective leadership structure, and providing support and supervision as required to the Advanced Nurse Practitioner and Non-Medical Prescribers. The post holder may have the responsibility to supervise a trainee attached

to the team, although as with any training post this is subject to trainee availability or if a trainee is allocated to the post holder. Opportunities are also available in the Trust to participate in postgraduate and undergraduate education for Junior Doctors and medical students from Keele Medical School.

This role covers the Tamworth IMHT, comprising of one Primary Care Networks (PCNs); Burntwood Lichfield and Tamworth, **population 166215**. The post provides Consultant Psychiatrist cover for the whole IMHT, and the post holder will offer assessment and treatment to adults of working age with a range of mental health problems.

The Consultant will hold a **caseload** of approximately 120 of which the many of which will have other clinicians in the IMHT working with them. The team is made up of 1.8 WTE psychiatrists, 10 wte nurses including 3 non-medical prescribers, 1 wte occupational therapists, 1.6 wte psychologists, 5 healthcare support workers, 0.6 wte psychological therapist and 1 team manager.

This post is part of a functionalised model in which patients requiring inpatient care, crisis or home treatment have their care temporarily transferred to the relevant pathway. The holder of this advertised post therefore has no clinical remit outside of the IMHT.

Clinical leadership skills are essential.

Rationale for Post Development

This post has been advertised as a vacancy has arisen in the Tamworth IMHT.

TRUST PROFILE

Midlands Partnership NHS Foundation Trust (MPFT) was formed in June 2018 when South Staffordshire and Shropshire Healthcare NHS Foundation Trust (SSSFT) acquired Staffordshire and Stoke-on-Trent Partnership Trust (SSOTP and has recently gained University status and is hence called MPUFT.

The newly formed Trust is one of the largest integrated Health and Social Care providers, with an annual turnover of close to £400m, serving a population of 1.5m over a core geography of 2,400 square miles. Our portfolio of services is divided into 4 care groups (Staffordshire and Stoke on Trent, Shropshire, Children and Families, Specialist) and includes mental health, learning disability and adult social care services across Staffordshire, Stoke-on-Trent and Shropshire. We provide a vast range of community services for adults and children and specialised services such as rheumatology and rehabilitation. We have specialist mother and baby, eating disorder and medium secure forensic mental health services and contracts across the country for IAPT, addiction and some health services in prisons as well as hosting a network for inpatient mental health care for serving military personnel.

Employing around 8,500 employees, we are an innovative and forward thinking organisation with an ever expanding portfolio of services. This means we can offer our employees genuine opportunities to develop their careers by gaining experience across a

number of specialisms. We are a Keele University Teaching Trust with a thriving Research and Innovation Department.

The Trust works in partnership with the NHS programme 'Step into Health', supporting ex-service personnel into a career in the NHS.

In addition, the Trust hosts international medical students each year on placement from Wagner University in New York and has plans to provide training placements in mental health for psychiatrists from overseas.

The Trust Headquarters are at St George's Hospital in Stafford, which has excellent links to the M6 (J13 and J14) and is well served by major rail networks. St George's Hospital comprises inpatient mental health and forensic facilities. In September 2012 we opened the Redwoods Centre, a brand new, purpose built mental health inpatient facility in Shrewsbury. Our focus is very much on providing excellent community services, based on feedback from our service users that they would prefer to receive treatment at home wherever possible.

KEELE UNIVERSITY

MPFT has particularly close links with Keele University and has been a Keele University Teaching Trust since 2010. What is more, we are very proud that Keele University currently has one of the largest conversion rates to psychiatry training nationwide. The University has recruited to honorary senior clinical lecturer roles from amongst our body of consultant psychiatrists. The Trust has a well-developed Research and Innovation Department and the post holder will be supported to develop research interests.

For postgraduate training, we have two College Tutors, Dr Abhinav Rastogi in Shropshire and Dr Ravinder Hayer in South Staffordshire. The Director of Medical Education is Dr Muhammad Gul.

PROFESSIONAL LEADERSHIP

There are approximately 250 medical staff employed by the Trust. The medical framework is led by the Medical Director, who is assisted by several Associate Medical Directors, each with a different portfolio of responsibility.

