

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

<b>Post and Specialty:</b>	<b>Consultant Psychiatrist in Children and Young People's (CYP) Mental Health Service</b>		
<b>Royal College of Psychiatrists approval details:</b>	Awaiting approval		
<b>Base:</b>	Preston CYP Team Ellen House 1 – 3 Ellen Court Preston PR1 7RH		
<b>Contract:</b>	The post is Permanent.		
	Total PAs: 6	DCC: 4.5	CPD: 1.5
	Optional additional 1 Extra PA for 'Safety and Improvement Fellowship Programme' to develop the post holder as an Expert in innovation (see details on page 17)  Recruitment & Retention Premia is available for this post (see details on page 16-17)		
<b>Accountable professionally to:</b>	Dr David Fearnley, Chief Medical Officer		
<b>Accountable operationally to:</b>	Dr Abhishek Goli, NMD		
<b>Key working relationships and Lines of responsibility:</b>	Responsible Officer / Chief Medical Officer	Dr David Fearnley	
	Deputy Chief Medical Officer	Dr Gareth Thomas	
	CCIO	Dr Mark Worthington	
	Network Medical Director (Specialist)	Dr Abhishek Goli	
	Associate Medical Director (CYP Mental Health)	Vacant	
	Network Director of Operations (Specialist)	Andy Williams	
	Network Director of Nursing (Specialist)	Tim McDougall	

	Chief Executive Officer	Chris Oliver
	Chief Operating Officer	Emma McGuigan
	Chief Nurse Officer	Oliver Soriano
	Director of Medical Education	Dr Varinder Singh

## 1. Introduction

Welcome to the exciting world of Children and Young People's Mental Health Service across Lancashire and South Cumbria, where our unique selling points make this opportunity truly exceptional.

This post presents a fantastic opportunity to join Lancashire and South Cumbria NHS Foundation Trust. The organisation is divided into 4 geographical networks and 1 specialist network.

This post is unique as it also presents an opportunity to also become a Safety and Improvement Fellow, which is a programme to develop expert-level improvement leadership in the Trust.

Immerse yourself in a vibrant, multi-cultural, and ethnic landscape that seamlessly blends rural and urban settings. With breath taking Bay scenery, the allure of Lancashire and the Lakes, and the peaks around central South Ribble, you'll find the perfect backdrop for both professional and personal growth. Trekking and hiking opportunities abound in the picturesque South Cumbria region, making it an ideal location for those who appreciate the great outdoors.

As a key player in the field, we boast the new development of a specialised Neurodevelopment pathway and employ the Thrive modelling and transformation approach. Serving as the Lead Provider for Children and Young People's Mental Health Services in Lancashire and South Cumbria, we take pride in our robust intensive support teams strategically positioned across the region.

Our commitment to holistic care is further exemplified by Retreat@Birchwood, an innovative initiative working collaboratively with a third-sector charitable organization. This offers innovative crisis respite for children and young people in the community, providing essential non-clinical support during short stays lasting 7-10 days.

At the heart of our commitment is the provision of medical leadership education, research, and audits, allowing you to contribute to the advancement of the field. Engage in research projects that align with your passions and interests.

We understand that one size doesn't fit all, which is why we offer bespoke Job Descriptions and Job Plans tailored to your unique needs and interests. Our flexible approach extends to split posts and dual role opportunities, empowering you to delve into core children and young people's mental health alongside specialised areas such as eating disorders and more.

Depending on your interest you will be supported to lead of clinical pathways in neuro developmental disorders, urgent care pathway, or medical management.

Join us in shaping the future of mental health care, where your expertise is valued, and your

professional journey is uniquely crafted to align with your aspirations. Embrace a career that goes beyond the ordinary, providing unparalleled opportunities for growth and fulfilment.

LSCFT is a member of the Integrated Care Board; NHS Lancashire and South Cumbria Integrated Care Board. The role of the ICB is to oversee how money is spent and make sure health services are working well and are of high quality.

Below are the QR codes that will direct you to the Trust website and L&SC ICB website.

LSCFT Web page



ICB Web page



## **2. Children and Young People's mental health Services**

The Children and young people's mental health service (CAMHS) is hosted by the Specialist Network. The community CAMHS services are split as Central and North teams for operational purpose.

