

Job Description for Consultant in Community Forensic Psychiatry/ Prison inreach



Post details

Job Title	Consultant Psychiatrist in Community Forensic Psychiatry/ Prison inreach
Host Site and locality	Keir Hardie Health Park, Aberdare Road Merthyr Tydfil CF48 1BZ And Ysbyty George Thomas, Mattie Collins Way, Treorchy CF42 6YG
RCPsych approval details	CTMUHB-CO-WAL-2023-01417 (Approved) 
Tenure	Permanent
Sessions/Hours	10 sessions

Organisational Arrangements

Professionally Accountable to:	Medical Director via Clinical Service Group Director
Managerially Accountable to:	Chief Executive via Clinical Service Group Manager

For Further details and Informal Visits

Name:	Dr Mary Self
Job Title:	Medical Director
Telephones	01443 443700
Email Address:	Mary.Self2@wales.nhs.uk

Dr Dom Hurford

Executive Medical Director

Welcome to Cwm Taf Morgannwg. It is a privilege to welcome you and I hope we get to meet, in person, very soon. As well as the MD role I am an Anaesthetist in CTM so chances are we will work together clinically at some point.

CTM is an amazing place to work. It is a very supportive and friendly place where everyone is doing their very best for our patients and community. I am certain you will be happy here and that you will feel professionally fulfilled.

As a Health Board we strive to promote our values: to always listen and learn and improve, to treat everyone with respect as well as working together as one team.

If there is anything you want to discuss then please do get in touch.

@dom_hurford

Dr Nerys Conway

Assistant Medical Director for Medical Workforce

A huge welcome to Cwm Taf Morgannwg— a Health Board truly at the heart of South Wales. I was fortunate enough to undertake foundation and core training within Cwm Taf Morgannwg. After completing my registrar training in South West England I decided to return home to Wales. There was only one place I wanted to work. A place that was friendly and diverse, patient and population focused, but also somewhere I could be challenged and strive to succeed. That place was Cwm Taf Morgannwg.

I have not regretted my decision and I have had four very happy years here as a Consultant. Please do not hesitate to get in touch with me if you have any questions or would like to know more about Cwm Taf Morgannwg.

@drnezcon

Why you will love working here....

Cwm Taf Morgannwg University Health Board is one of the largest Health Boards in Wales and was formed in 2019. It is situated near of the vibrant cities of Cardiff, Swansea and Bristol and is enriched with magnificent scenery including beautiful beaches and the stunning Brecon Beacons national park. Welsh history, culture, music and of course rugby lie at the heart of the Health Board.

Our communities and population are friendly and we pride ourselves on being a population-centred and clinician-led organisation. We take our staff wellbeing seriously and have dedicated wellbeing rooms and mindfulness sessions. All our staff are issued with a staff discount card providing multiple savings in shops and restaurants. You don't have to speak Welsh to work in our organisation but we will give you the opportunity to learn.

We take staff development seriously and encourage everyone to flourish and progress during their time with us.

For those of you with a young family childcare is available on all three acute hospital sites. There are excellent schools and affordable housing both within and just outside the Health Board.

Whether its paddle boarding, caving, outdoor swimming or singing in a male voice choir- Cwm Taf Morgannwg will provide a fantastic work-life balance for everyone.

Our Values and Behaviours

Cwm Taf Morgannwg University Health Board is part of the NHS Wales family. Our Health Board provides primary, secondary and community health and wellbeing services to around 450,000 people living in three County Boroughs: Bridgend, Merthyr Tydfil, and Rhondda Cynon Taf.

We live by our core values:

- **We listen, learn and improve**
- **We treat everyone with respect**
- **We all work together as one team**

We are a proud local employer; around 80% of our 15000 workforce live within our region, making our staff not only our lifeblood of our organisation but of the diverse communities that we serve.

Our Values and Behaviours were introduced in September 2020 after multiple staff engagement sessions. Our values were created by our employees for our employees and are at the heart of everything we do. They're reflected in our thinking, our actions and our culture which is why we aim to base our recruitment around them and be our best.

Introduction to the post

This job is a unique opportunity to work as Consultant Forensic Psychiatrist/ Prison Inreach team within the Community Forensic psychiatry team, who are responsible for the management of those diagnosed with mental disorder in the criminal justice system, including those conditionally discharged from 37/41 restrictions, the bulk of whom live in supported placements. The role of the Consultant Forensic Psychiatrist would be to provide psychiatric expertise, advice and leadership into the Community Forensic team.