MENTAL HEALTH SOUTH STAFFORDSHIRE

Mental Health in South Staffordshire is part of the Staffordshire and Stoke on Trent Care Group, led operationally by the Managing Director, Jennie Collier, and clinically by the Clinical and Care Director, Nicky Tongue.. It offers a service to adults of working age and to older adults. Services are designed to offer continuity in the service user journey between community and acute care settings, which include inpatient, liaison and CRHTT, all using a single records system (RiO) and contributing to a single care plan.

Community Mental Health services

Community mental health services are structured as follows:

- BLM IMHT
Inc Burntwood, Lichfield and Mercian PCNs, population 166215
- East Staffordshire IMHT
Inc East Staffordshire PCN, population 134749
- Stafford and Seisdon IMHT
Inc Stafford South, Stafford Town, Stafford Central, Stone and Eccleshall and Seisdon PCNs, population 193528
- Cannock, Rugley and Haywood IMHT
Inc Rugeley and Haywood, Cannock North and Cannock Villages PCNs, population 136187
- Memory and Dementia (aligned to each IMHT)
- Access pathway (pan South Staffordshire)
- Intensive Life Skills (pan South Staffordshire)
- Early Intervention in Psychosis (pan South Staffordshire)
- Social care pathway (pan South Staffordshire)

Administrative support to teams is provided in a local Administrative Hub with each Consultant Psychiatrist having a named administrator within the Hub, to provide secretarial support in line with RCPsych guidance.

The majority of clinical work for Consultant Psychiatrists takes place on the IMHT premises, with need for appointments in GP practices or service users' homes as required on a needs-led basis.

Community Mental Health Framework (CMHF) – Transformation

Community mental health services are undertaking a 3-year period of transformation from April 2021 in keeping with principles of the CMHF, with our partner mental health provider North Staffordshire Combined Trust. This transformation is funded and led by the Integrated Care System (ICS) for Staffordshire and has already seen community mental health services aligning to the local PCN footprint, as well as working in partnership with the voluntary, community and social enterprise (VCSE) sector. In South Staffordshire, the transformation has seen a move towards a neighbourhood teams model, removing the divide between primary and secondary care and VCSE, placing patients at the centre of service delivery. As such we refer to our community teams as Integrated Mental Health Teams (IMHTs).

Crisis Resolution and Home Treatment Team

The multi-disciplinary Crisis Resolution and Home Treatment Service provides 24 hour domiciliary assessment and treatment for people not known to mental health services and to current users of services, as well as a gatekeeping function for access to inpatient beds. Separate teams cover West and East Staffordshire from bases in Stafford and Lichfield respectively. The service includes a dedicated Consultant Psychiatrist and maintains close links with the community and inpatient services to facilitate home treatment as an alternative to admission wherever possible. Crisis and Home Treatment functions are therefore not expected of the holder of the advertised post.

Inpatient Services

Inpatient beds are configured in South Staffordshire at St Georges Hospital in Stafford. This includes three adult acute wards, one psychiatric intensive care unit (male only) and three older adult wards, all with dedicated Consultant Psychiatrists as part of a functionalised model.

Liaison Service

This service has recently developed to follow the Core 24 model of service provision at Stafford Hospital and Queens Hospital Burton, with recently advertised new posts for Consultant Psychiatrists in adult liaison psychiatry and older adult liaison psychiatry.

Role of the post in relation to Local Services

The patients from Tamworth IMHT are admitted to the St George's site in Stafford. CRHT service is provided by CRHT East Staffordshire and liaison service provided by Queen's Hospital, Burton. It is expected that the post holder will liaise with colleagues from the in-patient service based in Stafford as also with the CRHT and Liaison colleagues at Burton.

Health Based Place of Safety (HBPoS)

The Trust provides a staffed place of safety for persons assessed in South Staffordshire under Section 136 of the Mental Health Act (MHA). This is purpose built on the St Georges Hospital site, Stafford, with 24 hour medical cover from the Consultant on call rota and includes bespoke facilities for young people as well as adults.

THE POST

Consultant in General Adult Psychiatry

All Consultant Psychiatrists are supported in developing their ways of working within the MPFT Living Our Values Framework. The post holder should be actively involved in service planning and development, liaising with other services and agencies as appropriate.

Doctors are expected to follow the professional rules and guidance as set out by the General Medical Council including Good Medical Practice and Maintaining High Professional Standards. In addition doctors will practice in accordance with the Royal College of Psychiatrists Report CR 154, '**Good Psychiatric Practice**', which is located at [college-report-cr154.pdf \(rcpsych.ac.uk\)](https://www.rcpsych.ac.uk/college-report-cr154.pdf)

The post-holder, will provide medical leadership within a collective leadership model.

