

Crisis Team Consultant Psychiatrist

Job description and person specification

Post and specialty:	<p>Consultant in General Adult Psychiatry in a Crisis and Home Treatment service 1.0 WTE.</p> <p>This is an established post, expanded in response to service needs and additional Core 24 funding. The post holder will provide Consultant input to General Adult Services in Coastal West Sussex in a community setting.</p>
Base:	<p>Crisis and Home Treatment Team: Vine Ward Harold Kidd Unit Blomfield Drive Chichester West Sussex PO19 6AU</p>
Contract:	Number of programmed activities: 10
Accountable professionally to:	Chief Medical Officer, Dr Claire Woolcock
Accountable operationally to:	Service Director Adult West Sussex Ruth Hillman
Key working relationships and lines of responsibility:	<p>Line Manager: Dr Claire Tanner</p> <p>Acute service manager (Liaison): Lucy Delaney</p> <p>Lead Consultant: TBC</p> <p>Clinical Lead: TBC</p> <p>Clinical Director: Dr Claire Tanner</p> <p>Service Director: Ruth Hillman</p> <p>Chief Delivery Officer: John Child</p> <p>Deputy Chief Medical Officer: Dr Aruna Wijetunge</p> <p>Chief Medical Officer: Dr Claire Woolcock</p> <p>Responsible Officer: Dr Aruna Wijetunge</p> <p>Chief Executive: Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our partners in the Sustainability and Transformation Partnership, we have developed a compelling case for change in mental health services across the STP which is comprised of 24 organisations and strives to improve the links between health and social care to better serve our communities. The Trust is rated *Good* overall by the Care Quality Commission (CQC) and is assessed as *Outstanding* for caring.



2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

The Trust delivers services via 5 Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. Each CDS is led by an operational director and a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model supports continuous service improvement for patients and carers, is supported by Clinical Academic Groups and aligns with our Trust Values, Organisational Strategy and Clinical Strategy. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisations.

3.0	Service details																
3.1	West Sussex is situated in the south east England between the sea and the South Downs with a population of around 800,000. The county offers good access to London and is in close proximity to Gatwick Airport. West Sussex is one of the 20% least deprived counties/unitary authorities in England, however about 11% (15,500) of children live in low income families. Life expectancy for both men and women is higher than the England average. The health of people in West Sussex is generally better than the England average.																
3.2	<p>The Trust is seeking a Consultant Psychiatrist to join the Crisis and Home treatment team. This vacancy has arisen due to the expansion of an existing post and the Trust regards this as an opportune moment to develop the functioning of the team.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for the Crisis team and the families and carers using this service in challenging times. This post completes the medical establishment of the crisis team providing a minimum of 1.0 whole time equivalent Consultant Psychiatrists for the team.</p>																
3.3	<p>Geographical area(s) the post covers</p> <p>This post is within the Western division of the West Sussex CDS (comprising Bognor and Chichester and the surrounding areas).</p> <p>The Crisis team covers Bognor Regis, Chichester and surrounding areas.</p>																
3.4	<p>The current multidisciplinary team establishment is as follows:</p> <table border="1"> <thead> <tr> <th>WTE</th><th>Crisis team composition:</th></tr> </thead> <tbody> <tr> <td>0.8</td><td>Team Leaders</td></tr> <tr> <td>1.0</td><td>Consultant Psychiatrist (post holder)</td></tr> <tr> <td>7.0</td><td>Nurses</td></tr> <tr> <td>1.0</td><td>Occupational Therapists</td></tr> <tr> <td>1.0</td><td>Social workers</td></tr> <tr> <td>1.0</td><td>Psychologists</td></tr> <tr> <td>1.0</td><td>Administrators</td></tr> </tbody> </table>	WTE	Crisis team composition:	0.8	Team Leaders	1.0	Consultant Psychiatrist (post holder)	7.0	Nurses	1.0	Occupational Therapists	1.0	Social workers	1.0	Psychologists	1.0	Administrators
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3.5	<p>Other psychiatry doctors associated with this team:</p> <p>The post holder will provide necessary medical input to all patients on the teams' caseload.</p>																
3.6	<p>Local Community Services:</p> <p>The Western area of West Sussex comprises of community and in-patient services. The community services in Western include Bognor ATS, Chichester ATS, Early Intervention in psychosis, Assertive Outreach, CAMHS, learning disability, eating disorder and Forensic</p>																