The Community Forensic team consists of a team leader, three band 7 Forensic liaison practitioners (FLP) and two band 6 Criminal Justice liaison (CJL) workers with administrative support. It is a progressive and developing team with the recovery model as its focus.

The Consultant Forensic Psychiatrist is a new post which would work closely with the FLPs and CJLs. Each FLP manages and provides input to individuals who are involved with the criminal justice system and have a diagnosed mental health illness, across Rhondda Cynon Taff, Merthyr Tydfil and Bridgend. The FLP provides specialist care coordination to those who are subject to the Mental Health Act and the Ministry of Justice. In addition, the FLPs provide specialist mental health input to the Multi Agency Public Protection Arrangements (MAPPA), provide liaison for detainees who require hospital transfer from Prison and provide specialist input for risk assessments across areas of the Community Mental Health Teams and inpatient settings. The purpose of the FLP's role is to manage the risk and help mitigate risk increasing factors to prevent

deterioration of mental state and risk of reoffending behaviours. The Community Forensic Psychiatry caseload is approximately 40 patients.

The CJLN provide mental health assessment, signposting and diversion to detainees within custody suites, including Bridewell Merthyr and Bridgend's probation and the Court arena. They focus on assessing those detained in custody to respond to mental health needs, arrangements of a Mental Health Act assessment and signposting to third sectors. The CJLN's also provide mental health input for all probation led meetings to ensure that liaison and support is provide to those individuals under the probation service.

There is also a commitment to provide medical cover to the Prison inreach team for HMP Parc prison in Bridgend, where a full MDT, primary care team and enhanced care area exists to provide care for prisoners from the age of 17 years and 9 months. HMP Parc is one of the largest and most complex prisons in the UK and has a strong focus on rehabilitation. The prison inreach team consists of a band 7 team lead, two band 6 mental health inreach workers and 0.4 psychology commitment. The caseload for the PrIT is approximately 40 prisoners.

Inpatient responsibilities are towards those patients undergoing intensive rehabilitation on the High Dependency Rehabilitation unit (Supported Recovery Unit) and are subject to 37/41 of the Mental Health Act. On average there are two patients subject to 37/41 on SRU. This unit is supported by a specialist doctor in rehabilitation psychiatry, a CT3 and a Physician Associate (currently under recruitment). There will also be a role in liaising with wider Low Secure and Medium secure providers where the proposed step-down journey would be through the high dependency rehabilitation unit.

Providing expert advice to Multi Agency Public Protection Arrangements (MAPPA) the assessment and management of

high risk patients, offering expert opinion to the Criminal Justice System would also be incorporated in the role.

The successful candidate would be expected to be a part of the South Wales Low Secure Forensic Network.

Mentoring and CPD specific to Forensic Psychiatry would be arranged with neighbouring health boards to ensure ongoing professional development.

Dedicated time will be available to provide written reports to the courts as it is recognised that this is a key aspect of forensic work.

Dedicated office space collocated with the Community Forensic team will be provided. There is dedicated Secretarial support provided to the Community Forensic team and a laptop and work phone will be provided to the successful post holder.

Main Duties and Responsibilities of the post

The post holder will be required to liaise with other senior clinicians as and when necessary.

The post holder will be expected to -

- Provide clinical expertise and leadership to a defined multidisciplinary community forensic mental health team.
- Provide specialist assessment and clinical management of mentally ill offenders aged 18 and over referred from within the locality.
- Provide input into HMP Parc prison for adults of working age via the prison inreach team.
- Provide medical liaison and advice to the Forensic nurse practitioners and Criminal Justice liaison workers.
- Provide advice on step-down to the High dependency rehabilitation unit from Low and Medium secure units
- Provide supervision for trainee doctor, and to a Specialist Registrar if the post holder is approved as trainer and a higher trainee is allocated to the team.
- Liaise effectively with members of the team, other services within the Health Board, general practitioners and other agencies including MAPPA and the courts.
- Contribute to the management of the service by attendance at appropriate committees and meetings, by involvement in audit and by taking on specific management roles which may, from time to time, be agreed.
- Play an active role in the education and training of medical, nursing and other staff.
- Maintain their professional knowledge base and competency by involvement in continuing professional development (CPD) and to take part in the Wales Revalidation Process which includes annual appraisals for the purposes of revalidation.
- Take part in the consultant on-call rota within the Mental Health Directorate.
- Undertake responsibilities under the Mental Health Act as a s.12 approved doctor and as an Approved Clinician.
- Undertake responsibilities under the Mental Health (Wales) Measure 2010.

