


Consultant Psychiatrist Job Description and Person Specification

Post and Speciality	Consultant Perinatal Psychiatrist Specialist Mother and Baby Mental Health Service (SMABS)
Contract:	10 programmed activities On-call consultant rota for Bradford or Airedale
RCPsych approval details:	NY YORK-CO-NTH-2022-00389 (approved) 
Base	SMABS 2-8 St Martin's Avenue Fieldhead Business Centre Bradford BD7 1LG
Accountable professionally to:	Medical Director
Accountable operationally to:	Clinical Directors General Manager
Key working relationships and lines of responsibility:	Team Leader: Minna Ylatalo Service Manager: Bernard Hughes Deputy Director of Operations: Alix Jeavons Clinical Directors: Dr Himanshu Garg/Dr Anitha Mukundan R&D Director: Dr Gregor Russell Medical Director: Dr David Sims Deputy Medical Director: Dr Sarfaraz Shora Associate Medical Director (education) – Dr Mahmood Khan Chief Operating Officer: Kelly Barker Chief Executive: Therese Pattern

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1. Introduction

Bradford District Care NHS Foundation Trust (BDCFT or the Trust) consists of an organization of over 2800 staff and provides a range of mental health and community services including acute and non-acute mental health and learning disability services, district nursing, health visiting as well as other allied health services to a population of 580,000 within the Bradford, Airedale, Wharfedale and Craven localities.



2. Trust details

Bradford District Care NHS Foundation Trust is a provider of award-winning mental health, learning disabilities and community health services to a growing population of 580,000 people across a diverse district comprising urban and rural Bradford, Airedale, and Craven. The population is one of the most multicultural in Britain with over 100 languages. The Trust was authorised as a Foundation Trust from 1 May 2015 and became known as Bradford District Care NHS Foundation Trust.

The Trust employs over 2,800 staff who provide healthcare and specialist services to the people living in Bradford, Airedale, Wharfedale and Craven. Our care and clinical expertise are spread over 50 sites and over the last year we provided 61 different services.

We are all dedicated to:

Our purpose (what we're here to do)

'To create connected communities and help people to feel as healthy as they can be at every point in their lives'

Our vision (our long term goal)

'To connect people to the best quality care, when and where they need it, and be a national role model as an employer'.

Our values (how we'll do it)

'We care, We listen, We deliver'

Our actions and goals (what we're focusing on)

'All our activities will contribute to one or more of these goals: best quality services, seamless access, healthy as possible and for staff, best place to work.'

And why (our core statement)?

*We've summed this up in three words; everything we do will focus on making '**better lives, together**', whether it's our staff or the communities we serve.*



BDCFT was authorised as a Foundation Trust from 1 May 2015. The Trust provides healthcare and specialist services to the people living in Bradford, Airedale, Wharfedale and Craven.

These services can be divided into four main areas:

- Mental health services
- Learning disability services
- Community-based physical health services
- Dental services.

Our main sites are situated at Lynfield Mount Hospital, Bradford and the Airedale Centre for Mental Health, Steeton, whilst our Trust Headquarters is based at New Mill, Saltaire. The Trust also owns and leases a range of community properties including Horton Park Centre, Field head Business Centre, Somerset House, Meridian House, and the Craven Centre at Skipton Hospital.

For more information about us see <https://www.bdct.nhs.uk/about-us/vision-values-goals-strategy-plan/>

3. Services.

The trust's mental health services provide the following services.

General Adult Community

- 5 CMHT's across Bradford and Airedale: Location of these CMHTs is:

North CMHT- Somerset House, Shipley BD 18 3BP

City CMHT- Horton Park Centre, Little Horton, Bradford

South & West CMHT- Field head Unit, 10-16 St. Martins Avenue, Bradford BD7 1LG

Airedale CMHT- Meridian House, Bradford Road, Keighley, BD21 4AD

Craven CMHT- Craven Centre, Skipton Hospital, Skipton BD23 2RJ

- Intensive Outreach Team
- Early Intervention in Psychosis
- Community Perinatal mental health services

Acute care pathway- General adult

- Two male wards (Oak burn & Maple beck) and a female ward (Ashbrook) in Bradford (Lynfield Mount Hospital) and one male (Fern) and one female ward (Heather) in Airedale (Airedale centre for mental Health)
- Psychiatric Intensive Care Ward (Clover)
- Intensive Home treatment Team (also covering older age adults)
- Acute Liaison Psychiatry Service (Core 24) – Due to start in May 2022

Older peoples' services.

