

LON-NE-C-035 20 (V2)(Final)

JOB DESCRIPTION

CONSULTANT PSYCHIATRIST – COMMUNITY MENTAL HEALTH TEAM FOR OLDER PEOPLE

MID-BEDFORDSHIRE

10 Programmed Activities



We care

We respect |

We are inclusive

Introduction to East London Foundation Trust

We care | We respect | We are inclusive

Originally formed in 2000, East London NHS Foundation Trust has long been recognised as a centre of excellence for mental health care, innovation and improvement. Our ambition is to make a positive difference by providing people with mental and community health care services that support their recovery and help them to achieve the most fulfilling lives possible. Everything we do is driven by our values of care, respect and inclusivity. Our patients' needs matter most and we are constantly working to improve our support for all who use and have contact with our services. Our extensive research approach, commitment to education and emphasis on quality means we are at the forefront of excellence in mental health care. This has helped lead to a number of pioneering health solutions and our recognition as Trust of the Year at the Patient Safety Awards 2015 and winner of the Staff Engagement Award at the Health Service Journal awards in 2015

Our Patch

Wherever patients receive our services and from whichever team, our values of care, respect and inclusivity underpin all that we do. We were first established as a mental health trust to cover East London, but have been broadening our remit for some time. Our core area includes City of London, Hackney, Newham and Tower Hamlets and (since April 2015) Bedfordshire and Luton. We also deliver numerous services to many other people further afield. They include specialist services in north east London, psychological therapies in Richmond and an award-winning specialist mother and baby psychiatric unit in Homerton that receives referrals from all across the south east.

Trust details

Our staff, estate and population

Our 5,000 staff, the heart of our operation, provide £353 million worth of services from over 100 community and inpatient sites. We never stand still and over £12 million is being spent in the current year alone to improve the environment and facilities for our patients, their carers and families. Our East London population totals around 750,000 and we are proud to serve one of the most culturally diverse parts of the UK. Our recent move into Bedfordshire and Luton means that we are now responsible for a further 630,000 people's mental health care needs.

Further information on ELFT can be found on our website: www.elft.nhs.uk

The Patch



ELFT as an Employer

ELFT was included in the Top 10 of HSJ's Best Places to Work in 2014 and is recognised as a Stonewall Diversity Champion.

The 2014 National NHS Staff Survey placed East London NHS Foundation Trust among the highest in the country for staff engagement and satisfaction. The Trust achieved the best score in the country for job satisfaction, staff motivation at work, and staff feeling empowered to contribute towards improvements at work. The Trust employs 5,000 people in a variety of full-time and part-time posts. Making the Trust an excellent place to work is important to us and one of our key priorities. To achieve this the Trust is doing a lot to improve the working lives of staff, such as making flexible working hours available to those people who have younger children and/or who are carers.

Our Focus on Quality

Quality of care is the Trust's top priority. It is at the forefront of all that we do and is firmly embodied in our mission to provide the highest quality mental health and community care in England by 2020.

Being the very best requires continual improvement – always seeking to do things better. Sometimes it involves fundamental change in the way things are done, with everyone working

together sharing the same passion and commitment. Our strategy takes a whole-organisation approach to quality improvement, and is built on experience and best practice from healthcare organisations and systems across the globe.

Our commitment to quality is evidenced by two Trust teams, *Safer Wards* and *Globe Ward Violence Project*, having been short-listed in the British Medical Journal 2015 Awards. Both teams are conducting projects aimed at reducing incidents of violence and aggression on inpatient awards. ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

ELFT as a Research Centre

The Trust has university status and is linked with the University of London, City University and South Bank University. The Unit for Social and Community Psychiatry was established in 1997 and located on the site of the Newham Centre for Mental Health. It is supported by the East London NHS Foundation Trust and Queen Mary, University of London. The Unit has an internationally renowned research group, has generated more than £15m of external competitive grants since 2005, and publishes more than 20 research papers in peer-reviewed journals every year. In 2012, it became a designated Collaborating Centre of the World Health Organisation (one of only 18 mental health related WHO Collaborating Centres in Europe and the only one specifically for Mental Health Services Development in the world).

