

Consultant psychiatrist job description and person specification

The following job description is provided as a resource to the recruiting trust and may be used as a template. It is not designed to be exhaustive and should be amended locally as needed.

Post and specialty:	Consultant Psychiatrist in General Adult Psychiatry Post available is on a full time basis and is a core post which will cover Community, In-patient, HTT & Access team as Stockport follows sector based.
Base:	Stepping Hill Hospital.
Contract:	10 PA's
Accountable professionally to:	Dr Sudhir Salujha
Accountable operationally to:	Lead consultant
Key working relationships and lines of responsibility:	Line Manager / Team Leader : Dr Sudhir Salujha Locality Manager : Josie Kershaw Responsible Officer : Dr Nihal Fernando Deputy Medical Director : Dr Simon Sandhu Director of Operations : Keith Walker Chief Executive : Claire Molloy

1. Introduction

Pennine Care NHS Foundation Trust provides a range of mental health, learning disability and substance misuse services for General Adults living in the boroughs of Tameside, Oldham, Bury, Rochdale and Stockport



2. Trust details

Stockport Mental Health Service joined Pennine Care NHS Trust on the 1st April 2003. This Trust came into being on the 1st April 2002.

Foundation Trust status was awarded on the 01 July 2008 and it was the 100th Foundation Trust to be authorised.

Becoming a Foundation Trust gives Pennine Care greater freedom to develop its services and also gives local people much more say in decisions about the Trust's future. Patients, carers and local people have the opportunity to get involved by becoming members of the Foundation Trust, and over 11,000 people have already joined the organisation. There is an established Council of Members representing a broad geographical area and skill mix, made up of local people, staff and representatives from partner organisations. They play an important role in making key decisions affecting the Trust.

Pennine Care Trust aims to deliver mental health through services based in each Borough and in conjunction with local Commissioners and local Social Service departments. The Commissioners for Stockport are the Stockport Care Commissioning Group.

The expectation is that the pooling of expertise, the diffusion of good practice and Trust-wide resourcing of specialised services will gradually benefit all the local services. There have already been extensive discussion to ensure arrangements for Consultant appraisal and CPD are uniform across the Trust.

Stockport NHS Trust, which was formed on 1 April 2000, services a population of approximately 300,000 and its main site, Stepping Hill Hospital, is the District General Hospital in the area. The Trust has 1011 beds. The Trust also manages 2 other hospitals. The Trust incorporates all of the major specialities:

Critical Care Directorate, Women's and Children's Division, Division of Clinical Support Services, Division of Medicine, Division of Surgery, Division of Diagnostic Services, Facilities Directorate and Directorate Central Management Services. It is now a Foundation Hospital

The main purchaser for Mental Health Services in Stockport is Stockport CCG, but contracts are also held with various High Peak agencies (which are not directly relevant to this post). Historically, there has also been a high level of GP fund holding in the district. However, practically, the development and implementation of Mental Health Strategy is through the National Service Framework Local Implementation Team representing the department, the Trust, the Health Authority, Primary Care, Social Services and the Voluntary Sector. A strategy for Mental Health in Stockport has been developed and recently published in the light of the National Service Framework.

Stockport is a busy town south of Manchester with a total population of 284,420, with a further 48,305 in the adjacent High Peak area of Derbyshire. The breakdown of the area by sector as follows:

Sector	Population group	Population
East	16-64	90419
	65+	22919
West	16-64	110691
	65+	26271

The district encompasses great variety of affluence, and ranges from urban to rural areas. Stockport services also cover the adjacent High Peak area of Derbyshire. Meanwhile, whilst retaining a strong identity, it allows close links with Greater Manchester.

The Mental Health Directorate is a priority service for investment and development. Currently there are two sections: the General Adult Services and the Old Age Service.

3. Service details

The Department of General Adult Psychiatry

The General Adult Psychiatry Service is the larger element of the Mental Health Directorate.

The service aims to offer comprehensive community orientated services. There is a strong emphasis on multi-disciplinary team working, incorporating key processes such as the care programme approach.