The post holder will be responsible for organising their professional day and for ensuring that they can be contacted at all times during working hours.

Provisional job plan (subject to review)

Community forensic sessions including CTP reviews	3.0 sessions.
Prison in-reach sessions	2. 0 sessions.
Inpatient work	1.0 session.
Clinical administration including MHA work, referrals meeting, report writing	1.0 sessions.
SPA including CPD, audit, research teaching	3.0 sessions.

Notional Job Plan

Notional Job Plan (subject to review as the needs of the service develop)

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM Forensic referral meeting MAPPA meetings	AM Directorate Postgraduate Programme. (SPA)	AM 3rd Wednesday of month Clinical Governance Meeting 4th Wednesday of month Senior Medical Staff Committee. (SPA)	AM Ward round/MDT	AM Prison inreach, HMP Parc
PM Forensic SPA	PM Forensic assessments	PM Admin/ Report work/Supervision	PM 14.00 – 17.00 Forensic CTP reviews	PM Prison inreach, HMP Parc

THE MENTAL HEALTH CARE GROUP

The Mental Health Care Group provides adult mental health services, older persons mental health services, rehabilitation and recovery services, substance misuse services and CAMHS services. Cwm Taf Morgannwg also host the Welsh Forensic Adolescent Consultancy Service (FACTS).

Mental Health Services in Wales were reconfigured in 2012 to meet the requirements of the Mental Health (Wales) Measure. Secondary Mental Health Services are required to provide care coordination and Care and Treatment Plans to all patients under their care; this does not apply to substance misuse services, or the liaison psychiatry service.

Adult inpatient beds are based at the Mental Health Unit, Royal Glamorgan Hospital and Princess of Wales Hospital. There is a 14 bed Acute Assessment Ward, two 14 bed Treatment Wards and a 6 bed Psychiatric Intensive Care Unit within the Mental Health Unit at the royal Glamorgan hospital. In Bridgend the locality is served by a 20 bed adult acute assessment and treatment ward and an 8 bed Psychiatric Intensive Care Unit, both on the Princess of Wales Hospital site. Cwm Taf Morgannwg also host the tier 4 CAMHS inpatient unit, Ty Llidiard. ECT is provided via an SLA agreement with Cardiff and Vale UHB.

A Crisis Resolution Home Treatment Team is based at each general hospital. They were established to manage inpatient admissions and to offer alternatives to admission wherever possible. The CRHTTs operate 24 hours a day throughout the year and provide acute crisis assessment services and short term home based nursing and medical support. The Home Treatment Teams also work with adult inpatient awards to support early discharge and have been successful in reducing admissions and lengths of stay. The Acute Assessment Ward at Royal Glamorgan Hospital works very closely with both CRHTTs.

Inpatient beds for older people are situated at the Royal Glamorgan Hospital and Ysbyty Cwm Cynon. For Bridgend inpatient services are provided at the Princess of Wales Hospital and Glanrhyd Hospital. The Older Persons Mental Health Services have acute assessment beds for functional illness and dementia but admission is not determined solely on age.

There is full access to diagnostic facilities including EEG, CT and MRI scanning. All Consultants liaise with the General Hospitals depending on their area of responsibility and special interest.

Rehabilitation services consist of two community-based outreach and recovery teams, a high dependency rehabilitation ward in Treorchy and two open community rehabilitation units, one based in Treorchy and one (covered by this post) in Bridgend.

Health-led Community Drug and Alcohol Teams are based in both Taff Ely and Rhondda Valleys, and Cynon Valley and Merthyr. Bridgend is served by a separate Team. All operate from community bases in collaboration with a variety of other statutory and non-statutory specialist organisations. Cwm Taf Morgannwg University Health Board does not provide inpatient detoxification facilities; these are provided by Cardiff and Vale University Health Board for patients from the Rhondda Cynon Taf and Merthyr areas. For Bridgend the service is provided from Neath Port Talbot Hospital.

There is a full time Liaison Psychiatry Service providing support to the Royal Glamorgan, Prince Charles, Ysbyty Cwm Cynon, Ysbyty Cwm Rhondda and Princess of Wales Hospitals. This service accepts referrals from the above hospitals for inpatients aged over 18, and provides a service to the A&E departments.

Psychology services are managed by Dr Andrea Davies, Head of Psychology. Dedicated psychology resource is provided to each area of service.