Management Structure of the Trust

Board Chair	Eileen Taylor
Chief Executive Officer	Paul Calaminius
Chief Medical Officer	Dr David Bridle
Chief Operations Officer	Edwin Ndlovu
Chief Nurse & Deputy CEO	Lorraine Sunduza
Interim Chief Financial Officer	Samanthi Gibbens
Director of Integrated Care & Deputy CEO	Richard Fradgley
Chief Quality Officer	Dr Amar Shah
Director of Commercial Development	Dr Mohit Venkataram

Bedfordshire Mental Health and Wellbeing Service

ELFT has been providing mental health services in Luton and Bedfordshire since April 2015. The scope of services includes adult services (including services for older people and people with learning disabilities), child and adolescent mental health services, improving access to psychological therapies and rehabilitation and recovery services.

Leadership Structure

Medical Director	Dr Angharad Ruttley
Director of Nursing	Claire McKenna
Director of Mental Health & Wellbeing Services for Luton & Bedfordshire	Michelle Bradley
Clinical Director – Inpatients	Dr Guy Thompson
Clinical Director – Community	Dr Reena Sani
Clinical Director – Crisis Care	Dr Elena Baker Glenn
Clinical Director – Learning Disabilities	Dr Sanjay Nelson
Director of Specialist Services	Sarah Wilson
Clinical Director – CAMHS	Dr Cathy Lavelle

Population Served

Bedfordshire

At 2013, Bedfordshire had a population of 426,000 (161,400 in Bedford Borough and 264,500 in Central Bedfordshire). The age profile of Bedfordshire's population is similar to that of the England population. The Bedfordshire population is predicted to grow, both because people will live longer and because of new housing developments, reaching 471,270 by 2017. The number of older people (over 65) in Bedfordshire is expected to rise significantly, with increases of around 30% - 35% expected between 2012 and 2021.

The prevalence of mental health conditions in the Bedfordshire population is expected to rise in the coming years in line with population growth, with a more rapid rise in the number of people suffering from dementia.

The Bedfordshire population is predominantly of White British ethnicity (82.7%). Black and minority ethnic (BME) groups represent approximately 16% of the Bedfordshire population although the historic town of Bedford is highly diverse.

Overall deprivation in Bedfordshire is lower than the national average, with Bedford borough ranking mid-range nationally on overall deprivation and Central Bedfordshire in the least

deprived 20% of local authorities. However, around 15.5% of children in Bedfordshire live in poverty.

Luton

As of 2021 census the population of Luton was around 218,000. The age profile of Luton's population, including people over 65, was as follows:

0-17 years approximately 25% of the population, 18-64 years approximately 60% of the population & 65 years and over approximately 15% of the population.

There has been a trend of increasing life expectancy and an aging population. This trend has been driven by factors such as improved healthcare, better living conditions, and advancements in medical technology. As a result, the elderly population, typically defined as those aged 65 and older, has been growing over the years.

Projections made prior to 2021 suggested that the elderly population would continue to grow in the coming decades. This growth in the elderly population has significant implications for various sectors, including healthcare.

In the 2011 Luton's population was reported as follows:

White British: Approximately 44% of the population.

Asian/Asian British: Approximately 33% of the population.

Black/African/Caribbean/Black British: Approximately 14% of the population.

Other ethnic groups: Approximately 9% of the population.

Mid-Bedfordshire Community Mental Health Services for Older People

Details of the post

Role Summary

JOB TITLE:	Consultant Psychiatrist – Mid-Bedfordshire Community Mental Health Team for Older People.
ACCOUNTABLE TO:	Clinical Director
RESPONSIBLE TO:	Medical Director
BASE:	The Lawns Resource Centre, The Baulk, Biggleswade, SG18 0PT
HOURS:	Full time 10 PAs (40 hours)
CONTRACT:	Permanent

This is a substantive full-time community post in old age psychiatry but applications may be considered from those wishing to work part-time or job-share. The current caseload of the team is around 300 patients which includes new patients, section 117 reviews, non CPA and CPA patient group. Recent survey has revealed [Bedford has a total population is 176,800 and an older adults' population of 31,700 \(17.93%\)](#). The post holder will work closely with the three other substantive older adults' consultants in Bedford - one working Bedford Memory Services, one Bedford Crisis team and Dementia Intensive Support (DISS) Team and third Consultant working with the Bedford Hospital Psychiatry Liaison Service. We also have two Older Adult Consultants working with our 26 bedded inpatient unit at Fountains Court, Merton Road, Bedford.

Candidates must hold either a CCT or achieved Article 14 (4) of the GMC's specialist register with evidence of relevant training and experience. Full registration with the GMC and a UK driving licence are also essential. The successful candidate will be subject to appraisal and validation process according to Trust policies and procedures.