- 4 older peoples' Community Mental Health Teams provide support for service users who are experiencing psychiatric illnesses both relating to Dementia and non-Dementia related illnesses
- Memory Assessment and Treatment Services
- Mental Health liaison team
- Care Home liaison services
- The inpatient service, delivered across two sites – The Dementia Assessment Unit at Lynfield Mount Hospital (LMH) and Bracken Ward at the Airedale Centre for Mental Health (ACMH).
- The Intensive Home Treatment Team (IHTT) support service users in their own environments as an alternative to hospital admission

Child and adult Mental Health Services (CAMHS)

CAMHS are provided in the community by a District-wide CAMHS Care Group supporting both locality-based services and District-wide specialisms. The services are currently provided from three bases: Craven base in Skipton, Hillbrook House in Keighley and Fieldhead House in Bradford.

Forensic Services

3 wards in low secure setting, supported by 2 WTE Forensic consultant Psychiatrists.

Learning disability services.

- Community Learning disability team supported by 2 WTE consultant psychiatrists and a specialty doctor.
- Inpatient services- Assessment and Treatment Unit.

Adult Autism and ADHD service

Bradford and Airedale neurodevelopment Service provides initial assessment and ongoing treatment for Adult ADHD and diagnostic assessment for Autism.

4. Service details

The Specialist Mother and Baby Mental Health Service (SMABS) is a community perinatal mental health service commissioned service with the Bradford District Care Foundation Trust. Across the catchment of Bradford, Airedale and Craven there are approximately 8,000 live births per year. The main maternity hospital sites being Bradford (6,000 births) and Airedale (2,000 births).

SMABS accepts referrals from any service including, midwives, health visitors, GPs, CPNs, Obstetricians, Psychologists and Psychiatrists. It also accepts referrals from social workers and workers in the voluntary sector. All adult mental health referrals come to the Single Point of Access and currently all perinatal mental health referrals are directed to SMABS. These referrals are then triaged. Those triaged as appropriate for the service will be offered a face to face or telemedicine assessment. Referral on, for example to IAPT, CMHT or EIP and signposting is provided and, if indicated, specialist advice will be provided by e-mail.

The service currently accepts referrals and care coordinates for women experiencing moderate to severe mental illness in pregnancy until the baby's first birthday, or women with established diagnoses known to carry particular risks in the perinatal period who are not under adult mental health services:

- bipolar affective disorder
- psychotic illness

- post-partum psychosis
- severe recurrent depression (requiring secondary care treatment)
- other severe perinatal mental illness requiring secondary care treatment (e.g. severe anxiety, OCD)
- complex presentations of perinatal mental illness depression, anxiety, complex trauma affecting the parent-infant relationship.

For women who are already under the care of an adult mental health team or CAMHS, SMABS do not take over care coordination but offer advice, support and additional input as appropriate. This input may be prescribing advice, ensuring a collaborative and comprehensive pre-birth care plan is completed for all high-risk pregnant women or unwell mothers, increased monitoring, to offer specialist perinatal advice for the care of complex clients, assist admission to MBU or inpatient admission, or the community interventions such as parent-infant interventions, pre-conception advice.

As a multidisciplinary team we focus equally on parenting and the needs of the child as on symptomatic and functional improvement in the mother's illness. We are an integrated mental health team with some parent-infant mental health expertise which we see developing over the next five years.

SMABS is a 9 to 5 Monday to Friday Service. It includes a duty system and advice line for referrers 8.30 – 4.00pm. The duty system ensures all referrals are processed in as timely a way as possible. The Perinatal duty worker, who is a band 6 or above, screens all referrals and discusses urgent or emergency referrals with the Clinical and Operational leads for allocation.