	<p>community services.</p> <p>Acute services in the community include the liaison team at St Richards's hospital and the crisis resolution and home treatment team.</p> <p>There are separate community services for patients with a suspected or confirmed diagnosis of dementia.</p>
3.7	<p>Local In-Patient Services:</p> <p>Local in-patient mental health beds are located in Chichester, on Oakland's ward (acute adult in-patient ward) and Orchard Ward (acute older persons in-patient ward). There are also currently dementia in-patient services on this site which will be relocating to Worthing in early 2021. The post holder would not hold responsibility for any of these beds in the normal course of their duties.</p>
3.8	<p>Teams that support the post holders' team and details</p> <p>The post holder would have interactions with other local mental health teams in this role, including the acute in-patient wards and Assessment and Treatment services in the community.</p>
3.9	<p>Consultant Network:</p> <p>The post holder will be part of a Trust wide consultant network. There are opportunities to liaise with colleagues in other crisis team posts throughout the Trust and develop peer networks. The post holder will see consultant peers weekly at the local academic programme, at regular division meetings in the locality and at clinical governance meetings.</p> <p>If newly qualified or new to the Trust the post holder will be offered a mentor. Newly qualified consultants meet regularly with peers and the Chief Medical Officer as a group.</p>
3.10	<p>Service details</p> <p>The crisis team provides crisis care for patients living in Chichester, Bognor Regis and the surrounding areas. This post is based at Harold Kidd Unit in Chichester. The crisis team is within the Acute Care Services.</p> <p>There are 4.0 WTE consultants in the acute services including the post holder (1.0 WTE consultant on Oakland's WAMHS ward, 1.0 Consultant across Orchard (OPMH acute ward) and OPMH liaison and 1.0 WTE consultant in working age liaison). The in-patient wards are both supported by full multidisciplinary teams including nurses, occupation therapists and psychologists. Adult Social care staff work alongside our teams and work collaboratively.</p> <p>The crisis team works 7 days a week, 365 days a year from 7am to 9:30pm. The post holder will work in core business hours during Monday to Friday.</p> <p>For periods of annual, study and sick leave there is cross cover with the other consultant and on days when they are not available the clinical team are encouraged to refer to the Sector community consultants in the Assessment and Treatment Service for advice and consultation.</p> <p>It is essential for the post holder to have a close working relationship with in-patient and ATS colleagues.</p>

3.1 1	Care Delivery Service: This post is within the West Sussex and Crawley Care Delivery Service (CDS). The CDS is responsible for the delivery of high quality services across West Sussex. The service director is Ruth Hillman. The clinical director is Dr Claire Tanner.
3.1 2	Supporting Professional Activities: The post holder will have 7.5 PA's of direct clinical contact and 2.5 PA's of SPA time.
3.1 3	Referral rates: The team receives an average of 40 to 50 referrals per month. Of those accepted some are admitted to in-patient services and some taken onto the crisis team caseload. The post holder will be expected to undertake assessments of new patients and patients on the caseload.
3.1 4	Role of post holder: The role of the post holder in the team will be to see new assessments, providing medical input to the MDT and detailed assessments, formulations and risk assessments as well as management plans for these patients. The post holder will be expected to liaise with colleagues in Bognor ATS and Chichester ATS and the acute in-patient wards and foster good working relationships with them.
3.1 5	Clinical Trust practice or local services that provide extra resource. The Trust has a thriving research network and also has strong links with Brighton and Sussex Medical School - SPFT regularly hosts students of various disciplines. The Trust has been rated 'outstanding' in caring by the CQC and 'good' in all other domains. https://www.cqc.org.uk/provider/RX2 Trust Organisational Strategy can be accessed here: https://staff.sussexpartnership.nhs.uk/working-here/about-us/our-organisational-strategy We are part of a wider network of health and social care commissioners and providers and are working in partnership with our staff, volunteers, education and other agencies. Close links have been developed with Brighton and Sussex Medical School (BSMS) and there is a Sussex wide training scheme in psychiatry. We are an important stakeholder in the Sussex Integration and Care System (ICS) https://www.sussexhealthandcare.uk/about-us/our-work-mental-health/
3.1 6	References to Trust, NHS England/CCG websites: The Trust website can be found here: https://www.sussexpartnership.nhs.uk/ The Trust Career portal can be accessed here: Careers at Sussex Partnership NHS Foundation Trust
3.1 7	Clinical Strategy: The crisis team works within the Trusts 2020 vision and in line with the current clinical strategy. The clinical strategy is focused on developing teams, implementing new roles, working towards providing a single point of access for people in crisis, working more