Main Duties of the Post:

Clinical

- The post holder will provide consultant input and leadership for patients from Mid-Bedfordshire who are referred to or are under the care of the CMHT. The post holder will offer new patient assessments where appropriate and also supervise and support other MDT members in new patient assessment work. The post holder will be available for planned CPA reviews and also urgent non- CPA clinical reviews.
- The post holder will carry out initial assessments for patients referred to the CMHT for Older People, mainly with functional mental health problems.
- The post holder will offer home assessments and reviews for both routine and emergency work, including MHA and mental capacity assessments, when necessary.
- The post holder will provide (or ensure referral to the appropriate service for) up to date evidence based interventions for patients under their care.
- The post holder will liaise promptly with patients, carers, community and other psychiatrist colleagues, general practitioners, and voluntary and statutory organisations to ensure high quality and well co-ordinated care.
- The post holder will liaise with other clinicians as necessary regarding the physical health of patients under their care, and provide an appropriate level of physical health care assessment and review according to circumstance.
- The post holder will complete administrative tasks as necessary in a timely manner.
- The post holder will be expected to work with other doctors in the MHCOP service in Bedford in a flexible manner to cover planned and unplanned absences of short term duration, and to work with other members of the medical team to maintain a safe service at all times.

Medical Management

The post holder's immediate line manager is the Associate Clinical Director for Older Adults services. The Associate Clinical Director reports to, Clinical Director for Adult and Older Adults Services. Bedfordshire has a Medical Director whom the Clinical Directors report to, overall responsibility rests with the Medical Director. The Medical Director is based at Charter house, Luton.

The consultant will provide medical advice to the management process, including the design of protocols and policies and take on strategic and planning roles. They will have the opportunity to share in wider administrative tasks within the Trust, such as Clinical Tutor, Chair of the Medical Advisory Group, Service Line Lead, Audit Consultants, Deputy Medical Director and Medical Director and may be supported to engage in external duties (e.g. to work at the Royal College) if such duties can be accommodated in job planning and do not impact negatively on core roles and responsibilities.

Operational Management

There is a Bedfordshire Older Adult's Service Director, who manages all the Community Older Adults Services across Luton and Bedfordshire. There is an Associate Clinical Director and an Assistant Director across all the three Community Older Adults and memory assessment services. There are three operational leads, one for the Bedford Older Adults' CMHT and Mid Bedfordshire CMHT, one for the CMHTs of South Bedfordshire and Luton and the third one for Bedfordshire Memory Services. The managers of the four Community Older adults' teams - Bedford, Mid Bedfordshire, South Bedfordshire and Luton, report to the operational leads in their respective geographical areas.

Leave

The post holder will be entitled to 32 days of annual leave (increasing to 34 days after completing 7 years as a consultant). The consultants are expected to provide cover for their colleagues on mutual agreement. The request for annual leave periods over 3 days have to be made 6 weeks prior to the commencing date. Electronic leave forms are available to be downloaded from the trust website. The post holder is entitled to study leave, sick leave, professional leave and compassionate leave when applied in accordance with Trust Policy and Guidelines. A consultant is entitled to 30 days of study leave over 3 years. Each consultant has a study budget, all requests for study leave have to be approved by the Clinical Director and the Director for Medical Education.

Consultant cover for leave will be provided by one of the other in-patient Consultant colleagues.

Out of Hours and Emergency Cover Arrangements

From 9 am to 5 pm, Monday to Friday, the consultant will be responsible for any emergencies, which arise within his/her service. Cover by consultant colleagues in General Adult Psychiatry may be arranged when on leave or attending professional activities elsewhere.

The post holder will be expected to take part in the out-of-hours Trust-wide on-call rota (currently 1:26 covering adult, older adult and learning disability services). The on call duties

mainly consist of providing advice to first and second on call doctors and attending seclusion reviews if patient in seclusion for over 24 hours at weekend (rare occurrence). An allowance of 1% basic salary covers this duty. The specialities covered on-call includes General Adult acute patients, Older Adult acute and functional patients and Learning disability patients at Coppice. We have separate CAMHS on-call Consultant rota.

The first on-call rota is provided by CT1 to CT3 trainees and GPVTS trainees. A second on-call rota is provided by middle grade doctors.

