Rotherham Doncaster and South Humber
NHS Foundation Trust

CONSULTANT IN GENERAL ADULT PSYCHIATRY– INPATIENTS

DONCASTER CARE GROUP

WHOLE TIME or PART TIME
(10 PAs)

RDaSH leading the way with care

CONSULTANT IN
GENERAL ADULT PSYCHIATRY – INPATIENTS

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JOB DESCRIPTION

Title:	Consultant in General Adult Psychiatry – In-patients
Based at:	Tickhill Road Site
Programmed Activities:	10
Reporting To:	Service Manager/Care Group Medical Director

This is a replacement post.

INTRODUCTION AND BACKGROUND

The Service is part of Rotherham Doncaster and South Humber NHS Foundation Trust serves a total population of approximately 300 000. The Trust provides a comprehensive General Adult, Old Age, Intellectual Disability, Rehabilitation and Social, Addictions, Perinatal and Liaison psychiatry to Rotherham, Doncaster, and Scunthorpe. Doncaster also provides Forensic psychiatry services.

The Adult Service model in Doncaster is comprised of several generic community mental health teams serving designated geographical areas of the Borough. These teams are supplemented and supported by a various specialist team, including Liaison, Crisis Resolution and Home Treatment, Assertive Outreach and Early Intervention Teams.

The Trust recently underwent a major restructure into 13 Trust wide Directorates served within 5 Care Groups, with acute and community pathways. This created a multi professional leadership structure which serves the Trust through service matrons, service managers, clinical leaders and care group directors and deputies.

SERVICE DESCRIPTION

The Adult Mental Health Unit (AMHU) consists of 2 wards each with 20 beds. There is also a modern and very spacious Psychiatric Intensive Care Unit (PICU) with 6 beds and a seclusion and de-escalation suite. We have also a developed frailty pathway with the nearby Old Age psychiatry frailty unit, where patients aged under 65 who meet a specific frailty threshold due to physical health co-morbidity are treated within the Old Age psychiatry service as the most appropriate clinical environment. Conversely, appropriately physically fit and healthy over 65 year olds can also be treated on the AMHU subject to the use of the same assessment tool. The Unit is covered by 2 full-time Consultant psychiatrists supported by 4 junior doctors (2 Core trainees, 1 GP trainee and 2 Foundation Trainees), a Nurse Consultant and a lead Clinical Psychologist. We also have a dedicated Occupational Therapy team.

Each ward has a full complement of qualified and non-professionally qualified nursing staff. On each ward the senior nursing team includes a ward manager supported by three band 6 nurses who provide both clinical expertise to the multidisciplinary team along with their managerial responsibilities. We have recently introduced the new role of Nurse Associate to our clinical teams. Each of the open wards is supported by a discharge co-ordinator. The unit is overseen by a service manager/modern matron, who also provides managerial support to the medical consultants. The post holder will be a leading member of the well-established in-patient multidisciplinary teams.

The AMHU is a thriving, busy environment, and on a par with the current national picture, we frequently operate at over 85% bed occupancy. Admissions are alternated between the medical consultants. Patients are admitted via the Crisis Resolution team which acts as the gatekeeper for

inpatient beds. Another less frequent route of admission is via the health-based place of safety used for section 136 MHA 1983 detentions.

Our multi-disciplinary teams work in close positive collaboration with colleagues from other agencies and services both within and outside of the Trust. Inpatient services are supported by a dedicated Patient Flow team.

PRINCIPAL CLINICAL DUTIES

The post holder will be expected to provide psychiatric input to the in-patient unit. Duties will include:

- Daily morning MDT discussion, supporting purposeful in-patient admissions. This meeting is without patients present, the postholder contributes to considerations of diagnostic formulation, risk management, and therapeutics (notably pharmacotherapy).
- In developing pathways of care, the clinical and team leadership is seen to necessitate consultation and a presence to afford advice, opinions and options to the MDT, rather than having to undertake and deliver all patient care face to face. Clinical duties are seen to need a consultant, to be consulted, with the ward team delivering face to face hands on care (of assessments, information sharing and therapeutics).
- Psychiatric assessments and on-going management of patients admitted to one of the two in-patient wards and patients from that ward that are transferred to PICU.
- Preparation of psychiatric reports for, and attendance at, Mental Health Tribunals, Hospital Managers Hearings, and court reports.
- Function as the Responsible Clinician for patients admitted under the Mental Health Act 1983.
- To conduct multidisciplinary meetings, ward rounds and CPA reviews.
- Provide clinical leadership to the in-patient team.
- Play a leading role in Business/Management Meetings for the in-patient Unit
- Supervision of medical and nursing staff in the Unit.
- The post holder will take the medical lead in service development and the implementation of any changes to practice as required in line with evolving evidence and tailored to meet local need.

