

**Consultant Psychiatrist**  
**Job Description and Person Specification**

Post and specialty:	Consultant Psychiatrist in Adult Inpatient Psychiatry
Base:	North Staffordshire Combined Healthcare NHS Trust Ward 2 Harplands Hospital Hilton Road Harpfields, Stoke-on-Trent ST4 6TH
Contract:	Number of programmed activities: 10
Accountable professionally to:	Medical Director
Accountable operationally to:	Clinical Director
Key working relationships and lines of responsibility:	Ward Manager Service Manager / Modern Matron Senior Service Manager Associate Director Clinical Director / Line Manager Deputy Medical Director Medical Director / Responsible Officer Director of Operations Chief Executive

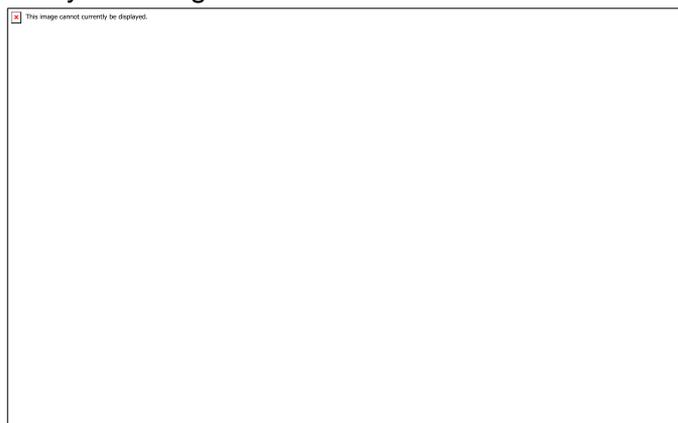
## 1. Introduction

The geographical area served by the North Staffordshire Combined Healthcare NHS Trust covers approximately 340 square miles and its boundaries are co-terminus with those of the Local Government Districts of Newcastle-under-Lyme, Stoke-on-Trent and Staffordshire Moorlands. The Trust is bordered to the north by Cheshire, to the west by Shropshire and to the east by the Derbyshire Peak District.

It is separated from the Black Country to the south by 30 miles of agricultural land. North Staffordshire has a total population of 470,000, over half being concentrated in the conurbation of the City of Stoke-on-Trent and the Borough of Newcastle-under-Lyme. Stoke-on-Trent, which is a collection of small towns, has been the Centre of the recently revitalized pottery industry of centuries whilst Newcastle-under-Lyme is an ancient market town with well-diversified industry. To the northeast, there is the large and beautiful Moorlands area, where farming is mostly stockbreeding.

It is served by two market towns, Leek and Cheadle, both with a tradition of textile working, Stoke-on-Trent is 5 minutes from the M6 and is an hours' drive from both Manchester and Birmingham. There is an intercity rail service and London is an hour and a half away. The City Museum and Art Gallery have one of the finest ceramic collections. Among the many industrial museums, the Gladstone Pottery Museum is probably the most famous.

The indigenous population is remarkably stable over several generations and thus presents considerable advantages for longitudinal study. The area has a wide variety of theatre museums and concert halls which attract performances from national productions. There is a choice of proven schools and many of the local state school have high ratings in the league tables. Property is relatively less expensive compared with major cities and there are many rural locations within easy travelling distance.



## 2. Trust details

North Staffordshire Combined Healthcare Trust is a specialist Mental Health and Learning Disability Trust. Rated as Outstanding by the CQC in 2019, the Trust employs approximately 30 consultant psychiatrists in a range of specialties. Our Trust provides specialist Mental Health (adult and old age), Addiction (inpatient and community in North Staffordshire only), Neuropsychiatry and Learning Disability, and tier 3 child psychiatry services across Stoke - on - Trent and North Staffordshire. We also provide specialist tier 4 in - patient children's services on a wider regional basis. North Staffordshire Combined Healthcare NHS Trust has

an annual budget of just over £90 million, and serves a population of nearly half a million people with a Mental Illness Needs Index (MINI) of 0.926 on average. It employs over 1500 members of staff (whole time equivalents including both support and clinical) and operates across approximately 30 sites with the main hospital being the Harplands Hospital.

Following a £1 million capital investment to develop a purpose-built Crisis Care Centre (CCC) on Harplands site. Five teams namely access / crisis resolution team; home treatment team (HTT); CAMHS Central Referral Hub; Site Managers; and Place of Safety were brought under the same roof in April 2019. CCC provides a single point of access for people with mental health issues, under an all age, 'no wrong door', flexible service model which operates under a 24/7 model.