Junior Medical Staff

There is a Senior Speciality grade doctor (1.0 WTE) currently working in along with the Consultant with the Mid-Bedford CMHT. The post holder may at times (depending on allocation and posts being filled) receive support of one junior doctors (either a core trainee or GPVTS depending on allocation that rotation). All junior doctors receive one hour's supervision time per week, over and above the time for day-to-day clinical supervision. Special interest sessions from higher trainees will also be explored with the successful candidate. This will be accounted for in the final job plan which will be agreed with the clinical director at the commencement of the post.

Other members of the team

The MDT is made up of 1 team manager, 4 Community Psychiatric Nurses, 3 Senior social worker (1 Senior), 2 Senior support Workers (1 Senior), Clinical Psychologist, Assistant Psychologist, an Occupational therapist.

There is also an Older People's People Participation Lead who works closely with the team.

Secretary

Shared secretarial support will be provided through an established medical secretary who would cover the Consultant (post holder) and the speciality grade doctor in the team.

Office

The consultant will have their own office at The Lawns Resource Centre, Biggleswade. They will be provided with a mobile phone and desktop or mobile computer.

Teaching, Training, Research and Audit

Both research and teaching are key activities within the Trust, a significant part of its income (SIFT) being associated with provision of lectures, clinical teaching and education to undergraduates. The appointee will thus be expected to provide appropriate teaching and supervision of attached medical students.

The post holder will be allocated a mentor for the 1st year of appointment and will be closely supported and supervised by the Clinical Director.

The trust has a Director of Medical Education who will support the post holders training and educational needs.

The successful candidate will be expected to participate in quality improvement as part of the Trust's Clinical Effectiveness programme which will include engaging in audit.

There is a weekly Trust wide teaching programme held on a Wednesday afternoon in a convenient location for all doctors. All doctors are encouraged to attend the teaching programme and a certificate of attendance is provided as evidence for CPD at the end of each term.

There will be opportunities to provide teaching for staff in other disciplines.

The post holder will be encouraged to undertake relevant training to become an approved clinical and educational supervisor with adequate support from the Associate Director of Medical Education and resources from the medical education department. This will enable them to take on responsibility for designated trainees in Psychiatry.

There is a central educational resource pool i.e Newcombe library which is Trust wide and the candidate would have access to other trust educational resources.

The post holder is expected to maintain good standing with the Royal College of Psychiatrists and maintain licence to practice from the GMC through successful revalidation arrangements. It would be possible to link with academic departments in Cambridge or Anglia Ruskin University.

The post holder is encouraged to join one of the established PDP groups run in each locality.

Support and Wellbeing

CMHT has regular team reflective practice which the post holder would be expected to participate in. The team have use of the 'staff retreat' breakout space on site at Florence Ball House.

All consultants have opportunity to participate in a Consultant reflective practice space monthly led by a consultant psychotherapist, and have opportunity to join a psychotherapy led complex case discussion group monthly.

The post holder will be allocated a mentor for the 1st year of appointment and will be closely supported and supervised by their line manager and Clinical Director. They will be supported to join a PDP group. They are encouraged to join the ELFT consultant buddying scheme. There is also opportunity to receive coaching.

There are active staff networks including Women, LGBT, Ability, Intergenerational and BAME groups which the post-holder can join.

Staff can access occupational health support through team prevent elft@teamprevent.co.uk. Care first, a 24-hr staff helpline, is also available through www.carefirst-lifestyle.co.uk. Further information on occupational health is provided at the Trust Induction or through the post holder's line manager or staff intranet.

The ELFT People and Culture Organizational development team can offer bespoke organizational development interventions to team and services when indicated, which includes coaching and mediation.

The team also offer an extensive staff wellbeing programme which is updated regularly. Regular virtual short yoga and mindfulness sessions are available to staff to encourage breaks in the working day. Yoga, Pilates and body combat sessions are also offered (virtually) and you can join the ELFT choir, ELFT in 1voice. Other offers in place include eye care vouchers, a cycle to work scheme and a subsidy towards the cost of Holiday Play Schemes during school holidays.

All staff can access the BLMK Keeping Well Hub, which offers mental health staff support for staff working in NHS organisations within Bedford, Luton and Milton Keynes through telephone, face to face or online chat support and onward referral. Sleepio and Silvercloud apps are offered to ELFT staff free to use.