The Central teams comprise of clinics in Preston, Chorley and Ormskirk. The North teams include South Cumbria CAMHS, Lancaster & Morecambe and Fylde & Wyre CAMHS. The community teams are supported by the Rapid Assessment and Intensive support Service, Mental Health in Schools Team, Tier 4 In-patient Service, Access and outreach service, dedicated pharmacy input, Home Treatment Team, Mental Health Liaison Service and Early Intervention Service.

### **The Specialist Network**

The specialist network includes; forensic community mental health services, Guild in-patient Mental health service, all age community eating disorder service, all age learning disability and autism services, children and young peoples community mental health, Cove children and young peoples mental health ward, Ribblesmere mother and baby in-patient unit, perinatal community mental health services, mental health community and in-patient rehabilitation services and dental services.

### **Other Services Provided by the trust**

In addition to the above LSCFT provide CMHT and in-patient input for working age adults and older adults, community learning disability services, Eating Disorders Service, Accident Prevention Service, Adult ADHD, In-patient and Outpatient forensic services, liaison and diversion services, Military veteran's service for Lancashire, Perinatal Mental Health Services and Acute Therapy Service.

### **3. Local Working Arrangements –**

Nestled in the heart of Lancashire, Preston is built on a rich history. This proud city is most famous for its Guild celebrations every 20 years. Preston City Council is an authority in Central Lancashire that covers 142 square kilometres. Preston College is said to be one of the largest colleges in England and has two campuses in the town. Cardinal Newman is a catholic sixth form college situated on a campus just a few minutes walk from Preston town centre. Based in the heart of Preston, the University of Central Lancashire has a staff of 3,000 and attracts more than 32,000 full and part-time students. It is one of the largest universities in the UK, and over a relatively short period of time has become a serious player in higher education, having made a virtue of widening access.

### **Description of the Post**

The post holder will be a leading member of a well-established, community children and young people's mental health service.

The post holder will be working with 1.5 WTE consultants. The post is being advertised as the previous substantive consultant is retiring. The post holder will provide input to the Preston CYP service and Royal Preston Hospital A&E and Paediatric ward.

In 2022/2023 the Preston CYP Mental health team received just over 3000 referral per 100,00 population which is below the national NHS benchmark numbers. The acceptance rate was also below the national average at 2000 per 100,00 population. During the same financial year 320 referral for 100,000 population people were referred on to the ADHD pathway directly. This is below the national benchmark for the same period.

### **4. Team Information**

The team would be expected to discharge around 40-50 cases per year (WTE basis) and individual clinicians will be expected to carry a certain number of cases. The Consultant will be expected to see between 50-80 new cases per year (1.0WTE) depending on the complexity. The post holder will be expected to make between 12-15 contacts per week (WTE) which

includes a mix of new and open cases and will also be available at short notice to provide consultation and advice to other team members. This will be agreed through the job planning process. Consultant Psychiatrists are not expected to be care co-ordinators for the patients on their case load and each case will have its own case manager.

The post holder will be expected to see 1 new referral to Psychiatry every 2 weeks. In addition the post holder will also have another new patient slot in the same week to support an emergency review. The other clinical slots will be used for direct contact with young people and families or for indirect clinical work.

The team comprises of a team leader, psychiatrists, psychologists, nurses, social worker, assistant psychologist, admin and a child psychotherapist. Referrals are sent to a referral centre, screened daily by a clinician and accepted for a routine or urgent assessment if appropriate depending on need.

The Team leader's responsibilities include the following

1. To provide management and caseload supervision within a specified CYPMH and CPS (CAMHS) geographical team and across the CYPMH and CPS (CAMHS) service within a specialist role as identified above and according to specialist area of expertise.
2. To provide generic caseload and case specific supervision and assist with the development and maintenance of PDRs.
3. To act as specialist advisor within CYPMH and CPS (CAMHS) and to actively contribute to the Network governance arrangements when required and provide input into specialist projects as required within the network.
4. To ensure that the standard of performance and clinical practice are of the highest quality to ensure good quality outcomes for clients within the team.
5. To ensure that with others, arrangements are in place to contribute to the effective clinical and professional supervision of all staff in the team, including professional appraisal and the identification of CPD needs across the team.
6. To contribute to policy implementation and policy or service development, both within the service and the wider Network.
7. To keep up to date with CYPMH (CAMHS) research and clinical developments and utilise this knowledge in interpreting NHS policy and local priorities in order to promote evidence based practice across CYPMH (CAMHS) and contribute to the development of health care and social care that is of the greatest possible clinical and cost effectiveness for patients, carers and staff within the specialty of CYPMH (CAMHS).