	effectively with communities, and more integration between community, crisis and acute services with the aim of providing high quality mental health care. The post holder will be expected to work towards these Trust goals.
3.1 8	<p>Purpose of post:</p> <p>In the team the post holder will be expected to provide medical leadership in the development of the team and wider working age services, in line with the CDS and Trust goals, in order to provide high quality mental health care for patients.</p> <p>The post holder will have the opportunity to develop the crisis and home treatment service and improve the quality of care provided. The post holder will be expected to develop good working relationships with community and in-patient colleagues.</p>
3.1 9	<p>Service user and Carer participation:</p> <p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p>Continuing professional development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement is £650 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk.</p> <p>Western locality has two active peer groups and the post holder will be encouraged to join one of these, meeting monthly.</p> <p>All Consultants have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. The Trust is committed to supporting CPD activities both internally and externally.</p>
5.0	<p>Clinical Leadership and medical management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by a Deputy Chief Medical Officer, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p>

	<p>Local clinical leadership is provided by the Clinical Director, Dr Claire Tanner. There is a leadership meeting once a month in Western. The post holder will be expected to attend and contribute to this meeting.</p> <p>The post holder will be expected to work collaboratively with managers to achieve the most efficient and effective use of resources. The consultant will be invited to local division meetings of the consultant body during which local issues will be discussed. The post holder will be expected to attend monthly leadership meetings, contributing to the clinical governance and leadership of the locality.</p> <p>Quality Improvement is the chosen improvement methodology for this organisation and the post holder will be expected to:</p> <ul style="list-style-type: none"> • Develop a clinical leadership role within the multidisciplinary team and across the service as a whole and work with colleagues and management to ensure optimal service delivery. • Participate in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust. • Lead the improvement of the quality of care within the team and contribute to improving quality across the system. <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</p> <p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Aruna Wijetunge, Deputy Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new Consultants.</p>

7.0	<p>Teaching and training</p> <p>The post holder will be supported via group and individual job planning processes to provide dedicated time in their job plan to:</p> <ul style="list-style-type: none"> • Provide training to junior medical staff and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate. • Participate in the Trust's core education and training programme on Wednesday afternoons, which take place at various sites across the Trust, as well as regional Foundation and Speciality doctor training schemes as required. • Remain in good standing in relation to CPD & revalidation. • Provide supervision to junior medical staff in line with the Trust's supervision strategy. • At times be responsible for individual supervision of a GP vocational Trainee. • Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body. • Contribute to corporate training initiatives within the Trust. <p>The post holder would be supported to create a training post for a core or GP trainee, with the support of the clinical tutor. If the post holder wishes they could also apply for a higher trainee.</p>
8.0	<p>Research</p> <p>Sussex Partnership is committed to the design, delivery and translation of high-quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the</p>

	<p>regional Clinical Research Partnership Board.</p> <p>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
9.0	<p>Mental Health Act and Responsible Clinician Approval</p> <p>The post holder will be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain AC approval and will be expected to renew this approval according to agreed procedures.</p>
10.0	<p>Secretarial Support and office facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned 0.5 WTE of admin support.</p> <p>The consultant will have access to their own laptop; mobile phone and functioning of both devices are supported by a centralised IT service.</p> <p>The consultant will have access to bookable private office space for supervision or other tasks within the Crisis team office.</p>
11.0	<p>Clinical duties of post holder</p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> • The post holder will work closely with the other Consultants in community and acute services. • The post holder will provide specialist psychiatric assessment, treatment and aftercare services to patients in crisis, aged 18 and above, who have been referred to the team. • The Post holder will participate in a daily handover clinical meeting discussing the caseload and referrals at lunchtime, on days when with the team. • The post holder will attend monthly business meetings with the team. • The Post holder will undertake urgent assessments of new referrals to the team, diagnosing and formulating crisis management plans and risk assessments. The post holder will provide follow up appointments with patients under the crisis team's care to review treatment plans. The post holder will offer advice on treatment and risk management to other team members. • The post holder will provide clinical leadership and line management to junior medical staff reporting directly to them. There is the opportunity to develop posts for and take on the educational and clinical supervision of GP or core mental health trainees and higher trainees, as agreed by the locality tutor. • The post holder will participate in planning and developing local Mental Health Services in line with the CDS aims and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Foundation Trust.