Adult Community Services are delivered via 4 locality CMHTs whilst a well-established Mental Health Liaison Team deliver a 24 hour all age assessment service from the Royal Stoke hospital site.

Recent service investment has supported the development of a specialist Personality Disorder service and All Age Eating Disorder service.

The Trust provides inpatient Rehabilitation services through 2 units, 1 a community inpatient unit and an 8 bedded supported tenancy unit.

### **3. Service details**

The Trust Adult Inpatient Services consist of 3 wards; 1 female, 1 male providing 20 beds each and a mixed gender ward offering 13 beds. The post advertised is for Ward 2, a 20 bedded male only ward, providing inpatient care for men of working age. The Trust has successfully secured national funding to eradicate dormitory beds. Once the project has commenced and will reduce the bed complement to 16 on completion.

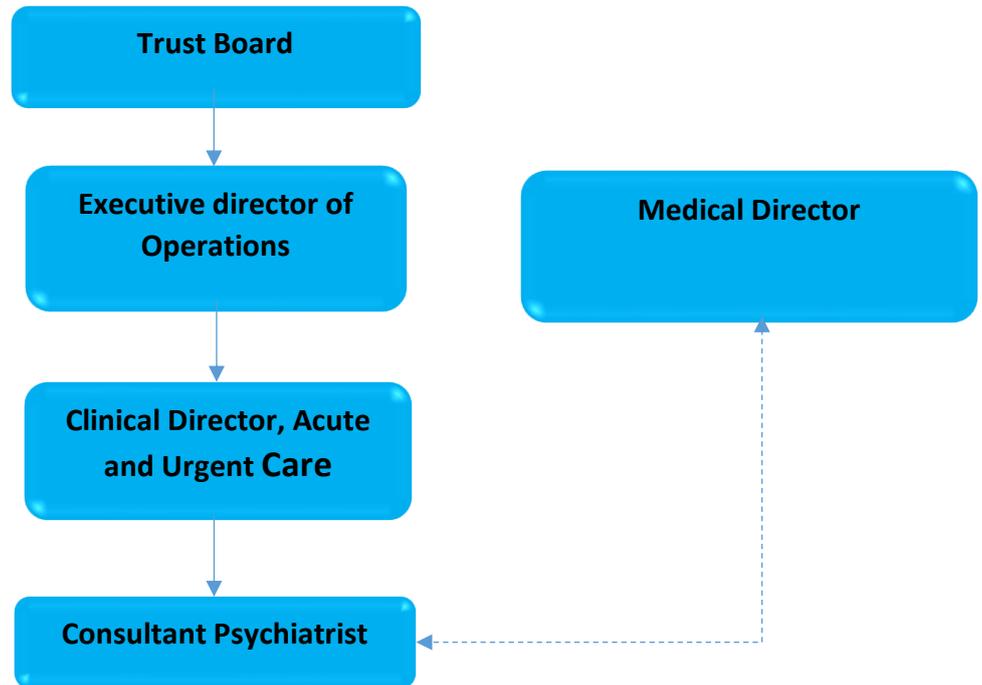
There is an onsite 6 bedded psychiatric intensive care unit (PICU), and the ward has access to the rehabilitation service. Discharge is facilitated by home treatment team (HTT), which includes an early facilitated discharge (EFD) pathway, which provides additional support for the patients in the community.

All adult CMHTs operate within a functional model meaning that the post holder will work with inpatients only.

The ward is strongly recovery-focused working closely with those using the service to improve experience, care and outcomes. The majority of the patients are admitted with severe and enduring mental health issues. The Consultant Psychiatrist will provide senior medical input and clinical leadership to the ward team and will be involved in the assessment and management of adults who are experiencing a crisis in their mental health. Patients may be subject to detention under the Mental Health Act, and as such, section 12 and RC approval is essential.

The post holder will be expected to undertake cross cover arrangements for adult inpatient psychiatrist colleagues including annual, study and sick leave cover.

#### 4. Local working arrangements



## Trust Values:

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

**Compassionate**

- Caring with compassion, it's about how we listen, what we say, what we do.

**Approachable**

- Friendly, welcoming, sharing ideas and being open

**Responsible**

- Taking personal and collective responsibility, being accountable for our actions

**Excellent**

- Striving for the best, for high-quality safe care and continually improving

The Team consists of:

- Modern Matron / Service Manager providing cross cover to the adult inpatient wards.
- Ward Manager x 1
- Registered nurses x 12
- Healthcare Support Workers x 12
- Activity worker x 0.8
- Ward clerk x 1
- Clinical psychologist x 0.5
- Psychology assistant x 1
- Discharge coordinator x 1
- Exercise and wellbeing facilitator x 0.3
- OT x 1
- OT assistant x 0.3
- Social worker x 0.3
- Trainee ANP x 1
- Junior doctor (GPVTS / FY / CT) x 1
- Housekeeper x 1
- Consultant Psychiatrist (post holder)

The average length of stay over the last 12 months is approx. 13 days. The average number of admissions per month is approx. 40 and bed occupancy is at 86%.