We accept referrals from GPs and other health professionals including Pediatricians, health visitors, school nurses, Educational Psychologists and from Social Care. The service does not accept self-referrals. The service currently accepts referrals up to the age of 18.

## Team Staffing Establishment

2.00 Whole Time Equivalent (WTE) Consultant Child and Adolescent Psychiatrist (including this post)

1.00 WTE Specialty Grade Doctor

1.00 WTE MTI Doctor

1.00 WTE Core Trainee

2.00 WTE Medical Secretary B4

3.10 WTE Business Support

2.50 WTE Assistant Practitioner Nursing

15.87 WTE Mental Health Practitioner, Nurse/Social Worker

2.00 WTE Non-Medical Prescriber B7

1.00 WTE Team Leader

3.40 WTE Child Psychotherapist

4.87 WTE Clinical Psychologist

Young people who reach the age of 18 and still require support from specialist mental health service, there is a clear transition protocol for referral to the adult mental health team within the trust. Each team has its own transition coordinator who will liaise with the adult mental health teams with monthly meetings with the adult services to discuss and plan transitions. This process usually starts 6 months prior to the young person's 18<sup>th</sup> birthday.

Tier 4 service (in-patient) is provided by the trust and there are existing protocols in accessing tier 4 services via the tier 4 gatekeeping team. The Cove is an 14 bedded unit in Heysham which admits young people from the age of 13-18 years. There is a specific service for Early Intervention in Psychosis which is provided by the trust which provides prolonged assessments, intensive support and therapy for people presenting with psychoses or who are at risk of developing it, for people aged 14 to 65.

Consultant psychiatrist colleagues are as follows:

- Dr Jonathan Roocroft – South Cumbria CAMHS team
- Locum- South Cumbria CAMHS team
- (ADHD Locum) – South Cumbria team
- Vacant post from May 2024 – Preston CAMHS (this post)
- Locum – Chorley and South Ribble CAMHS team
- Dr Susanne Marwedel- Chorley South Ribble CAMHS team
- Dr Linda Robinson – West Lancashire CAMHS team
- Dr Mischa Mockett – Learning Disability team
- Dr Sameer Alji Mohammed – The Cove (tier 4)
- Dr Amith Paramel – The Cove (tier 4)
- Locum – Lancaster and Morecambe CAMHS
- Locum– Fylde and Wyre CAMHS
- Locum- Preston CAMHS

### **Secretarial support and office facilities**

The post has its own designated Band 4 Medical Secretary. Additionally, there is designated private offices used by the current consultant.

### **IT facilities**

The post holder will have IT access at all Trust localities for clinical provision. The post holder will be provided with a Trust laptop, smartphone, and digital dictation device as required. The post holder is expected to use these facilities only for work-related purposes and in conjunction with the Data Protection Act and the Trust policies that regulate the use of the Trust's IT equipment.

Support is available from the IT helpdesk by phone, e-mail or self-service function via the Trust Intranet.

### **Parking**

Parking is free on site.

## **5. Continuing Professional Development (CPD)**

Consultants are expected to maintain personal portfolios in accordance with the requirements of the Royal College of Psychiatrists, participate in a CPD peer group, and obtain an annual certificate of "good professional standing for CPD" from the College.

Study leave arrangements for consultant medical staff are in accordance with the new consultant's contract within Lancashire and South Cumbria NHS Foundation Trust.

Regular clinical supervision is an important part of professional development and it is the post holder's responsibility to access the appropriate levels of supervision and locality peer review group to support and further develop their clinical practice.

For all new consultant appointments supervision arrangements are available through the AMD. In addition to possible academic input into the University, consultants are also expected to contribute to postgraduate psychiatric training as required and to other training initiatives within Lancashire and South Cumbria NHS Foundation Trust.

There is an active local programme of case conferences, journal clubs and expert-led lectures in the locality as part of the trust-wide Local Academic Programme. The post holder will be expected to participate in appropriate local programmes as agreed with the AMD.