This post enables dedicated Consultant input into community care and treatment within the pathway, with the facility for rapid assessment of referred patients, flexible review of complex patients and timely discharge in liaison with General Practitioners. Service users will present with a range of mental health difficulties and need. They may be offered care under the Care Programme Approach (CPA) or be Eligible for Care and will have a care cluster appropriate to their need.

The Consultant Psychiatrist is not expected to be the Care Coordinator for all the service users on their caseload. However, in cases where there is a service user need or where there is no need to involve any other professional from the multi-disciplinary team, this may be required.

Professional duties of the post

- To comply with all Trust policies and the Living Our Values Framework.
- To maintain professional registration with the GMC and a full Licence to Practice, be engaging in appraisal, revalidation and job planning.
- To maintain Approved Clinician (AC) status
- To comply with Trust mandatory training
- To operate with transparency, including maintenance of an electronic diary

Clinical duties of the post:

- To ensure, in conjunction with the multidisciplinary team, regular effective review of the care of patients in the clinical pathway – via individual assessments and follow up appointments, MDT meetings and sometimes the Care Programme Approach (CPA) review, particularly where the complexity requires it
- To be the Responsible Clinician for service users in the pathway who are subject to Community Treatment Order (CTO) where applicable
- To provide evidence based care
- To be recovery focused
- To provide cross-cover (emergency and prospective) for other Consultant Psychiatrist colleagues by mutual agreement
- To communicate with all key partners in an appropriate and timely way including service users, carers and General Practitioners.
- To work within the requirements of service contracts including compliance with nationally agreed quality standards
- To fully utilise Trust IT systems as appropriate to enable fulfilment of clinical duties; including launch of the electronic prescribing system
- The post-holder will take part in out of hours duties; on call work is remunerated at 3% as well as 0.25 APAs.

Non-clinical duties of the post:

- To participate in the training and supervision of doctors in training and medical students where applicable
- To participate in the supervision and training of non-medical prescribers (NMPs), Advanced Clinical Practitioners (ACPs) and non-medical Responsible Clinicians (RCs) within the pathway
- To lead in Clinical Governance, audit and Quality Improvement activities. The Audit Department has a dedicated team and can be approached through one of the Audit Leads. There are Clinical Governance fora and these are related to medicines optimisation, Clinical Audit, Quality and Improvement and Mental Health Legislation amongst others. The post holder can approach the Clinical Governance leads to be a part of the same.
- To provide clinical leadership in the collective leadership structure

- To be actively involved in shaping and improving the services offered in secondary care mental health services to best meet the needs of users and carers, including those specifically relating to the CMHF transformation.
- To participate in Continuing Professional Development, including peer supervision, and to remain up-to-date with requirements for revalidation

A job plan will be agreed after appointment and will follow the Care Group's commitment to 7.5 Programmed Activities (PAs) for Direct Clinical Care (DCC) and 2.5 Supporting Professional Activities (SPA) per 10 PA job plan.

On Call Work:

The post holder will participate in an approx. 1:23 on call rota for Staffordshire – the rota covers both adult and older adult psychiatry on the St George's site as well as community cover for emergencies across South Staffordshire. The consultant is usually 3rd on call with support from a 2nd on call SAS Doctor or a higher trainee and a 1st on call Junior Doctor. Occasionally, the consultant may be 2nd on call if there is a gap on the 2nd on call rota. Remuneration for on call work is currently via a 3 % availability supplement and 0.25 APA.

Supporting Professional Activities (SPA):

SPA time can be used by the post holder for preferred activities including those in keeping with professional development, for example research, audit, quality improvement, leadership, management, teaching or continuing professional development (CPD).

Indicative Timetable (flexible):

Ratio of new: follow up patients to be agreed in the job plan shortly after appointment

Monday AM	DCC - Clinic / prescribing / results interpretation
Monday PM	SPA
Tuesday AM	DCC - Clinic
Tuesday PM	SPA
Wednesday AM	DCC - Clinic
Wednesday PM	DCC – Clinical related admin
Thursday AM	DCC Clinical related admin / supervision.
Thursday PM	DCC (0.5) Clinical admin SPA (0.5)
Friday AM	DCC Clinic
Friday PM	DCC Clinical related admin

SUPPORT

Induction

All new employees are offered a trust induction to outline processes and support within the organisation. This will be organised jointly between the postholder's manager and the Medical Staffing department.