## 5. Continuing professional development (CPD)

- The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.
- The post holder can engage with a local peer review group.
- The Trust supports CPD activities, including study leave arrangements with appropriate funding.
- 1 PA per week is dedicated to local CPD activities.

## **6. Clinical leadership and medical management**

- As described above, the post holder is line managed by the clinical director and accountable to the medical director.
- The Trust have a close relationship between the consultant body and the Board with regular meetings involving the medical and clinical directors and the consultants.
- There are also 4 away days arranged a year to encourage the senior medical workforce to reflect and improve upon our ways of working.
- There is a monthly meeting for consultants that is attended by the medical director and clinical directors. There is a short LNC meeting chaired by the LNC rep prior to this to update the consultant body on LNC matters.
- It is an expectation from the senior directorate management that the post holder will engage with improving the service.
- The clinical director will be keen for the post holder to engage in further projects as appropriate within the wider Trust to innovate and improve the care of our patients.

## **7. Appraisal and job planning**

- Job planning is completed yearly with the Clinical Director and Associate Director.
- Objectives are set within this for the following year to enable outstanding care to continue to be given.
- A yearly appraisal is expected to be completed by the post holder and there are appraisers within the Trust who will support this process.
- The appraisal process is completed entirely digitally.
- The Responsible Officer is the Medical Director.
- The post holder will participate in the Trust induction and will have 1:1 meetings with all relevant team members during an induction period. This will enable a smooth transition into working within the service. This will be supported by the clinical director and the service manager.

## **8. Teaching and training**

- There are no specific teaching commitments within the post. However, there is significant opportunity to expand teaching interests within the Trust including honorary clinical lecture posts with Keele University (see Section 17).
- There is a weekly teaching programme on a Wednesday morning (CPD PA) that the post holder will be encouraged to contribute to.
- The post holder will be expected to regularly supervise the specialty doctor and junior doctor. . It is hoped that post holder will become a speciality trainer and support ST4-6 doctors.
- The post holder may also wish to encourage shared learning within the teams through providing sessions to improve the knowledge of the various team members.
- Currently, local tutor post is vacant, and the post holder will be encouraged to apply for the tutor role.

There is a dedicated medical education team, led by the Hospital Dean, who coordinates and supervises Trust-wide educational activities.

## **9. Research**

- There are opportunities to participate in research depending on the post holder's interests. The post holder will be encouraged to participate in research and will be supported in this by the R&D Department. The post holder will not be expected to have any formal research role.

## **10. Mental Health Act and Responsible Clinician approval**

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

## **11. Secretarial support and office facilities**

- A full time medical secretary is shared with two other adult patient consultants. Ward clerk and discharge facilitator provide additional administrative support within the clinical team.
- There is currently dedicated office space for the post holder, taking into account the need for confidentiality, security of information and supervision requirements of the post.
- The post holder will have access to a work mobile phone, work laptop and IT support as necessary.

## **12. Clinical duties of post holder**

- Contribute to specialist mental health assessment for patients, including previous history, an assessment of mental health, intellectual and developmental disabilities, substance misuse, psychosocial factors, risk to self and others.
- Provide a diagnosis and a clinical formulation. The formulation includes presenting problem and predisposing, precipitating, perpetuating and protective factors as appropriate. Where a complete assessment is not in place, a working diagnosis and a preliminary formulation will be devised.
- Contribute to multi-disciplinary patient reviews and care plans.
- Contribute to CPA process in managing patients within the ward and in preparation for discharge.
- Offer evidence based pharmacological and psychological interventions.
- When medication is prescribed, specific treatment targets are set for the patient, the risks and benefits are reviewed, adequate monitoring is in place, a timescale for response is set and patient consent is recorded.
- For patients detained under the Mental Health Act, act as responsible clinician in line with Dept. of Health Good Practice Procedures.
- Perform capacity/competence assessments in accordance with current legislation and codes of practice.
- Work with families and professional carers to facilitate improved well-being and support for patients.
- Attend team meetings and support service development initiatives, providing clinical leadership and governance. While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services. Work with the team

manager and service manager in helping to steer the development of the service in line with the strategic direction of the organisation

### **13. Training duties**

All consultant psychiatrists participate in teaching undergraduate medical students during placements. There may be an opportunity to apply for undergraduate Clinical Tutor sessions, with increased time and responsibility to participate in planning, delivery and assessment of the undergraduate curriculum. Currently third year medical students attend month-long mental health placements for six months of the year. Other opportunities include supervising students on Special Study Modules.