Currently, the SMABS team does not accept referrals directly and is not commissioned to provide assessments on an emergency basis. The Duty worker provides support and advice to Single Point of Access, First Response, Acute Community Liaison Services and Intensive Home Treatment Teams that work 24/7. The duty worker will liaise with doctors in the team to ensure advice and response offered is appropriate. SMABS will support emergency assessments with joint working whenever possible. Assessment, feedback MDT meetings are

held each week to discuss referrals and initial assessments. Where admission is needed our regional Mother and Baby Unit is in Leeds.

Summary of post

This is a new post, joining the existing Consultant Dr Lian Chua who works 6 Programmed Activities. The two Consultants will provide medical input and leadership to the Specialist Mother and Baby Mental Health Service (SMABS) within the NHS Bradford District and Craven Clinical Commissioning Group (CCG)

The consultant will provide senior medical oversight of the caseload held by the team. The Consultant will hold a small and individual caseload but all clients on that caseload should either for assessment, pre-conception or be on CPA or care coordinated by SMABS.

Perinatal Community Clinical Staffing

Medical Staff	WTE
Consultant	0.6
Consultant	1.0 (post advertised)
Nursing and Allied Health Care staff	
Team Leader (Band 7)	1.0
Perinatal Mental Health Nurse (Band 6)	8.0
Nursery Nurses (Band 4)	2.0 (1 Social Worker Trainee) (out to recruit)
Occupational Therapist (Band 6)	1.0
Clinical Lead and Parent Infant Therapist	1.0
Therapist	0.6
Data and administrator	1.0

The multi-disciplinary team has grown since SMABS first established in 2018. In 2021-22 we provided access to 3.2% of the birth population. This Consultant post and a therapist post has been agreed this year. Further expansion of the team for 2023/24 is projected.

Estimated referral rates and caseload

NHSE access target for Bradford is based on the annual birth rate of the Bradford Airedale and Craven area of 8,324. Rather than working to the NHSE target of seeing 8.6% women, SMABS was commissioned to see 3.2% in 2021-22. In 2021-22 the service received 529 referrals (average 44 per month) and provided 486 advice episodes. SMABS assessed 288 women. The team caseload size currently is between 90-130.

SMABS funding is increasing in the two years 2022-24 working towards seeing 5%.

5% of the birth rate equates to assessing 470 women in 2023-24, this will equate to approximately 10 additional new referrals a month and the team expecting to hold a caseload of round 200-250.

6. Continuing Professional Development (CPD)

The Trust strongly supports consultant professional development and CPD will be available in line with Royal College of Psychiatrists' guidelines. There is a well-established local CPD peer group, each peer group comprises 4-5 consultants (from different specialities) that meet every 3 months. The post holder will take part in annual appraisal in line with the Medical Appraisal Policy and have an annual job plan review. As a Specialist will additionally be expected to belong to a Regional Perinatal Peer Supervision group that meet every 3 months.

Working closely with Senior Managers the post-holder will be encouraged to develop an area of specialist interest. Consultants on taking up appointment are encouraged to obtain a mentor (internal or external) using our local Trust arrangements supported by the Deputy Medical Director. The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of

7. Clinical Leadership and Medical Management

The Medical Director is supported by a Deputy Medical Director, an Associate Medical Director and Clinical Directors.

- Medical Director – Dr David Sims
- Deputy Medical Director and Director of Medical Education – Dr Sarfaraz Shora
- Associate Medical Director – Dr Mahmood Khan
- Director for Research and Development – Dr Gregor Russell
- Clinical Directors for General Adult (Community) – Dr Anitha Mukundan and Dr Himanshu Garg
- Clinical Director for Child and Adolescent Mental Health Service – Dr Nicola Dawson
- Clinical Director for General Adult (Inpatient Service) – Dr Suresh Bhoskar
- Clinical Director for Older Adults – Dr Sushanth Kamath
- Clinical Director for Specialist Service – Dr Larteque Lawson
- Clinical Director for Patient Safety – Dr Phalaksh Walishetty

The post holder will be a member of the Medical Council, which meets every month. Each care group consultants also meet up outside of the Medical Council alongside the service manager of their respective care group. Community consultants meet on a monthly basis chaired by the 2 community Clinical directors Dr Anitha Mukundan and Dr Himanshu Garg.