There is also an annual Psychiatry Conference and Medical Education Conference in LSCft.

For any new Consultants, there is a 'new consultant peer group' to give additional support



and help with the transition to life as a Consultant.

## **6. Clinical Leadership and Medical Management**

The Trust is committed to the full involvement of clinical staff in the management and development of the service and to developing leadership skills to support this.

In the current arrangement, an Associate Medical Director (AMD) and Network Medical Director (NMD) support each part of the service from a medical perspective as part of the triumvirate locality structure. The AMD liaises closely with colleagues, as well as nursing and operational colleagues, to provide clinical leadership and direction to the service.

**The core management role of this post is to provide leadership in co-production with the team manager, including:**

- Participation in ensuring the provision of effective clinical services including implementation of the Patient Charter Standards, implementation of relevant legislation and amendments to The Mental Health Act (MHA) 1983 and Mental Capacity Act (MCA) 2007 and management of clinical outcome measures.
- Participation in planning, steering and working groups and subjects relevant to special interests or general areas of work and contributing positively and constructively to the development of services and new innovations for the whole adult community service.
- Participation in network and Trust professional groups with responsibility for managing service delivery.
- Participation in relevant management training courses as part of personal development and to ensure effective delivery of services.
- Developing and maintaining a healthy working relationship with all medical, non-medical, clinical and managerial colleagues in the interest of best outcomes for patients & services.
- Participation in and the preparation of reports for serious incident investigations and investigations of poor performance.
- The Trust would encourage the post holder to participate in regional and national groups, and activities of the Royal College, GMC, DOH and similar bodies. Such activities have to be discussed and agreed upon with the AMD and have to be approved by the NMD in accordance with the relevant Trust policies.
- The Trust has an active audit programme and the post holder will be expected to participate in and lead local and Trust-wide audit activity and to be involved in audit training for medical and other disciplines.

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

There is a well-developed programme of annual appraisal and job plan reviews which is part of the medical workforce transformation programme. The posts are subject to the Trust's annual appraisal process leading to revalidation.

## **8. Training/Teaching duties**

The Trust has an excellent and well-established medical education team and thriving learning culture.

For undergraduates, we provide teaching for medical students from Lancaster, Liverpool and Manchester University Medical Schools. For postgraduates, there is the opportunity to support Psychiatry Trainees, GP Trainees, Foundation Year Doctors and others.

The post holder will be encouraged and supported to obtain approval as a trainer.

The post-holder will be expected to provide supervision to trainees and medical students (if placed with the team).

The post holder will be encouraged to participate in the academic and teaching programmes, teaching medical students and other mental health professionals if they are attached to the clinical team.

Consultants are expected to be supporting the teaching and training of the wider MDT too.

## **9. Clinical Governance**

Consultants are expected to be aware of the principles of clinical governance and to work towards achieving continuous improvement in all aspects of service delivery in line with the aims of Lancashire and South Cumbria NHS Foundation Trust.

Consultants have the opportunity to contribute to the development of guidelines, clinical policies, monitoring and reviewing procedures through membership of the Medical Advisory Committee, Drugs & Therapeutic Committee and Local Negotiating Committee.

The post holder will be expected to ensure, together with other professionals in the service, that clinical audits are carried out as required and that the work is regularly evaluated and reviewed.

The Trust supports the view that whilst clinical audit is fundamentally a quality improvement process it also plays an important role in providing assurances about the quality of services.

The Trust considers that the prime responsibility for auditing clinical care lies with the

clinicians who provide that care.

## **10. Research/Academic**

LSCft is committed to developing and undertaking research studies that enable us to deliver high-quality evidence-based care and services to people in our local community. There is a new R&D strategy and thriving R&D subcommittee which is driving forward our research agenda.

The Trust has a well-staffed Research & Development Department and provides extensive support for staff undertaking commercial trials and non-commercial studies, including developing grant proposals and partner engagement.

LSCft has strong collaborations with regional and national academic partners including the Universities of Manchester, Central Lancashire and Lancaster. The Trust is part of the National Institute for Health Research's Clinical Research Network: North West Coast (CRN: NWC), the North West Coast Collaboration for Leadership in Applied Health Research and Care (NWC CLAHRC) and hosts the Innovation Agency in the region. The Trust's strategic research plan involves continuing to develop its reputation for quality research that benefits local services and local people. We have a number of consultants who are Chief Investigators for studies and grant-holders.