The Care Group has sixteen core trainees. Each trainee works to an allocated consultant who acts as clinical supervisor; each trainee is also assigned an educational supervisor. There are currently three Specialist Registrar placements in Cwm Taf Morgannwg University Health Board.

24 hour cover is provided by duty rotas with two long day shift rotas (09.00-21.00) based at Royal Glamorgan Hospital and Prince Charles Hospital and a single night shift rota (21.00-09.00) based at Royal Glamorgan Hospital. The duty rotas include two CAMHS core trainees and are EWTD compliant. Duty doctors provide acute psychiatric assessments in association with the relevant Crisis Resolution Teams. They also provide emergency cover for psychiatric wards in peripheral hospitals.

A Medical Trainee Committee has recently been established to represent trainees on management and training issues. Representatives of both core and specialist trainees meet with the Clinical Director and the College Tutor and are entitled to attend the monthly Clinical Governance Meeting.

Clinical Governance

The appointee will be expected to take part in clinical audit and governance activities. There is a multidisciplinary Clinical Governance Committee which meets monthly and the post holder is entitled to attend.

Clinical Audit is organised at Health Board level by the Health Board Audit Committee and one Consultant within the Directorate is nominated as Chair of the Directorate Clinical Audit and Effectiveness Committee. All Consultants within the Health Board are expected to take an active part in audit and this is recognised within each job plan.

The successful candidate will be a member of the Senior Medical Staff Committee which meets monthly. All Consultants and SAS grade doctors are members of the Hospital Medical Staff Committee.

CPD

All Consultants are expected to engage in Continuing Professional Development and be registered with the Royal College of Psychiatrist CPD programme. The Care Group has a variety of established peer groups and access to an externally facilitated Balint group.

Research, audit and teaching.

This post is principally clinical in content but the post holder will be encouraged to take part in teaching. Consultants are involved in teaching throughout the region at postgraduate level via DGH Postgraduate teaching programmes and as lecturers on the Cardiff M.Sc. in Psychiatry course.

Medical training

Psychiatric trainees are currently selected through single programmes, one for Core Trainees and one for Speciality Trainees, coordinated by the Wales Deanery. The Head of Specialty Training School for Mental Health is Dr Ian Collings. Successful Core Trainees are then assigned to run through training programmes within the Mid Glamorgan rotation. Training posts rotate between Cwm Taf, Abertawe Bro Morgannwg and Powys Health Boards; Cwm Taf has fifteen CT posts. Cwm Taf Health Board has three Speciality Trainee posts which are filled according to trainees' specific needs. The College Tutor for Cwm Taf University Health Board is currently Dr Danika Rafferty. Two CT3 doctors are currently shared between rehabilitation services and forensic service however it is planned to develop a dedicated CT3 role to cover the service over the next twelve months.

Local Core Trainees generally attend the M.Sc. in Psychiatry course and post graduate programme at Royal Glamorgan Hospital (but have the option to attend other suitable courses if preferred). Similarly, GP trainees are released to attend the Royal Glamorgan Vocational Training Scheme.

There are modern Postgraduate Centres at Royal Glamorgan and Prince Charles Hospitals with library, IT and lecture facilities. There is an active postgraduate programme in psychiatry, led by Dr Cal Bascom, in addition to the general postgraduate programme at the general hospitals. The Care Group programme consists of a variety of external and internal speakers as well as journal reviews, case presentations and psychotherapy supervision/training.

Medical students from the Cardiff University School of Medicine are regularly attached to the Unit and the appointee may be expected to teach and supervise these from time to time.

Academic links

The Institute of Psychological Medicine and Clinical Neurosciences (formerly the Department of Psychological Medicine and Neuroscience) is based in the School of Medicine at the University Hospital of Wales, Cardiff, under the Directorship of Professor Michael Owen. It has links with a number of research centres across Wales. The Institute provides specialised clinical services through the Cardiff University Psychiatry Second Opinion Service (CUPS). There is a regular programme of academic meetings and seminars.

The University Hospital Llandough campus accommodates the College of Medicine's Postgraduate Centre for Psychiatry. There is a three-year programme of lectures, demonstrations and tutorials for students completing the University of Wales M.Sc. in Psychiatry course and who are also studying for the M.R.C.Psych. Examination. During term-time, there are regular postgraduate lectures on Friday which usually involves eminent speakers in the field of psychiatry. There is an excellent medical library with a full-time librarian.

Cwm Taf Morgannwg University Health Board has also had longstanding links with the School of Care Science at the University of Glamorgan; this is now part of the Faculty of Life Sciences and Education of the University of South Wales with campuses in Cardiff, Pontypridd and Newport.