Community Mental Health Teams

The Community Mental Health Services have been redesigned to improve quality and care. There are two sector teams within Stockport encompassing a recovery hub within each team. The teams are split geographically covering East and West Stockport. Within Stockport both teams now have community bases and have been running a generic service 'targeted to people with severe mental illnesses'. The team will work with people aged 16 years+ with a mental disorder which is impacting upon their level of functioning to a significant level in line with Care Act 2014 criteria. Both Community Mental Health Teams operate Mon – Fri 9 – 5.

Stockport Access Team

This is based at the Stepping Hill Hospital within the department. Currently a speciality doctor and advanced practitioner provide part - time medical cover with added sessions of consultant input. The team is the single point of entry for all referrals to Mental Health Services and offers assessments and brief interventions.

Mental Health Liaison Team

The Mental Health Liaison Team manages emergency department referrals and assessments on medical wards. The average referral rate to the Mental Health Liaison Team from the wards and A & E per month is 178.

The Mental Health Liaison team consists of one full time and one part time 0.7 WTE consultant, 10 Mental Health Practitioners, who are based within the Mental Health Unit but work directly from the Emergency Department when they take referrals. The Mental Health Liaison Team provides their service 24 hours a day, 7 days a week, all year. The Liaison Mental Health Practitioners work on shift rota basis. The shifts comprise of an early 0730-1500, late 1400-2130, nights 2115-0800. The Mental Health Liaison Team also provides a follow up clinic with consultant supervision which run during open office hours, for those requiring follow up after their initial Mental Health Liaison assessment.

Home Treatment Team

This team provides intensive community support as an alternative to hospital admission and helps facilitate early discharge from the in-patient unit. Currently an advanced practitioner provides part time cover to the team and sector consultants are approached for any advice with regards to patients in their sectors.

Substance Misuse

There is a Community Alcohol Team and a Community Drugs Team. Both teams are well established and have long standing close links with primary care already. There is medical input for this service from 'Drugs North West' and a local GP.

Psychological Services

There is a strong Department of Psychology, including diverse expertise: Counselling Services, Cognitive Behaviour Therapies and Psychotherapy. The precise pattern and nature of psychology service provision is under review. There is also a full time Psychotherapist and many other clinical staff with psychotherapy training who contribute to the range of Psychological Therapies within the Department.

Rehabilitation services

Heathfield House Community Rehabilitation Unit provides inpatient psychiatric rehabilitation for 19 males with severe and enduring mental illnesses with the length of stay being approximately two years. There are also three studio flats annexed to the rehabilitation unit that provide continuing community care and assessment (for patients who have been through the Heathfield Rehabilitation programme). This service is part of the Rehabilitation and High Support Directorate.

Early Intervention Team

This multi-agency team including a full time consultant psychiatrist is based within Councillor Lane Resource Centre in Cheadle. This established team is working towards achieving the standards outlined within the Department of Health paper 'Achieving Better Access to Mental Health Services' by 2020, which has been supported by additional investment. The team offers a service to those of working age (16-65 years) identified to be experiencing a first episode of psychosis (FEP) and/or who are at risk of developing psychosis (at risk mental state). The implementation of access and waiting time standards requires that by 1st April 2016, more than 50% of people experiencing a FEP will be treated with a NICE approved care package within two weeks of referral. This standard is 'two pronged' both conditions needing to be met to achieve the standard below:

1. A maximum wait of two weeks from referral to treatment.
2. Treatment to be delivered in accordance with NICE guidelines for psychosis and schizophrenia – either in children and young people or in adults. CG (2013) and in adults CG (2014) and NICE guidelines for psychosis with co-existing substance use.

The core aims of the service are to:

- Reduce the duration of untreated psychosis, including support for people with an at-risk mental state and for some delay or prevent transition to psychosis.
- Produce effective outcomes in terms of recovery and relapse.
- Offer support during the three - year period following onset of psychosis based on an ethos of hope and recovery.
- To offer intervention in line with NICE guidance.

If a first episode of psychosis is confirmed it is anticipated that the person will remain with the service for up to three years and to be allocated a named care co-ordinator.

The current hours of operation are between 9:00am to 5:00pm Monday to Friday although the service does operate some flexibility to meet service user and co-ordinator.