Each CMHT has a multidisciplinary leadership team of which the consultants are an integral part.

8. Appraisal and Job Planning

BDCT has a dedicated Revalidation Team which supports you with your appraisals and revalidation readiness. The Revalidation Team is led by a dedicated Responsible Officer. All appraisals are carried out by trained and appraised medical appraisers.

As part of your induction, you will meet the Revalidation Team and our Responsible Officer where you will be provided with a detailed Appraisal & Revalidation Handbook.

As a Trust we aim to minimise the administrative burden of medical appraisals so that you can reflect on your clinical practice, leadership, and career development. The Revalidation Team provides additional support with your appraisals including the below reports to cover the core supporting information required for your appraisal.:

- Significant Events Report
- Compliments & Complaints Report
- Mandatory Training Compliance Report
- Training Events Attendance Report
- Peer Group Attendance Report.
- Revalidation Tracker

The post holder will be required to maintain a good standing with the Royal College of Psychiatrists for their continuing professional development in line with national revalidation requirements evidenced through annual appraisals.

Consultants on taking up appointment are encouraged to obtain a mentor, this can be organized with the help of the Deputy Medical Director, who keeps a register of mentors or through the Trust.

The post holder will be expected to actively engage with the job planning process meeting with their line manager at least once per year to review and agree a job plan in line with contractual requirements in a timely way. This includes timely job plan reviews with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload)

As a Trust we are committed to ensuring all doctors have 2PAs (pro rata, no less than 1PA) of protected time for Supporting Professional Activities

9. Teaching and Training

Undergraduate

The Trust currently provides psychiatry placements for over 60 fourth year medical students from the University of Leeds, for over 15 Physician associate students from University of Bradford and up to 900 students for nursing and allied health professional roles.

There has been excellent feedback and recognition from Leeds Medical School in the Trust providing high quality teaching and placements. The post holder will have regular student placements and will have ample opportunities to be involved in teaching medical students. In addition, the post holder will be encouraged to support ESREP (Extended Student Research and Evaluation Projects) projects organized by Leeds Medical School, this is an excellent opportunity to supervise medical students involved in service evaluation or small-scale research projects. In 2019-20, Dr M Khan, Associate Medical Director for Undergraduate Teaching and Training was awarded, by University of Leeds, Clinical Teaching Excellence Award (Individual) and Bradford District Care Foundation Trust Undergraduate Medical Education Team were awarded Clinical Teaching Excellence Team Award.

Trust's proposal for offering a Coaching programme to 5th Year Medical Students, from University of Leeds, transitioning into Foundation Year was accepted by University of Leeds and this has been rolled out from September 2021.

Post-Graduate

The Trust is part of the West Yorkshire Core Training in Psychiatry, GPVTS and Foundation programmes and also part of the North, East and West Yorkshire Higher Training in Psychiatry programme offering wide experience of general adult psychiatry and sub-specialities, older adults psychiatry, children and adolescent psychiatry, intellectual disability psychiatry, forensic psychiatry and psychotherapy. Training is provided in a variety of settings including Lynfield Mount Hospital, Airedale Centre for Mental Health and 5 community settings.

The Trust has an excellent weekly postgraduate teaching and training program and all consultants have protected time to attend. The program consists of junior doctor case

presentations, journal club, consultant led serious incident/complex case presentations, audit meetings and invited external presenters.

The post-holder will be required to have recognized training for their Educational and Clinical Supervisor role. The Trusts junior doctor resource includes Foundation doctors (6 FY1 and 6 FY2), GP trainees (up to 10), Core Trainees (Bradford and Airedale Core Training Scheme - 12) and Higher Specialty Trainees (up to 10).