Involvement in research is encouraged and fostered by the Health Board Research Committee.

GENERAL TERMS AND CONDITIONS

Applicants who are related to any member or senior office holder of the Cwm Taf Morgannwg University Health Board should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Health Board will disqualify them. This should, however, not deter candidates from approaching any person for further information about the post.

Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Shortlisted candidates who visit the District on a second occasion, say on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on that occasion also. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom.

Candidates unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis, in consultation with consultant colleagues and the Medical Director.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The salary applicable is on the Consultant pay scale (Wales) and will be specified in the contract.

This post is subject to the Terms and Conditions of Employment of Cwm Taf Morgannwg University Health Board. The post holder must be aware of their Terms and Conditions of Service.

The successful candidate will be required to be fully registered with the General Medical Council and be on Specialist Register with a forensic CCT. The Health Board will require the successful candidate to maintain full registration with a licence to practise with the General Medical Council and to comply with their Codes of Conduct and requirements of professional registration.

The successful candidate will be eligible for approval under Section 12 of the Mental Health Act and as an Approved Clinician.

As you will only be indemnified for duties undertaken on behalf of the Cwm Taf Morgannwg University Health Board, you are strongly advised to ensure that you have appropriate membership of a recognised defence body or an approved insurance policy for duties outside the scope of the Health Board, and for private activity within the Health Board.

There must be no conflict of interest between NHS work and private work. All Consultants undertaking private practice must therefore demonstrate that they are fulfilling their NHS commitments.

Welsh would be desirable for this post.

The nature of the work of this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Leave

Annual leave entitlement will be as per national terms and conditions. Study, professional and special leave will be granted subject to Health Board policies. Study leave will be granted in line with Personal Development Plans. Planned annual leave cover will be arranged with cover from the OPMH forensic postholder.

Travel and communication

Being able to drive would be an advantage and a full clean driving licence would be essential. Non-drivers will be accommodated by co-ordinating journeys with other staff whenever possible or by reimbursement of travel expenses at public transport rates.

The successful candidate will be required to live within reasonable travelling time from the Royal Glamorgan Hospital. The post holder is required to travel as necessary between hospitals and clinics. A planned and cost effective approach is expected.

Consultants are expected to ensure that they are available and contactable by phone at all times when they are working. Consultant staff are eligible to apply for a mobile phone provided by the Health Board; this strictly for use for business calls. Consultant staff will also be supplied with a UHB laptop.

Office Facilities

The Team is supported by a full time Administrator and is based in the mental health unit at the Royal Glamorgan Hospital. In terms of accommodation, the post holder will have a very pleasant office. With access to a PC, phone and Laptop

Risk Management/Health & Safety

The UHB is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the LHB Health & Safety Policies and actively participate in this process. All staff members have responsibility for managing risks and reporting exceptions.

Staff members have a responsibility to access Occupational Health and other support in time of need or for advice.

You must provide us the Occupational Health Department with your Hepatitis B status along with your medical questionnaire.

Job Limitations

At no time should the post holder work at a level outside their level of competence. If there are concerns regarding this, these should be discussed immediately with the Line Manager or Supervisor. All staff members have responsibility to inform those supervising them if they believe that they are not competent to perform a duty.

Operational Work

If relevant to the role, the post holder will have access to advice and support from appropriately qualified persons in respect of on-site, on-call and call-in arrangements.

Flexibility Statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

Confidentiality

All employees of the Organisation are required to maintain the confidentiality of members of the public and members of staff in accordance with Organisational policies.

Record Keeping

All employees are responsible for ensuring Departmental and Organisational Records are created and maintained in accordance with the Organisational Policy.

Training & Development

All staff must take part in the induction and orientation processes offered.

Consultant staff are required to participate in annual appraisal and job planning and to maintain a personal development plan in line with the Health Board's policy. A number of appraisers are available within the organisation. Job planning will be undertaken by the Clinical Director and the Assistant Director of Operations.

On call rota

The current Consultant on-call commitment is currently 1 in 17. The on-call rota for Consultants is determined on a rolling basis and is published annually in advance to enable individuals to plan periods of leave and arrange cross-cover in their absence. On-call demands are variable but generally light, aided by the existence of hospital based crisis response assessment teams.

Consultant staff from the Mental Health Directorate provide specialist assessment and advice for all adults aged eighteen years and older. Agreement has been reached with the CAMHS Network for all patients younger than eighteen years to be managed by CAMHS consultants with support from resident psychiatric duty doctors out of hours.