Other sections of Mental Health Directorate

Old Age Psychiatry

Two full - time Consultants and three part time Consultants and three part time speciality Doctors in post.

The service takes new patients over 65 and is characterised by an outreach approach, with patients assessed and reviewed in their homes. The Meadows' is a purpose built unit, which opened around 14 years ago. In total there are 4 wards: 2 mental health wards (Davenport and Rosewood):- one

intermediate care ward (Saffron):- and one ward for palliative care (Bluebell which is run by Stockport Acute Trust. There is a large multipurpose area which is used for therapeutic groups, carers groups and training. There are offices and meeting rooms.

There are well established CMHTs, supported by a home intervention team.

Other related services not in the Directorate

Child and Adolescent Psychiatry

This service is based in the Paediatric Unit at Stepping Hill. Although within the Paediatric Directorate, there are very good relations between our services. There is an interest in developing joint services for young adults to address the special needs of such patients that fall at the interface between adolescent and adult services. This transition service has a Consultant and a small team who are in the early stages of development.

A Young Person's Mental Health Inpatient Unit (Hope Unit), which opened at Bury in 2008 will meet a long-standing need for age and developmentally appropriate inpatient facilities, and will reduce the need for 16-17 year olds to be admitted to and cared for on adult wards.

Learning Disability

This is a well-established Community Service. It is a direct managed service with Social Services as the lead agency. There is a part time Consultant Psychiatrist in post.

4. Local working arrangements

The Trust is seeking a consultant psychiatrist to join the Western Community Mental Health Team. The vacancy is an existing post which has been covered internally after consultant moved to the EIT team.

The Trust provides Mental Health Services for the town of Stockport and inpatient and medical services to the High Peak.

The vast majority of secondary care services to the town are provided via the Department.

The Adult Psychiatry Service includes inpatient assessment wards, rehabilitation unit, CMHT services. Much of the outpatient work is done in the community at Community Resource Centres.

The Service is sectorised. Many aspects of work are integrated with Social Services. All areas of work follow multi-disciplinary philosophy.

Resources

(I) There are 46 inpatient beds in 2 wards and a 10 – bedded PICU on site.

Staffing on each ward is as follows:

1x ward manager

3x band 6's (finances increased to have 4, currently recruiting)

9x band 5's includes band 5 OT in nursing numbers

1x band 6 OT (currently being recruited into)

1x band 4 recovery and inclusion worker

1x assistant practitioner (physical health lead

1x Clinical Psychologist 2.5 days per week

- (II) The Old Age Service provides acute assessment inpatient wards, day hospital, and continuing care wards. Similarly most of the old age work is done in the community. Although less integrated with Social Services, working relations are extremely good and in effect in all areas multi-disciplinary.

(v) **Community Mental Health Team Bases**

Resource Centres:

East CMHT is based at Baker Street, Heaton Norris

West CMHT is based is at Councillor Lane, Cheadle

Home Treatment Team is based at Heathfield House

Early Intervention Team is at Councillor Lane, Cheadle

Team Resources

Sector	Base	Resources		
East	Baker Street, Heaton Norris	Team Manager - Joanne Slater-Lee		
		Pennine Care		
		Band 6	CMHN	1
		Band 6	CMHN	1
		Band 6	CMHN	0.4
		Band 6	CMHN	0.8

		Band 6	CMHN	1
		Band 6	CMHN	0.5
		Band 5	OT	0.9
		Band 5	CMHN	1
		Band 5	CMHN Clozaril	1
		Band 4	QAP	0.6
		Band 4	QAP	0.4
		LA 5	Senior Sup. Worker	1
		LA 4	CSW	0.6
		LA 4	CSW	0.5
		LA4	CSW	0.6
		LA 4	CSW	0.6
		Band 6	CMHN	1
		Band 6	CMHN	1
		Band 5	Vacant	1
West	Councillor Lane, Cheadle	LA 4	STAR Worker	
		LA 4	CSW	
		LA 3	STAR Worker	
		Support Workers		
		B4 Office Manager		
		B3 Admin Support X 5 plus 2x vacant post		
West	Councillor Lane, Cheadle	Team Manager – Julie Pepper		
		<i>Pennine Care</i>		
		B6 Care Coordinator (Social Workers, RMNs and Occupational Therapists)		
		B5 Care Coordinator (Social Workers, RMNs and Occupational Therapists)		
		B3 Assistant Practitioner.		
		<i>Local Authority</i>		