LSCft has a unique partnership with the neighbouring Lancashire Teaching Hospitals Foundation Trust in a dedicated Clinical Research Facility. This enables both Trusts to work together in delivering complex clinical trials for the benefit of our patients. The post holder will be strongly encouraged to take an active part in some of the many ongoing research projects within the Trust and/or develop their own research projects.

## **11. Mental Health Act and Responsible Clinician Approval**

The post holder is expected to be an Approved Clinician in England and Wales, as per the MHA and will be expected to renew this approval according to agreed procedures.

## **12. Administration, Audit and Management:**

The Network has an active audit programme and the post holder will be expected to participate and lead in local and Trust-wide audit activity and be involved in providing related training for medical staff and other disciplines.

The Trust is committed to the full involvement of clinical staff in the management and development of the service. In the current arrangement, a Consultant AMD and NMD support each part of the service. The AMD liaises closely with medical colleagues, and the NMD/ AMD provide clinical leadership and direction to the service.

### **13. Clinical duties of post holder:**

**The post holder will have the following important clinical responsibilities:**

- Assessment and management of patients referred for Psychiatry in-put from the internal MDT
- Urgent assessment and management of young people presenting to A&E / ward
- ADHD case load with supervision of Nurse Prescriber
- Supporting the MDT with risk management
- Liaising with Paediatrics / Primary care where appropriate
- Out-of-Hours Cover for the in-patient unit and 136 suite.

### **14. The role will include the following:**

- Assessment, diagnosis and treatment. Ensuring physical health is considered alongside psychological and social issues. Shared decision-making with patients and carers.
- To contribute to the Care Programme Approach (CPA) process through MDT reviews, Strategy Meetings etc.
- To comply with policies and procedures.
- To contribute to the risk assessments.
- To provide for the physical health needs of your patients (with support from clinical practitioners, LSCFT Community Teams, Advanced Clinical Practitioners, and other members of the workforce)
- To contribute to the discharge process including completing discharge documentation, and handing over care to the appropriate service
- To provide clinical expertise and clinical leadership to the Out-patient team; it is expected that the consultant will play a key and active role in the team management and will be responsible for the appropriate clinical key performance indicators of their team.
- To support Clinical Governance, Health and Safety and other notional requirements and directives in your clinical area.
- To respond to appropriate requests from the Commissioners.
- To help implement Trust policies, guidelines and NICE guidelines regarding the care and treatment of patients in your clinical area.
- To support the team in providing and achieving excellence in care and treatment through regular audits and reviews of clinical practice.
- To support the work of relevant clinical teams in the community, especially during transition process, and to address interface issues constructively and cordially.

- To participate in team governance meetings and accept a shared responsibility for the smooth and effective functioning of your clinical team along with the Ward Manager.
- To help achieve Trust and National targets to provide an efficient, clinically effective and evidence-based accessible seamless service to avoid risk to the Trust's reputation or business.
- To provide the medical lead role in the MDT in the team for individual case management.
- To liaise with other specialities in the Acute General Hospital and staff within the employing Trust, if relevant, and in the interest of mutual patients.
- To recognise and take responsibility for safeguarding children and young people, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action, as necessary.
- To understand and be able to utilise the relevant legal frameworks eg. MHA 1983 and MCA 2005, Children's act is also essential.
- To apply appropriate equality and diversity legislation, including disability discrimination requirements, in patient care and to maintain up-to-date knowledge in equality and diversity.

**General duties:**

- To manage, appraise and give professional supervision to junior medical staff as agreed with consultant colleagues and the AMD/ NMD and in accordance with the Trust's personnel policies and procedures.
- To ensure that junior medical staff working with the post holder operate within the parameters of their contract and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activities for the locality and as appropriate for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council (GMC), MHA Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.

- To work with local managers and professional colleagues in ensuring the efficient running of Services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial Instructions, and to take an active role in the financial management of the service and
- Support the AMD / NMD and other managers in preparing plans for services.