On call responsibilities include providing specialist psychiatric cover to all hospitals within Cwm Taf Morgannwg University Health Board and responding to requests for Mental Health Act assessments in the community by General Practitioners and other agencies such as the Police. There are agreed policies in place in relation to Section 136 and Section 5(2) assessments with the agreed places of safety being the crisis assessment suites at Royal Glamorgan and Prince Charles Hospitals. Patients under 18 years are managed by CAMHS staff but there may be a need for joint assessments for older teenagers.

Two-day weekends are worked (some Consultants have paired in order to work 1 day weekends though they have weekend commitments twice as frequently) and on call consultants run a ward round on the Acute Assessment ward on Sunday mornings. Speciality trainees cover one night each per week and one in six weekends each as first on call with the consultant rota; when all 3 Specialist Registrar posts are filled, 60% of week nights and 50% of weekends have this cover. You will be expected to provide on-call supervision for Specialist Registrars when these days coincide with your rostered on-call.

Health and Wellbeing

The post holder will have access to the Occupational Health. 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 Well being services which include services such as free counselling, online CBT and wellbeing resources. Information about Occupational Health and Well being will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

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 via the Medical Directorate at the time of initial induction

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

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, 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 form part of a consultant peer group who meet regularly. There is a monthly Consultant Balint group which is facilitated by external providers.

Consultants within the department

Rhondda/Taff Ely	Merthyr/Cynon	Bridgend
Dr Arif Alam, Consultant , Admissions Ward	Dr Tim Dye, Consultant, Cynon	Dr Paul Emmerson, Consultant, Unscheduled Care,
Dr Sunil Joseph, Consultant, Taff Ely	Dr Sajitha Koratala, Consultant Cynon	Dr Govan Mittapalli, Consultant, PICU
Dr Ildi Kele Locum Consultant, Taff Ely	Dr Neil Thomas, Consultant, Merthyr	Dr Susan Jeale Locum Consultant Bridgend South
Dr Amvita Swamkar, Consultant, Rhondda	Dr Deepak Megeri, Locum Consultant Merthyr	Dr Govarhan Mitapalli Consultant, Bridgend North
Dr Bethany Ranjit, Consultant, Rhondda	Dr Mridul Biswas, Consultant Older Persons, Merthyr	Dr Pravir Prasaad, Consultant, Older Persons, Clinical Group Service Director
Dr Cal Bascom, Consultant, Liaison	Dr Priya Gowda, Consultant Older Persons, Cynon	Dr Kishore Kale, Consultant, Perinatal services
Dr Ceri Evans, Consultant Older Persons , Taff Ely	Dr Katie Goldring Acting Consultant, Rehab,	Dr Rahul Mohatra, Locum Consultant Liaison OPMH
Dr Danika Rafferty, Consultant Older Persons , Taff Ely	Dr Nisha Abayanake, Consultant, Rehab	
Dr Raja Ahmed, Locum Consultant Older Persons, Rhondda	Dr Frank Ogbomor, Locum Consultant Rehab	
Dr Marque Fernando, Consultant CDAT	Dr Steve Barrattshaw, Consultant Rehab and EIP	
Dr Hemma Sungum, Acting Consultant CDAT		

Support Staff

The post will be supported by the following staff:

1.0 WTE Trainee Doctor 0.6 WTE Band 8B Psychologist 1.0 WTE Team Leaders	1.0 WTE Band 3 Secretary 3.0 Forensic Nurse practitioners 2.0 Criminal Justice liaison workers	1.0 WTE band 7 prison inreach lead 2.0 WTE band 6 prison inreach workers 0.4 WTE band 8B psychologist
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Other Key working relationships:

Dr Mary Self
Elaine Lorton
Dr Andrea Davies
Ana Llewellyn
Dr Beth Ranjit

Medical Director
Service Director
Head of Psychology
Director of Nursing
Clinical Director MC

Mr Aaron Jones,
Mr Brahms Robinson
Mr Anthony Hughes
Mr Robert Richards
Mr Robert Goodwin
Ms Claire Yates
Mr Lloyd Griffiths

Interim Clinical Group Service Manager, Rhondda/Taff Ely Locality
Head of Nursing, Rhondda/Taff Ely Locality
Clinical Group Service Manager, Merthyr Cynon Locality
Head of Nursing, Merthyr Cynon Locality
Clinical Group Service Manager, Bridgend Locality
Head of Nursing, Bridgend Locality
Head of Nursing, CAMHS