The Trust trains specialist psychiatry trainees from CT1 – to ST6 level, GP Trainees, FY2 trainees and pre-registration FY1 trainees, in various posts throughout the directorates. Consultants also participate in the weekly CPD/post-graduate teaching arrangements and can expand their teaching contribution in line with their personal development plans.

Psychiatric trainees at CT1-3 level are employed in a Staffordshire & Shropshire rotation scheme which includes hospitals in North Staffordshire, Shrewsbury and Stafford and is approved by the Royal College of Psychiatrists for training purposes. The consultant will participate in training other members of the Multi-Disciplinary Team, including supervision of experienced nurses training for extended nurse prescribing roles, physical examination courses and supervision of nurse practitioners.

The consultant will seek Royal College approval in order to allow him/her to assume the role of Educational or Clinical Supervisor for psychiatry trainees at CT1-3 and if possible, ST4-6 level in line with the GMC domains.

### **14. Clinical governance and quality improvement**

All consultants are expected to contribute to the leadership and development of their teams. The post-holder will be expected to participate in, contribute to services including developing the directorate's Clinical Strategy. This will include working with colleagues in community services, with Commissioners and with patients and carers and other partners and stakeholders. The post holder will be expected to participate in audit which may be locally, regionally or nationally focused. There is an active Trust-wide audit programme, supported by an Audit Department with requisite computing skills and expertise in development of audits. The department offers a wide range of assistance at different stages of the audit cycle.

### **15. General duties**

- To manage, appraise and provide 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. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.

- To record clinical activity accurately and comprehensively, and submit this promptly to the 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, Mental Health Act Section 12(2) approval, 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.
- To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.
- Operate with due regard to personal and procedural safety processes within the environment.
- Enter all clinical records into Lorenzo (Electronic Patient Record).

## **16. 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.

## **17. Keele University**

Keele is the UK's largest integrated University campus and occupies a 617 acre estate. It was one of the first degree awarding institutions established after the Second World War and became known as the University College of North Staffordshire in 1949. It became known as Keele University in 1962. Keele University's mission is to provide a high-quality educational experience for students shaped by outstanding research, contributing positively to social, environmental and economic agendas locally, nationally and internationally.

Keele is a residential university and one of the UK's largest and most attractive campuses with 70% of the students living on campus. Uniquely Keele also have a significant proportion of its staff living on campus. Keele is a major contributor to the local health economy with many links to local Health Trusts and the newly accredited Keele University Medical School.

North Staffordshire Combined Health Trust has continued to work in partnership with the University and is one of the key sites for the teaching of Medical students. Currently, third year medical students attend month-long mental health placements, during the academic

year. We also offer Special Study Modules to students in both years 3 and 4 as well as contributing to teaching sessions in other years. Recently, Keele has received top ratings (1st) from the National student survey and Keele Medical School is also rated in the top 10 of UK medical schools (The complete University guide).

## **18. 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.

## **19. 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 the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

## **20. On-call and cover arrangements**

The On-call rota is shared between all Consultant Psychiatrists dealing with Psychiatric emergencies within the catchment population of North Staffordshire and Stoke-on-Trent. On-call responsibilities include providing Section 12 input across all ages and specialities. On-call Consultants are only required to provide Section 12 input for children and Learning Disability patients where assessment by appropriate clinicians cannot be deferred to working hours. Non Section 12 clinical assessments for children are undertaken by appropriately trained non-medical mental healthcare practitioners in the Urgent Care Centre/ Liaison Psychiatry teams. These colleagues will support any Section 12 assessments of children to assist On-call Consultant in completing Mental Health Act assessments. The post-holder will participate on a pro-rata basis. There is a junior on-call rota covering the in-patient and community on-call needs. Senior Trainees (ST4-6) participate in the Consultant on-call rota. Consultants are on-call for a twenty-four hour period, and are expected to cancel routine work during the hours of 9am-5pm when they are first on call for the senior rota. From 5pm-9am, ST4-6 trainees (if one is assigned to the shift) would take first on-call. The Trust has a robust CPD programme which includes topics relevant to children and young people's (CYP) acute presentations. Out of hours, ad hoc advice is available via local tier 4 inpatient unit (Darwin Centre), and regional CAMHS hub. Peer supervision with CAMHS specialist consultant is readily available during usual working hours and consultants are encouraged to undertake internal and external courses to support their development in this area.