## **15. 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 AMD/ NMD and, if necessary, the chief executive officer.

## **16. 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.

## **17. Work programme/PA's**

It is envisaged that the post holder will work 6 programmed activities over 3 days. Following the appointment, there will be a meeting no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 4.5 PAs to be devoted to direct clinical Care and 1.5 PAs to supporting professional activities (as per the RCPsych recommendation). A formal job plan will be agreed upon between the post holder and AMD within the first month after commencing the post and at least annually thereafter. The Trust retains the right to require all the doctors to take part in the on-call rota (in such a case, on-call will be negotiated and paid appropriately).

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

The post holder will be expected to take part in the on-call rota out of hours and weekends. This will be remunerated appropriately. The current rota is 1 in 8 and attracts a 5% availability supplement and 0.5 PA. The post holder will be treated at par with existing consultants for on-call remuneration. There is no requirement to be a resident on call. You will be supported by a 1st tier rota (comprising doctors in the CT grade, GPST, FY2 trainees and equivalent Trust

grades).

The on call responsibility includes input to the Tier 4 unit based in Heysham and 136 suite presentations for under 16s.

## **19. General Terms and Conditions:**

- The post holder must be a medical practitioner fully registered with the General Medical Council and have a licence to practice.
- The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.
- Cross-cover for leave will fall within the existing inpatient unit.
- The post holder will be expected to live within a reasonable travelling distance of the main clinical base. If the appointee is required to move house to meet the residential clause of the contract, removal expenses will be payable in accordance with the terms and conditions of service of the Trust. Terms and Conditions of service state that the “removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner’s home is required and that the arrangements proposed are reasonable”. Therefore, successful candidates are advised not to enter into a contractual agreement until such time as the formal approval of the Trust is confirmed in writing.
- The appointment is subject to a satisfactory Occupational Health Assessment.
- It is accepted that the consultant will be asked by other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies. This is not a reciprocal arrangement and it is aimed to provide continuity of care. Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

## **20. Contract Agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental Staff (England and Wales) as amended from time to time. Contracts have been agreed upon with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## **21. Leave**

Consultants would be eligible for either 30 or 32 days of annual leave, plus non-allocated statutory holidays, according to the length of service and actual hours worked. Please see the Hospital Medical and Dental staff (England and Wales) Terms and Conditions of Service, for



further details. The post holder is entitled to 10 days of study leave per annum, an allowance which can be utilised over a period of three years with prior approval of the AMD and Director of Medical Education (DME). The Trust has an allocated budget for Consultant training that can be utilised by following the appropriate procedures in the study leave policy.

## **22. Statement on Equality and Diversity:**

Lancashire & South Cumbria NHS Foundation Trust is committed to ensuring that everyone involved in the Trust, including staff, service users and carers, are treated equitably and with dignity and respect. The Trust is working hard to ensure the workforce reflects the diversity within Lancashire and that services meet the needs of all diverse service users and carers.

## **23. Recruitment & Retention Premia (RRP)**

These premia will be paid for a period of 3 years, split into the following amounts;

- Year 1 – 20% of basic salary, to be spread equally over the first 12 months of employment
- Year 2 – 15% of basic salary, to be spread equally over the second 12 months of employment
- Year 3 – 10% of basic salary, to be spread equally over the third 12 months of employment

If a postholder doesn't wish to receive the RRP, then this is an option for them to continue with the offer just on basic terms and conditions.

Postholders who are eligible for RRP are required to sign an agreement to return all or a proportion of monies paid, if they voluntarily leave the employment of the Trust within 3 years of commencement.

If the postholder takes up employment in another service or role within the Trust, all future payments will cease. Where the postholder who receives an RRP leaves a substantive post within the Trust, they will be required to return some or all of the payment received from their final month's salary, as specified below:

- Less than 12 months 100% of the monies received so far
- From 12 – 24 months 75% of the monies received so far
- From 25 – 36 months 50% of the monies received so far

The return of payments will not apply in cases where the Trust's nominated Director/delegated officer is satisfied that the clinician has ceased to work in this capacity due to one of the following reasons:

- Enforced early retirement due to illness or injury
- Death
- Exceptional personal circumstances and with the approval of the Trust's nominated Director or delegated officer, and; Maternity (or other extended parenting leave



agreed by the Trust) provided the employee gives an undertaking that they will return to practise and does so within a reasonable period, to be considered case-by-case by the Trust.