GENERAL DUIES OF THE POST-HOLDER

- To work with the Care Group Director, Care Group Medical Director and Service Manager in the forward planning and further development of services within the Trust.
- To support and participate in clinical governance and clinical audit projects within the service.
- To participate in continuing professional development according to the guidelines of the Royal College of Psychiatrists and to maintain good standing with the College regarding CPD.
- To undertake CPD, eLearning and face to face updates, to maintain the Trust's statutory and mandatory training requirements, within this post.
- The post holder will be expected to demonstrate a commitment to evidence based practice and to the application of NICE guidelines and Trust guidelines relevant to patients within in-patient General Adult psychiatry.
- To contribute to post-graduate and under-graduate teaching.
- To comply with Trust policies, procedures and to contribute to the formulation of Trust clinical policies as appropriate.
- To undertake the administrative duties associated with the care of patients.

- To ensure that clinical activity is accurately and comprehensively recorded, either personally, or through the wider multidisciplinary team, or through use of a medical secretary. Clinical entries can be entered directly on to the electronic patient record or dictated with secretarial support for longer entries or reviews or reports.
- Discharge letters generated by doctors in training, or the nonmedical workforce, are to be checked and finalised by the postholder.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To participate annually in a Job Plan review with the Care Group Medical Director.
- To maintain full registration of the General Medical Council and comply with professional codes of conduct.
- The post holder will be expected to work with local managers and professional colleagues in the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To hold Approved Clinician status as defined within the Mental Health Act 1983 and to maintain section 12(2) MHA 1983 approval. The consultant will be expected to discharge all statutory duties as Responsible Clinician to detained patients under the Act and to ensure that the Code of Practice is adhered to at all times.
- To provide cross cover arrangements with the medical and non-medical Consultants on the unit.
- Participate in medical revalidation, supported through Trust annual appraisal.
- Participate in the out of hours on call rota for Doncaster, a 1 in 21 frequency of low intensity (attracting a payment of 3% of the base salary), to be available to support the first on call (doctors in training and SAS doctors) with telephone advice, and function as the Responsible Clinician whilst on call for MHA 1983 patients in Doncaster. The on call duties are for NHS psychiatric patients, there is no obligation to undertake additional psychiatric activity (such as s136 MHA 1983 assessments, or community MHA 1983 assessments) out of hours.

There is dedicated session for CPD locally on Wednesday mornings. There are also 10 days per year of study leave for external CPD with an annual study leave budget of £1 750. Each consultant psychiatrist will enjoy support through a local RCPsych Peer Group.

The consultant will be appraised annually by a trained appraiser in accordance with Royal College and General Medical Council guidelines. The Trust has well developed appraisal systems and its Executive Medical Director is the Responsible Officer for the Trust.

FACILITIES & SUPPPORTING STAFF

1. *Medical Support:* The post holder will work with a full time Core trainee or a GP trainee and a Foundation Doctor. Clinical and educational supervision of the trainees will be responsibility of the post-holder.
2. *Office accommodation:* The post holder will have their own office based on the in-patient unit with access to a personal computer with internet and email connections.
3. *Secretarial:* There is one medical secretary to support the post-holder.
4. *Peer Review and Mentoring:* Arrangements can be made for the successful applicant to have access to a mentor within the Trust to provide support within their initial period of employment. As part of ongoing support for Continuing Professional Development the trust supports attendance at a local peer group

5. *Supervision:* There are no formal local supervision arrangements for consultants but this could be provided by medical or nonmedical consultant peers, and peer supervision is part of RCPsych Peer Group functions.
6. *Educational Supervision:* The Trust Director for Postgraduate Medical Education considers and supports the postgraduate educational needs of each local area (Doncaster, Rotherham and Scunthorpe) which are over seen by a deputy director for postgraduate education in each area.

JOB PLAN

A. CLINICAL

1. Regular (daily) MDT review of patients, as a daily morning discussion.
2. Episodic medical face to face reviews for patients, when necessary to attend a patient to personally examine a patient.
3. Advise other members of the team regarding issues relating to patients' management.
4. Work in collaboration with other consultants and professionals in the MDT.
5. Liaise with community colleagues to support effective transfers of care, on discharge.

B ADMINISTRATIVE

1. Active participation in business meetings.
2. Working with management in improving the service and in discussing future development.
3. To be actively involved together with service managers in reviewing policies and working practices.

C TEACHING AND EDUCATION

1. Clinical and Educational supervision to doctors in training and SAS doctors.
2. Taking part in the teaching programme for medical students.
3. The option of participating in regular departmental academic activities.
4. Working with teams in formulating and undertaking clinical audit programmes.

The formal Job Plan will be agreed between the appointee and the Care Group Medical Director, on behalf of the Care Group Director, three months after the commencement date of the appointee. This will be signed by the Care Group Director and will be effective from the commencement date of the appointment.

It is proposed that the Job Plan for the first 3 months will be based on the provisional timetable below. The Job Plan will then be reviewed annually, following, but separate from, the annual appraisal meeting.