The Trust has the following medical educational/training leadership roles:

- Director of Medical Education – Dr Sarfaraz Shora
- Associate Medical Director for Undergraduate Medical Education – Dr Mahmood Khan
- SAS Tutor – Dr Paul Beavan
- College Tutor (Bradford) – Dr Himanshu Garg
- College Tutor (Airedale) – Dr Sushanth Kamath
- Foundation Tutor - Dr Sushanth Kamath
- Guardian for Safe Working – Dr Sarojit Ganguly
- CPD Lead – Dr Anil Pillai
- Undergraduate Co-ordinator – Dr Jo Ostler

Dr Anil Pillai is currently the Training Programme Director, for Specialty Trainees in Older Adults, for West Yorkshire Psychiatric Training scheme.

The Trust is supporting development of a Multi-Professional Approved Clinician workforce and Advance Nurse Practitioners who are provided clinical supervision by Consultant Psychiatrist.

10. Research

The Trust has an active and vibrant Research and Development department, offering support to NIHR Portfolio research projects at any one time. These projects reflect research activity from across the Trust's clinical areas, and supporting the goals of our research strategy, namely:

To further increase our capacity and reputation for high quality research.

To develop and undertake programmes of research that will deliver real benefit to our patients and communities.

To be at the forefront of evidence based innovative care and services

To maintain research management that facilitates research, and ensures safety of research participants

Working alongside local research networks, partner organisations, and with National and International University collaborations, BDCFT R&D continues to develop and excellent reputation of the delivery of both interventional and observational research.

The R&D department has strong collaborations with regional and national academic partners including Leeds, York, and Bradford Universities. We have a number of consultants who are Principal Investigators for studies and the post holder will be strongly encouraged to take an active part in the many ongoing research projects within the Trust.

The research delivery team consists of experienced research practitioners able to support all activities from assisting with feasibility and study setup, to participant facing work receiving consent and data collection.

The R&D Department also contributes to non-Portfolio research, service development and to Trust wide support for Evidence Based Practice projects. The Research Director for the Trust is Dr Gregor Russell.

11. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved under S12(2) of the Mental Health Act and as an Approved Clinician. The post holder is expected to maintain this approval whilst working in the post. There will be support through the study leave budget for maintaining this approval.

12. Secretarial Support and Office Facilities

Secretarial support is provided through a medical administrator hub with a clear agreement between administration and medical staff as to the standards expected. Diary management and the interface with professionals and service users is provided by a named medical administrator who works on a basis of 1WTE medical administrator to 3 consultants. In posts with additional support needs this has been addressed to provide the support required. Typing is provided through a BigHand server accessed by all administrators and actively managed. Trust's agile working policy Consultants are expected to work from a number of locations. The administrative support for the postholder meets the guidelines set out in the College's position statement PS06/2016 https://www.rcpsych.ac.uk/pdf/PS06_16.pdf.

A smart phone and a laptop are provided to all grade of doctors within the Trust.

The team has been working agile and particularly since COVID.

There is a shared doctors' office at the base where SMABS base is located.

13. Clinical Duties of Post Holder

- Assessment of new referrals and attending their formulation meetings.
- Providing pre-conception appointments and advice
- Medical review of patients as agreed in multi-disciplinary meetings.
- Attending daily huddle meetings
- Home visits when required.
- Attending multidisciplinary case review meetings whenever they are arranged.
- Attending weekly team meeting/leadership meetings.
- Attending management and academic meetings:-
 - Once a month – Medical Council.
 - Once a month- Community Consultants Meeting
 - Once in 3 months – Peer Group Meeting.
 - Once in 3 months – Regional Perinatal Peer Group Meeting
 - Once a month – Team Quality & Safety Meeting.