Whilst on-call, Consultants are expected to support and advise all levels of trainee on-call, and to offer consultation and advice to nurse practitioners. The on-call rota is a 1:26 frequency, and attracts a 3% banding supplement, plus MHA assessment claims.

## 21. Wellbeing

- The post holder will have access to the Occupational Health (OH) Department (Team Prevent). The OH team has access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager.
- The post holder will have access to the 24 hour Health Assured service, which provides free counselling, including face-to-face, as well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Health Assured will be given at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.
- There are proactive local organisational systems to support doctors' wellbeing following serious incidents.
- Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided at the time of initial induction.
- Timely job planning reviews when there are changes in regard to the pre-agreed workload will be held.
- If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement), a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.
- Availability of local initiatives/resources that promote workforce wellbeing (example: self-care, work-life balance, stress management, coaching/mentoring, peer group support, Balint groups for consultants/SAS).
- The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, season ticket scheme, lease vehicle scheme, cycle scheme, retail and restaurant discounts, eye test scheme, free health checks, menopause support, gym discounts, wellbeing events, mindfulness courses, wellbeing walks and jogs and parenting workshops. The post holder will be encouraged to join a local consultant peer group who meet regularly.

## 22. Contract Agreement and General conditions

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.

### **Confidentiality:**

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken.

**Equality & Diversity:**

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

**Safeguarding:**

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

**Codes of Conduct and Accountability:**

The post-holder is required to comply with the Trust's codes of conduct and accountability and codes of conduct which are relevant to this post.

**Raising Concerns**

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

**Registration:**

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

**Disclosure & Barring Service (DBS)**

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

**23. Leave**

The post-holder is entitled to 6 weeks of annual leave per year pro rata and 30 days study leave over three years.

**24. Visiting arrangements (key contact numbers, trust website etc.)**

**Mohammad Rahman, Clinical Director**      **Mohammad.Rahman@combined.nhs.uk**

**Dawn Burston, Service Manager**      **Dawn.Burston@combined.nhs.uk**

**Vickie Washington, Ward Manager**      **Vickie.Washington@combined.nhs.uk**

**Suggested draft timetable**

<b>Day</b>	<b>Time</b>	<b>Location</b>	<b>Work</b>	<b>Category</b>	<b>No. of PAs</b>
<b>Monday</b>	AM	Harplands	Ward Round	DCC	1
	PM	Harplands	Admin / Supervision	DCC / SPA	0.5/0.5
<b>Tuesday</b>	AM	Harplands	MDT / Ward Round	DCC	1
	PM	Harplands	MHA / Admin	DCC	1
<b>Wednesday</b>	AM	Harplands	CPD/Management meetings	SPA	1
	PM	Harplands	Research/Audit/General admin	SPA	1
<b>Thursday</b>	AM	Harplands	MDT / Ward Round	DCC	1
	PM	Harplands	Ward Round	DCC	1
<b>Friday</b>	AM	Harplands	Ward Work / Admin	DCC	1
	PM	Harplands	Ward Work/Admin	DCC	1
<b>Unpredictable / emergency on-call work</b>		Harplands	1 in 26		3% banding
<b>Total PAs</b>	Direct clinical care				7.5
	Supporting professional activities				2.5

**25. Approval of this job description by the Royal College of Psychiatrists**

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on 28<sup>th</sup> October 2021.

## Appendix 1: Person specification for consultant

**Abbreviations for when assessed:** Scr: Screening prior to short-listing      SL: Short-listing from application form

AAC: Advisory Appointments Committee      Ref: References      Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management. MRCPsych	SL Scr
			Additional clinical qualifications.	SL
ELIGIBILITY	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. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	Scr Scr Scr Scr	In good standing with GMC with respect to warning and conditions on practice	Scr
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	SL, AAC, Ref	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, AAC
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	SL, AAC, Ref		
	Excellent oral and written communication skills in English	SL, AAC, Ref		
	Able to manage clinical complexity and uncertainty	AAC		
	Makes decisions based on evidence and experience including the contribution of others	AAC		
	Able to meet duties under MHA and MCA	AAC		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	SL, Pres, AAC	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	SL, AAC
	Ability to work in and lead team	SL, AAC	Reflected on purpose of CPD undertaken	SL, AAC
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement.	SL, AAC		
	Participated in continuous professional development	SL, AAC		
	Participated in research or service evaluation.	SL, AAC	Experienced in clinical research and / or	SL, AAC

	<p>Able to use and appraise clinical evidence.</p>	<p>SL, AAC, Pres</p>	<p>service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p>	<p>SL</p>
	<p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, AAC, Pres</p>	<p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p>