Continuing professional development (CPD)

There is a weekly Trust wide teaching programme held on a Wednesday afternoon in a convenient location for all doctors. All doctors are encouraged to attend the teaching programme and a certificate of attendance is provided as evidence for CPD at the end of each term.

There will be opportunities to provide teaching for staff in other disciplines.

The post holder is expected to maintain good standing with the Royal College of Psychiatrists and maintain licence to practice from the GMC through successful revalidation arrangements. The post holder is encouraged to join one of the established PDP groups run in each locality and will access a monthly consultant peer-review case discussion group

The post holder can also take advantage of the Trust wide Bart's Academic Afternoons monthly, either by livestream or at Bart's Hospital.

The post-holder will access 30 days of study leave entitlement for study leave that could be for e.g. attending conferences, providing training, shadowing other services, etc. There is a £3000 study leave budget spread over a 3-year cycle; with CPD activities reflecting the consultant's individual personal development plan

Clinical Governance

Consultants will be expected to support and develop systems which enable improved quality. Learning from audit, complaints and serious untoward incidents will be achieved by leading and overseeing clinical work and contributing to the performance framework and the regular learning lessons sessions and presentations which will be set up for multi-disciplinary teams.

The consultant will be supported and encouraged to take part in Quality Improvement and participation in the monthly Healthcare Quality and Governance meeting for the pathway is expected.

External Duties

There are no external duties

Mentorship

The post holder will have access to mentorship from a senior Consultant.

Appraisal and Revalidation

The Trust is committed to medical revalidation and appraisals and the post holder is required to undergo annual appraisals to support the revalidation process and continuous improvement of services. The appraisal process is in accordance with the Trust's Medical Appraisal Policy.

The Trust currently uses SARD electronic appraisal system.

Provisional Job Plan and Timetable

A standard whole time job plan will contain 10 Programmed Activities each consisting of 4 hours. For this post there will be 7.5 PAs for Direct Clinical Care and 2.5 PAs for Supporting Professional Activities. These Programmed Activities are subject to formal appraisal together with the job plan. The job plan will be developed further in consultation with the Clinical Director.

Direct Clinical Care

- 2 PA Memory Assessment Clinic
- 2 PA CMHT Outpatient clinic
- 1 PA CMHT Home Visits
- 1.5 PA Clinical admin/Emergencies
- 1 PA Team meeting

Supporting PAs

- 1 PA Continuing Professional Development

1 PA Clinical management, Clinical Audit, SI and Complaint investigations

0.5 PA Teaching, Supervision of junior doctors

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
A M	CMHT Clinic (1.0 DCC)	MAS Clinic (1.0 DCC)	MDT Meeting (1.0 DCC)	MAS Clinic (1.0 DCC)	CMHT Clinic (1.0 DCC)
P M	CMHT Home visits (1.0 DCC)	Admin (1.0 DCC)	CPD/Trust Academic teaching (1.0 SPA)	Audit/Research/SI and Complaint investigations (1.0 SPA)	Admin/Junior doctor, Speciality doctor supervision (0.5DCC/0.5 SPA)

ELFT Policies and Procedures

Assurance Statement

The purpose of this job description is to outline levels of responsibility and accountability of this post, to ensure that all work undertaken by our staff is identified and lines of accountability are clear.

Equal Opportunities Statement

ELFT operates an Equal Opportunities Policy and expects staff to have a commitment to equal opportunity policies in relation to employment and service delivery.

No Smoking Policy

ELFT is committed to a policy which discourages smoking and prohibits smoking on Trust property and on Trust business outside it.

Infection Control

The post holder is accountable and responsible for the prevention of healthcare associated infections by complying with all Infection Prevention & Control policies and procedures in line with legislation (Health Act 2006; Code of Practice for the Prevention and Control of Healthcare Associated Infections.)

Data Protection Act 1998

The Data protection act (1998) is to ensure compliance with all Trust policies, and those procedures relevant to the area of work.

At all times maintain high levels of confidentiality and information security, complying with the relevant legislation such as the Data Protection Act and the Computer Misuse Act.

Where any processing of information takes place (paper records or electronically) ensure that the data is of good quality, accurate and relevant for purpose.

All employees must adhere to the Trust's Policy on the Protection and Use of Personal Information which provides guidance on the use and disclosure of information. The Trust also has a range of policies for the use of computer equipment and computer generated information. These policies detail the employee's legal obligations and include references to current legislation. Copies of the Policy on the Protection and Use of Personal Information and other Information Technology policies are included in the Trust's Policies and Procedures Manual/Intranet.