The Job Plan is a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It covers all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments both internal and external. In addition, it will be expanded to include details of personal objectives, including details of links to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Provisional Assessment of Programmed Activities in Job Plan

- Direct Clinical Care 7.5 PAs on average per week

(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work)

- Supporting Professional Activities 2.5 PAs on average per week
  (Includes CPD, audit, teaching and research)

Provisional Timetable

The following provides an indicative schedule of the clinical activity and clinically related components of the job plan that occur at regular times in the week. Agreement should be reached between the post holder and the Clinical Director with regard to scheduling of all other activities, including the supporting professional activities.

	A.M.	P.M.
Monday	• Ward MDT handover, patient updates and summaries "board round" with care decisions and the day's plans. • Ward patient face to face reviews.	• Administration. • Tribunal reports.
Tuesday	• Ward MDT handover, patient updates and summaries "board round" with care decisions and the day's plans. • Multidisciplinary team meeting and joint face to face patient reviews with them.	• Meeting with relatives and carers. • Administration.
Wednesday	• Ward MDT handover, patient updates and summaries "board round" with care decisions and the day's plans. • CPD, local weekly educational academic programme. • Monthly local Doncaster Care Group and Senior Leadership Team Consultants' meeting.	• Patient face to face reviews. • Clinical audit.
Thursday	• Ward MDT handover, patient updates and summaries "board round" with care decisions and the day's plans. • Ward patient face to face reviews.	• Supervision of doctors in training, undertake WPBA. • Medical Student teaching. • Administration.
Friday	• Ward MDT handover, patient updates and summaries "board	• Administration.

	round" with care decisions and the day's plans. • Ward patient face to face reviews.	

The doctor is able to take part in additional or external duties relevant to the post e.g. Royal College examiner duties, ARCP and recruitment panel duties, or medical appraiser flexibly within the annual time-table. The doctor is able to develop special interests in conditions relevant to the post.

It is not practically possible to include all the meetings/ appointments in the weekly timetable. This timetable is flexible and subject to change according to the needs of the service. There is a reciprocal cross cover arrangement with other inpatient Consultant for planned Annual/ Study or other leave.

FURTHER INFORMATION AND VISITS

For further information and to arrange a visit contact Paula Thompson, Acute Pathway Services Manager on 01302 798412 (paula.thompson12@nhs.net)) or Dr Sonja Kruger, Medical Director Doncaster Care Group on 03000 211 462 (Sonja.Kruger@nhs.net).

Note: This job description does not form part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience in consultation with the post holder.

Appendix 1

PERSON SPECIFICATION

Rotherham Doncaster and South Humber NHS Foundation Trust	Job Title: Consultant in General Adult Psychiatry – Inpatients	Whole Time ■ Part Time ☐ Job Share ☐ Hours	Permanent ■ Temporary ☐ Fixed Term ☐
SHORTLISTING CRITERIA RELEVANT TO THE JOB	**ESSENTIAL** (Necessary for the safe and effective performance)	**ADDITIONAL/USEFUL** (Elements that contribute to improved performance)	
PROFESSIONAL QUALIFICATIONS	Full registration with the GMC and license to practice Inclusion on the GMC Specialist Register for Adult Psychiatry or a trainee within six months of completing their CCT.	MRCPsych or equivalent higher qualification. Higher Specialist Training in Adult Psychiatry (e.g. SpR scheme). MD, Management qualification, other professional qualification (e.g. CBT, PSI, CAT).	
CLINICAL EXPERIENCE	Previous experience within General Adult psychiatry. Experience of psychiatric practice in a range of settings. Experience of General Adult in-patient psychiatry. Experience of audit and an understanding of the principles of clinical governance	Prior experience working as a Consultant in General Adult psychiatry. Evidence of development of a special interest. Proven commitment to improving the quality of clinical care. Other special interest/expertise relevant to the post.	

COMMUNICATION SKILLS	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: · That applicants have undertaken undergraduate medical training in English; · Have achieved the scores of 7.5 in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.	
FURTHER TRAINING	Knowledge of research processes. Committed to Continuing Professional Development.	Sound knowledge of NHS management structures and systems.
SPECIAL SKILLS/APPITUDES	Clinical supervision experience/skills. The aptitude and potential to develop a leadership role within the service with special emphasis on leading on quality and clinical standards and engaging in service improvement	Ability to undertake training/mentoring of medical staff in training grades and enthusiasm for education.
OTHER FACTORS	Approved or eligible for approval under section 12(2) MHA 1983. Approved or eligible for Approved Clinician Status. Able to travel to the hospital site within the working wee and out of hours. To fulfil commitments and respond to emergencies in an appropriate and timely manner. Occupational Health clearance for the role specified. Eligibility to reside and work in the UK. Satisfactory DBS clearance.	Access to motor vehicle with appropriate license.