Clinical Support and Supervision

The post holder can expect to be clinically supported by a full multidisciplinary team with access to social care support from the social care pathway.

The post holder is expected to engage in peer supervision in a group of their choosing and will be offered monthly supervision with their manager or with an appropriately identified supervisor, should they wish to use it.

Post-incident support is provided by the Trust Investigations team.

Leadership

All Consultant Psychiatrists are supported within a collective leadership structure and are invited to participate in the Trust's monthly Senior Leadership Forum.

Professional

All Consultant Psychiatrists are professionally accountable to the Medical Director and can access relevant support via the Medical Directorate, which includes dedicated Associate Medical Directors for doctors in difficulty, patient safety, information governance and appraisal and job planning.

All Consultant Psychiatrists are members of the Medical Advisory Committee (MAC) and are invited to participate in the Local Negotiating Partnership (LNP).

Operational

All Consultant Psychiatrists have operational line management from the IMHT manager and are offered support as part of this relationship.

Administrative

All Consultant Psychiatrists have a named medical and administrative contact within the administrative hub and will have access to trust IT system via their allocated Laptop / PC.

Peer Group

The prospective post holder is expected to join the local Peer Support Group, which already exists in East Staffordshire Adult Mental Health.

Office Accommodation

All Consultant Psychiatrists have identified office space within the base.

Equipment

Laptop and mobile phone are provided, IT support provided by regional health informatics service.

Appraisal and Job Planning

The post holder will participate in the process of annual appraisal and 5 yearly revalidation in keeping with GMC requirements.

MPFT utilises e-job planning and appraisal software. The annual job planning process involves a 3 stage sign off for support of the psychiatrist and for quality assurance within the organisation. MPFT has an associate medical director for appraisal and job planning, and clear mediation processes in the event that there are any disagreements at any level of the job planning sign off process.

The post holder may have the opportunity to train as an appraiser, with maintenance of required CPD for the role. The postholder will also be supported to undertake work with additional roles or with external bodies such as RCPsych, with negotiation of the job plan as appropriate.

Leave Entitlement

All leave entitlement is as per national terms and conditions of service, and prospective cover is expected to be arranged with consultant colleagues.

Wellbeing

The trust recognises the importance of staff wellbeing and offers resources to support this; staff are able to access wellbeing resources and wellbeing courses from the trust's Wellbeing and Recovery College.

Staff can also self refer to Occupational Health, or request this from their manager. Our OH service is delivered by an external provider, with initial assessments being offered by telephone or face to face.

Staff of all professions are offered monthly supervision with their manager, in which conversations about wellbeing can take place. Consultants are also encouraged to engage with a peer group and new consultants with the RCPsych mentoring scheme in order to provide support.

Equality and Diversity

The post holder will work in accordance with the Trust's policy to eliminate unlawful discrimination and promote diversity in the workplace and to positively promote at all times equality of opportunity in service delivery and employment for service users and staff in accordance with the Trust's policies, to ensure that no person receives less favourable treatment than another on the grounds of any personalised characteristic

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

All Consultant Psychiatrists are expected to be registered and in good standing for the CPD programme of the Royal College of Psychiatrists, as informed by the annual appraisal and job plan. The post holder will be expected to join a peer supervision group of their choosing.

Up to 30 days Study Leave spread over 3 years may be taken and is expected to be in line with the Personal development Plan (PDP) of the appraisal.

There is no set budget for study leave within the Trust as the Trust is committed to supporting its consultants to meet their CPD requirements.

MPFT offers a weekly postgraduate **teaching programme** on Monday afternoons, which is offered as SPA time in the job plan. The teaching programme includes local and national speakers. MPFT has also embraced digital working to be able to combine learning opportunities from across the organisation and with other organisations; there are teaching opportunities at other times during the week and the postholder is welcome to alter the job plan schedule in keeping with these opportunities.

Libraries are available on the St Georges (Stafford) and Redwoods (Shrewsbury) Hospital sites, with support in person or virtually from library staff.

The post holder will also contribute to the development of any doctors in training attached to the team.