	<ul style="list-style-type: none"> • The Post holder will be expected to liaise with other agencies in a professional capacity. • The Post holder will be also expected to have AC approval and at times to participate in Mental Health Act assessments of patients on the team's caseload. • It is expected that the Post holder will take a clinical leadership role in the team. It is expected that the Post holder will attend the monthly leadership meetings and contribute to the clinical leadership of the Western locality of West Sussex CDS.
12.0	<p>Clinical governance and quality improvement</p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety. Training in QI methodology is available.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	<p>General Duties</p> <ul style="list-style-type: none"> • To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework. • To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal 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 activity 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, Mental Health Act AC approval, and to abide by professional codes of conduct.

	<ul style="list-style-type: none">• 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 medical director and other managers in preparing plans for services.														
14.0	<p>External duties, roles and responsibilities</p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>														
15.0	<p>Other duties</p> <p>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.</p>														
16.0	<p>Work Programme</p> <p>It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment a meeting will take place no later than three months from appointment with the clinical lead to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per Royal College of Psychiatrists recommendation).</p> <p>1.0 programmed activities are allocated for CPD and 1.0 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.</p> <table><tr><th></th><th>AM/ PM</th><th>LOCATION</th><th>TYPE OF WORK</th><th>DCC/SPA</th></tr><tr><td rowspan="2">Mon</td><td>AM</td><td>Harold Kidd Unit Chichester</td><td>Assessments/follow ups</td><td>DCC</td></tr><tr><td>PM</td><td>Harold Kidd Unit Chichester</td><td>Admin</td><td>DCC</td></tr></table>		AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA	Mon	AM	Harold Kidd Unit Chichester	Assessments/follow ups	DCC	PM	Harold Kidd Unit Chichester	Admin	DCC
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	Tues	AM	Harold Kidd Unit Chichester	Assessments/follow ups	DCC
		PM	Harold Kidd Unit Chichester	Admin Supervision of trainees, SPA activities	0.5 DCC 0.5 SPA
	Wed	AM	Harold Kidd Unit Chichester	SPA activities	SPA
		PM	Oakland's Centre or virtual (Oaklands is a 10 minute walk from the Harold Kidd unit)	Academic programme/SPA activities	SPA
	Thurs	AM	Harold Kidd Unit Chichester	Assessments/follow ups	DCC
		PM	Harold Kidd Unit Chichester	Assessments/admin	DCC
	Fri	AM	Harold Kidd Unit Chichester	Assessments/follow ups	DCC
		PM	Harold Kidd Unit Chichester	Assessments/admin	DCC
	<p>Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.</p>				
17.0	<p>On call and leave cover arrangements</p> <p>The post holder will be expected to take part in the out of office hours on call rota, supported by the Senior Nurse Practitioner, who works nights and weekends. A trainee doctor is first on call with the post holder providing second on call. This is a no less than 1 in 9 commitment, with appropriate allowance for compensatory rest agreed during contracted hours during each on-call week.</p> <p>An availability supplement of a category A, 3% of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan. This on call rota covers adult patients (18 to 65 years old) who are in and outpatients or new patients within this age range presenting at A&E. The rota covers 3 low secure wards, two functional wards and an open rehabilitation unit.</p>				

	<p>There is a separate older person's mental health rota.</p> <p>The Sussex Mental Health Line telephone service accessed by patients is available on weekdays between 5pm-9pm and 24-hours at weekends. It provides support and information and is staffed by nurses and support workers.</p> <p>A Trust operational manager is on call each day.</p>
18.0	<p>Leave and cover arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of consultants in ATS and covered by locality ATS consultants in liaison and is agreed and authorised using electronic unavailability management software.</p>
19.0	<p>Contract Agreement</p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
20.0	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p>
20.1	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
20.2	<p>The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised</p>

	that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.
20.3	A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.
21.0	<p>Visiting arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Dr Claire Tanner, Clinical Director 07710977985 claire.tanner@spft.nhs.uk</p> <p>Paul Beynon, Deputy Service Director 07717302969 paul.beynon@spft.nhs.uk</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality & Diversity Statement</p> <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p>
23.0	<p>Approval of job description by the Royal College of Psychiatrists</p> <p>This job description and person specification is with the Royal College for approval.</p>

Person specification/selection criteria for Consultant Psychiatrist

ASSESSMENT STAGE	SCR Screening prior to short-listing	AAC Advisory Appointments Committee	PRES Presentation to AAC panel
ABBREVIATIONS	SL Short-listing from application form	REF References	

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
			MRCPsych	SCR
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	SCR	In good standing with GMC with respect to warning 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 licence OR provides evidence of proposed alternative.	SCR		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in 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 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 and training relevant to this post	SL, AAC
	Ability to work in and lead team	SL, AAC	Reflected on 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 to 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		
	Ability to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.	SL, AAC, PRES		