#### **24. ‘Safety and Improvement Fellowship Programme’.**

We would also like to offer the successful applicant a place on our ‘Safety and Improvement Fellowship’ programme. In LSCft, we have worked in collaboration with Lancaster University and Matthew Syed Consulting to create a development programme that will build upon the skills and experience you have developed so far in the improvement and enable you to take it to a much deeper level. Matthew Syed Consulting works with you and the cohort to develop an inclusive, growth mindset that drives high performance.

Lancaster University will provide an academic programme that will provide you with the theory of quality improvement via a PGCert which you will then be supported to bring back into the organisation and put into practice, leading and inspiring change across systems at all levels. In your role, we will ensure that you have access to trust and system-wide projects to develop your skills as an improvement leader.

The cost of this programme would be approximately £5000, funded by the trust.

#### **25. Funding for Studies**

Where expenses are agreed to be paid by the Trust, each consultant, specialist and speciality grade doctor, will have a notional budget of £1000 per financial year, which can be prospectively “aggregated” over a three-year period. Additional funding is available (up to £5000 for 3 years) for newly appointed consultants who may have additional development needs in their initial 3 years as a consultant.

#### **26. JOB PLAN: Suggested draft timetable (\*subject to review if additional roles apply):**

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	Ellen House	Outpatient clinic	DCC	1
	PM	Ellen House	Outpatient clinic	DCC	1
<b>Tuesday</b>	AM	Ellen House	Outpatient clinic	DCC	1
	PM	Ellen House	Outpatient clinic	DCC	1
<b>Wednesday</b>	AM	Ellen House	Outpatient clinic & Clinical admin	DCC	0.5
			Team meeting/ audit/ Trainee Supervision	SPA	0.5
	PM	Online	CPD	SPA	1

<b>Thursday</b>	AM				
	PM				
<b>Friday</b>	AM				
	PM				
<b>Unpredictable / emergency on-call work</b>					
<b>Total PAs</b>	Direct clinical care				<b>4.5</b>
	Supporting professional activities				<b>1.5</b>

## 27. Visiting arrangements

**Applicants or prospective applicants are strongly encouraged to visit the Trust and meet prospective colleagues.**

**Informal discussion about the role or arrangements to visit may be made with:**

Chief Medical Officer (CMO):	Dr David Fearnley
Network Medical Director (NMD):	Dr Abishek Goli
Associate Medical Director (AMD):	Vacant

Lancashire and South Cumbria NHS Foundation Trust  
Sceptre Point  
Sceptre Way  
Walton Summit  
Preston  
PR5 6AW

## 28. Approval of this job description by the Royal College of Psychiatrists

Employer vacancy reference number	351-MED041SS-24
Royal College JD reference number	
Name of Royal College RSR	
Name of Royal College RA/DRA	
Date of Final Approval	

## Appendix 1: Person Specification / Selection Criteria for Consultant Psychiatrist

### Abbreviations for when assessed:

application form

Scr: Screening prior to short-listing

L: Short-listing from the

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.	SL
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a license to practice at the time of appointment.	Scr	In good standing with GMC with respect to warnings and conditions on practice	Scr
	Included on the GMC Specialist Register OR within six months.	Scr		
	Approved clinician status OR able to achieve within 3 months of appointment	Scr		
	Approved under S12 OR able to achieve with 3 months of appointment	Scr		
TRANSPORT	Holds and will use valid UK driving license OR provides evidence of proposed alternative.	Scr		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in the 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 a bio-psychosocial perspective and wide medical knowledge	SL, AAC, Ref		
	Excellent oral and written communication skills in English	SL, AAC, Ref		
	Able to manage clinical complexity and uncertainty	AAC		
	Makes decisions based on evidence and experience including the contribution of others	AAC		
	Able to meet duties under MHA and MCA	AAC		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	SL, Pres, AAC	Able to plan and deliver undergraduate and postgraduate teaching/ training relevant to the post	SL, AAC
	Ability to work in and lead a team	SL, AAC	Reflected on the purpose of CPD undertaken	SL, AAC
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement.	SL, AAC	Experienced in clinical research and/or service evaluation.	SL, AAC
	Participated in continuous professional development	SL, AAC	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL

	Participated in research or service evaluation.	SL, AAC	Has led clinical audits leading to service change or improved outcomes for patients	SL, AAC
	Able to use and appraise clinical evidence.	SL, AAC, Pres		
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, Pres		