There are ample **teaching opportunities** in the Trust. Keele medical students and Trainees are expected to be taught formally and informally. Dr Dennis is the Undergraduate Lead for Staffordshire Keele University students and can be contacted if teaching opportunities are to be sought.

Educational and Clinical supervision responsibilities are subject to the allocation of a trainee and will be done by the College Tutor and Deanery. The **DME** is Dr Muhammad Gul, and Dr Hayer is the **College Tutor and can be approached by the post holder for trainee allocation and teaching opportunity related queries.**

QUALITY IMPROVEMENT

MPFT is committed to quality Improvement techniques based on the Virginia Mason Production System (VPMS). Appointed consultants are expected to understand the basis of these techniques and to support quality improvement initiatives. Some will be able to engage in more extensive training.

As senior clinicians, all Consultant Psychiatrists are expected to lead clinical audit activity and are supported by the Clinical Audit Department in this.

The post holder is expected to be involved in **service development** and strategic business planning with support in this area from the relevant colleagues in the Trust.

RESEARCH AND DEVELOPMENT

The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process.

Professorial links exist with Keele University and opportunities exist for collaborative research with academic partners.

The Head of R&D is Ruth Lambley-Burke.

MENTORING

MPFT endorses the Royal College of Psychiatrists West Midlands Division Mentoring scheme for newly appointed Consultants and recommend the Post-holder consider participation. Further details of this scheme can be accessed at [West Midlands division mentoring \(rcpsych.ac.uk\)](http://rcpsych.ac.uk)

Within MPFT support is available on a formal and informal basis for newly appointed Consultants by existing consultant colleagues.

GENERAL INFORMATION

- The post is governed by the New Consultant Contract Terms and Conditions of Service (England 2003) as amended from time to time.
- The appointment will be subject to the Trust's pre-employment checks as outlined in the Trust policy.
- The appointee will be required to take up the post no longer than three months from the date of the offer of employment, unless a special agreement has been made between the appointee and the Trust. If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.
- Candidates should note that the Trust is a Smoke Free Site
- The Trust is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are therefore required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
- Although work for the Trust is covered by the Medical Indemnity Scheme, the post holder is strongly advised in his/her own interest to obtain and maintain additional appropriate cover from a protection or defence organisation.

- Removal expenses, as outlined in the Trust's Relocation and Expenses Policy, will be reimbursed up to an agreed limit. If employees, who have received reimbursement, leave the Trust within two years they may be required to repay whole or part of the expenses.
- The post holder should either be a car driver and hold a current driving licence or be able to make appropriate arrangements for the travel requirements of the post.
- The post may be full time or has the potential to be filled by applicants who are willing to job share.

PRE – INTERVIEW VISITS

Please contact any of the following for further information or to arrange an informal visit :-

Team Manager, Yi-mon Mach– 0300 303 3427

Operational Manager, Mark Sheppard – 0300 303 3427

Medical Director, Dr Abid Khan – 0300 790 7000

Medical Leads AMH Community – Dr Krishnan / Dr Jan – 0300 303 3428 / 01785 257888

Chief Executive, Neil Carr - 0300 790 7000

Please note that the Trust will only be able to reimburse for up to two pre-interview visits for shortlisted candidates.

PERSON SPECIFICATION:

	ESSENTIAL		DESIRABLE	
EDUCATION and QUALIFICATIONS	<ul style="list-style-type: none"> • Primary Medical Degree • CCT or equivalent in General Adult psychiatry, or be within 6 months of achieving • Full GMC Registration including Licence to Practice, or eligibility for licence to practice, if coming from overseas • Approved Clinician (AC) status or eligibility to obtain within 3 months of appointment 	A	Additional qualification in a clinical area, management or education	A
EXPERIENCE	<ul style="list-style-type: none"> • Clinical leadership/ management experience at any level 	A	<ul style="list-style-type: none"> • Experience at Consultant level • Experience of setting up a new service 	A/I
SKILLS, KNOWLEDGE, ABILITIES	<ul style="list-style-type: none"> • Excellent communication and negotiation skills • Ability to provide leadership and vision in a changing environment • Strong understanding of statutory agencies and voluntary bodies • Demonstrate an understanding of clinical governance including risk management • Effective Planning & Organisational skills with an ability to prioritise own workload. • Awareness of lean methodology 	A/I	<ul style="list-style-type: none"> • Experience in lean methodology 	A/I
APTITUDES/ PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Team player • Flexible • Innovative • Resilient 	I		