- Support SMABS Duty Worker who triage referrals and provide advice to professionals across a range of disciplines in maternity, primary care and secondary care.
- Advising obstetricians / GP's / liaison teams / ANPs / community and inpatient psychiatrists.
- Single Point of Access, First Response and the Acute Liaison Care Pathway provide urgent assessments, advice or input may be requested.
- Trust has a dedicated IHTT team with staff including nurses, social workers, ANP and support workers. The team at the Bradford end is supported by a Consultant Psychiatrist and ANP. At the Airedale end at the first instance, it is supported by ANP for medication review, for complex cases the support comes from the relevant sector consultant. When a patient is not open to sector consultant but is open to SMABS then input from postholder will be sought.
- The regional Mother and Baby Inpatient Unit is in Leeds
- Preparing reports and attending mental health tribunals for patients on Community Treatment Orders. Currently there are no CTOs on the case load.
- Reviewing and preparing reports for patients subject to Sec 37/41 of the Mental Health Act 1983. Currently there are no patients subject to Section 37/41 of the Mental Health Act 1983.
- Assisting trust sponsored research projects.
- Supervision of nurse prescribers.
- Giving clinical advice to team members as and when needed.
- Responsibility for assessment of emergencies, including assessment under the Mental Health Act 1983 and Section 136 assessments as part of on-call rota.
- To provide cover to community consultant colleagues on a mutually agreed basis.
- Participation in on-call rota.

14. Training Duties

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.

15. Clinical Governance and Quality Improvement

- Participation in clinical audit and quality improvement activities.
- Participation in service/team evaluation and the planning of future service developments.

16. General Duties

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively
- To participate in annual appraisal for consultants.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval AC status, and to abide by professional codes of conduct.
- To participate annually in a job plan review.
- Visible leadership to ensure effective and proactive role model as part of our strategic framework.
- To comply with the Trust's agreed policies, procedures including keeping up to date with all mandatory training, 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

17. Leadership Development

- Provide leadership to the multi-disciplinary team alongside the team manager and clinical lead
- Be part of the senior leadership team comprising clinical lead, consultant colleagues and team manager
- Training to the perinatal mental health team
- Contribution to service development.
- Contribution to clinical governance and responsibility for setting and maintaining standards.
- Commitment to quality improvement.

18. 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.

19. 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.

20. Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. The timetable shown below is indicative only with a split of Direct Clinical Activities (DCC 7.5) and Supporting Professional Activities (SPA 2.5).

Following appointment there will be a job planning meeting with the Clinical Director and Service Manager at no later than three months to review and revise the job plan and objectives of the post holder. This new post is part of the service expansion and there is opportunity for the postholder to develop their interest and role in line with the service objectives. To support access for the perinatal stage, we offer the options of home, remotely or clinic rooms across trust sites or maternity.

There will be two dedicated sessions for urgent assessments or community home reviews each week and associated administration. The non-urgent session assessment session including pre-conception advice appointments (2 patients per week) and two review sessions with care coordinators to review patients (in the region of 8 per week). Currently the clinically led formulation and caseload supervision with care coordinators and duty workers is with the Consultant and Clinical Lead who is a parent infant therapist.

21. On-call and Cover Arrangements

The post holder will participate in the Bradford Consultant on-call rota, currently 1 in 20 pro-rata (Cat A, low frequency – 3% banding and 0.2 PA availability supplement).

Consultants are usually second on-call with one junior doctor (core trainee/ GPVTS/Foundation year 2 trainee) based at each inpatient site (Lynfield Mount Hospital and Airedale Centre for Mental Health). On occasions a Higher Trainee in either old age or adult psychiatry provides second on-call responsibilities. The trust aspiration is for SAS doctors to be on the second on-call rota. The post holder is required to keep their afternoon PA free on the day he/she is on call. The specialties covered by the post holder while on call will be general adult and old age psychiatry. There is a separate rota for CAMHS.

22. Contract Agreement

The post will be covered by the terms and conditions of service for Consultants (England 2003). Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

23. Leave

The post-holder is entitled to 32 days of annual leave per year plus 8 Bank Holidays and the study leave entitlement is 30 days over a period of three years in relation to leave with pay and expenses in the UK, and of those, 10 days leave in any period of three years in relation to leave with pay and expenses granted for overseas study leave. ***In addition, in lieu of on call work the post holder will get 2 compensatory rest days every 3 months which would need to be utilised within that quarter.***

24. Weekly Timetable

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Meridian House or other clinic site or remote	Clinical Review/MDT/CPA	DCC	1 PA