Confidentiality

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.

You are required to observe the strictest confidence regarding any Confidential Information relating to work of the Trust, its patients/clients and its employees.

"Confidential Information" includes but is not limited to information relating to the Trust received by you in the course of your employment with the Trust or its predecessors, information relating to patients, personnel information, budgeting and financial information and information in respect of which the Trust owes a duty of confidentiality to a third party.

You are required not to disclose any Confidential Information either during or after your employment with the Trust, unless expressly authorised to do so by the Trust or required in the proper performance of your duties or as required by law.

This obligation will cease only when such information comes into the public domain other than through unauthorised disclosure by you.

Failure to comply with these requirements could result in action being taken under the Trust's Disciplinary Policy and Procedure.

This obligation is without prejudice to the law concerning protected disclosures in the Public Interest Disclosure Act 1998 (the so-called "Whistleblowers Act").

Health and Safety

All employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to provide a safe environment for employees and visitors.

Safeguarding Duty

“It is the responsibility of the post holder to be aware of and follow the legislation and guidance regarding Safeguarding Children and Adults as stated in the Trust’s Safeguarding Policy. This applies to all staff regardless of which member of the family is the primary client. The post holder is responsible for ensuring they receive the appropriate level of Safeguarding Children training according to their role”.

Information Technology

It is the responsibility of the post holder to have a level of IT competence relevant to their job role and will be expected to continue to keep their skills up to date as part of their Continuing Professional Development.

NHS Constitution

You are responsible for ensuring that the values outlined in the NHS Constitution are adhered to daily and any matters of concern are raised with the relevant Line Manager or through the necessary processes within the Trust.

You are responsible for delivering a compassionate, dignified and respectful service to patients at all times.

PERSON SPECIFICATION

	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
QUALIFICATIONS	Fully registered with the General Medical Council	A	A higher degree such as MD or PhD	A
	Eligible for inclusion in the GMC Specialist Register (or Specialist Registrar within 6 months of gaining CCT at time of interview).	A		
	Membership or Fellowship of the Royal College of Psychiatrists or equivalent qualification (in accordance with Royal	A		

	College of Psychiatrists guidelines)			
	Eligible for Section 12 Approval (Mental Health Act)/ Approved Clinician or willing to apply for such approval once in post.	A		
KNOWLEDGE AND EXPERIENCE	Experience of clinical work in Perinatal Psychiatry at SpR, SASG or consultant level within the last 3 years	A, I	Experience of service development and introducing new services in mental health	A, I
	Excellent working knowledge and experience of the application of the Mental Health Act	A, I	Experience of working at consultant level with physical health interface.	A, I
	Appreciation and understanding of ethnic minority issues and a commitment to developing culturally sensitive practices	A, I		A, I
	Understanding of social factors relevant to psychiatry	I		
	Robust experience of working with severe and enduring mental illness and risk assessment, management	A, I		
	Leadership skills	A, I, R	Formal leadership and management training	A, I

ORGANISATION AL SKILLS/ ABILITIES	Ability to work as a part of multidisciplinary, multi-model team	I, R	Experience of team /service leadership	A, I
	Ability to manage complex workloads and support others to do that	I, R	Experience of organisational development work	I
	Consultation skills to services, teams and individuals	I, R	Project management ability	A, I
	Commitment to working in multidisciplinary setting	A, I		
	Commitment to working with service users on service development	A, I, R		
CLINICAL SKILLS AND SUPERVISION	Ability to work in multi-disciplinary team and provide leadership for the team	I, R	Experience in supervising trainee doctors and SAS doctors	A, I
	Self-motivating and innovative	A, I		
	Expertise in risk assessment	A, I		
	Confident in therapeutic risk taking	I		
	Commitment to clinical governance	A, I		
TEACHING	Experience in teaching junior staff	A	Medical education qualification	A
	Good teaching and communication skills	A, I		

	Experience of teaching medical undergraduates and postgraduates	A		
	Experience of teaching non-medical mental health professionals	A		
RESEARCH AND AUDIT	Experience of research work, or be able to interpret research findings and apply them to clinical practice.	A, I	Experience of grant-funded project work	A
	Audit experience	A, I	Publications in peer-reviewed journals in relevant academic fields	A
OTHER REQUIREMENTS	UK driving licence	A, I	Car owner	A, I