Day	Time	Location	Work	Category	No. of PAs
	PM	Community	Urgent Assessment or Home visit and associated admin	DCC	1 PA
Tuesday	AM	Community	Assessment or preconception counselling	DCC	1 PA
	PM	Community	Clinical Review/MDT/CPA	DCC	1 PA
Wednesday	AM	Remotely	Formulation and Caseload Management	DCC	1PA
	PM	Remotely	Consultant Meetings / Teaching / Audit / Quality improvement/ Supervision	SPA	1 PA
Thursday	AM	Remotely and Cottingley Health Centre	Team Meeting	DCC	1 PA
	PM	Remotely and Community	Service development, clinical area of interest,	SPA	1
Friday	AM	Community	Urgent Assessment or Home visit and administration	DCC	1 PA
	PM	Community	Cover Supervision groups (Balint, Team Supervision)	DCC SPA	0.5 PA 0.5 PA
Unpredictable / emergency on-call work					
	Direct clinical care (DCC)				7.5

Day	Time	Location	Work	Category	No. of PAs
Total Pas= 10 PA	Supporting professional activities (SPA)				2.5

25. Wellbeing and Support

The trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, lease vehicle scheme, cycle scheme, menopause support, Employee Assistance Programme (EAP), Childcare Support Service, Metro Card, Menopause support, Various local and national discounts and schemes are available to staff including The Company Shop, Sovereign Health Care, Blue Light Card and Service Days.

The Trust's Staff Support and Therapy Service Support and advice is for wellbeing and therapy to all staff. This is an anonymous and confidential service; no identifying details will be asked for. Various workshops are also available including resilience, managing anxiety, mindfulness, stress and managing loss. Virtual staff common rooms and support groups are also available. Occupational Health Service is available which is a confidential and impartial advisory service to individuals and managers on work related health problems and health problems that can affect work. Offer health checks, vaccination and immunisation clinics, pre-employment checks.

A dedicated physiotherapy service is offered to staff to support them with MSK problems and injuries at no cost to them. Staff can self-refer into the service as well as access exercise and self-help resources.

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, clinical director of the care group, will provide support and advice as needed after the incident. For

colleagues who are involved in a serious incident, the trust organizes a psychology led, multi-professional, Critical Incident Stress De-Briefing (CISD) sessions.

For peer support, the post holder will form part of a consultant peer group and the medical council.

Further details on Wellbeing and support are available on the Trust's intranet.

In the light of Covid-19 pandemic, Trust has supported remote working through use of video consultation with a dedicated software. Where there is indicated, individualised risk assessments are carried out and referral to occupational health is made accordingly. Estate and PPE arrangements are made accordingly.

Trust is committed to work under the equality and diversity act. It is our aim to recognise and encourage the valuable and enriching contribution that people from all backgrounds and experiences bring to the organisation. We believe that all individuals should be treated on the basis of merit and without prejudice. We, aims to provide a service to members that actively promotes equality of opportunity and freedom from discrimination on grounds of age, cultural background, class, disability, ethnicity, gender, sexual orientation, gender reassignment, faith, part-time worker, language, union activity, and an individual's health status. We strive vigorously to remove conditions which place members at a disadvantage and will actively challenge bigotry and discrimination.

26. 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 in 2022.

Appendices

Appendix 1: Person Specification/selection criteria 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 or equivalent Additional clinical qualifications.	SL Scr SL
ELIGIBILITY	Certificate of Completion of Training in General Adult Psychiatry (ST6 trainees should be within six months of attainment at the time of the interview) or CESR equivalent.	Scr	MRCPsych or equivalent MD, Other professional qualification (e.g. MSc)	Scr

	Inclusion on the Specialist Register or eligibility for inclusion			
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr		
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in general adult psychiatry and experience of perinatal 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 knowledge of a diverse range of interventions	SL, ACC
	Excellent oral and written communication skills in English	SL, AAC, Ref		

	<p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p> <p>Ability to work constructively in and lead a multi-disciplinary team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p>	<p>AAC</p> <p>AAC</p> <p>AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p>	<p>Flexible and tolerant</p> <p>Relaxed when dealing with teams under pressure</p> <p>Motivational skills</p>	<p>SL, AAC</p>
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or	SL, Pres, AAC	Able to plan and deliver undergraduate and postgraduate teaching	SL, AAC

	<p>postgraduate teaching and training</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>
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