		Care Coordinator (Social Workers)
		Support Workers
		B4 Office Manager
		B3 Admin Support
Early Intervention Team	Councillor Lane Resource Centre	Team Manager – Jo Ridley
		<i>Pennine Care</i>
		B7 Cognitive Behavioural Therapists
		B6 Care Coordinator (Social Workers, RMNs and Occupational Therapists)
		B5 Care Coordinator(Social Workers, RMNs and Occupational Therapists)
		<i>Local Authority</i>
		Care Coordinator (Social Worker)
		Support Worker
Home Treatment Team	Stepping Hill Hospital	Team Manager – Simon Freeman
		<i>Pennine Care</i>
		B6 Practitioner(Social Workers, RMNs and Occupational Therapists)
		B5 Practitioner (Social Workers, RMNs and Occupational Therapists)
		<i>Local Authority</i>
		Practitioner(Social Workers)
		B3 Admin Support
Supported Living Team and Redcroft	Baker Street, Heaton Norris & Redcroft (Heaton Moor)	Team Managers – Karen Phanco and Joanne Livsey
		Community Support Workers
		Team Manager – Helen McGawley

Criminal Justice Mental Health Team	Stepping Hill Hospital	B6 Practitioner LA / PC Fund

Current staff in post

The Western Team is one of two CMHTs providing services to the town.

East team is covered by four WTE Consultants and has a population of 47526 (16 to 65). The team covers an area encompassing Romiley, Marple, part of Hazel grove, Marple Bridge, High Lane, Woodley, Brinnington, Reddish, Heaton.

West team is covered by four WTE consultants and covers an area encompassing Bramhall, Cheadle, Cale Green, Adswold, Heavily, Offerton and parts of Hillgate & Hazel Grove.

Consultant psychiatrist colleagues are as follows:

- Western team –
 - Dr Sudhir Salujha – Consultant Psychiatrist
 - Dr R Vadhri- Consultant psychiatrist
 - Dr B Aynikkal – Consultant Psychiatrist
 - Vacancy (this post) – Consultant Psychiatrist**
- Eastern team –
 - Dr Maniyath – Consultant Psychiatrist
 - Dr E H Walker – Consultant Psychiatrist
 - Dr Uzma Saeed – Consultant Psychiatrist
- Early Intervention Team – Dr J Marks – Consultant Psychiatrist
- Speciality Doctor – Dr Anney Roy
- Old Age Psychiatry -
 - Dr B Al-Kamil – Consultant Psychiatrist
 - Dr K Hayden –Consultant Psychiatrist
 - Dr J Cole – Liaison Consultant Psychiatrist
 - Dr Carol-Ann McArdle –Associate Specialist
 - Dr P Cohen – Specialty Doctor
 - Dr Gilmore – Liaison Speciality Doctor
 - Dr Majeed – Locum Consultant Psychiatrist

Dr Rehman – Locum Consultant Psychiatrist

- Mental Health Liaison Team – Vacant Position – Consultant Psychiatrist
Dr Waqas Waheed – Consultant Psychiatrist- 0.7 WTE

5. Continuing professional development (CPD)

In line with the Royal College of Psychiatrists it is a requirement that Continuing Professional Development is pursued. One session will be designated for CPD, and the department supports the initiative to synchronise the timing of the CPD session for consultants with other districts in the region to promote a better learning environment. Pennine NHS Foundation Trust is committed to funding CPD study leave. A local peer group is available, but the post holder has the option to join a group of their choice.

6. Clinical leadership and medical management

The philosophy of the department is for there to be links between individual responsibility to patients and the overall responsibility of the department to effectively manage resources. The post holder will be expected to be closely involved with the further development and planning for the service, and to have some share in management as well as clinical responsibilities. This will include membership of relevant management groups for general adult services, attending consultant meetings and acting as the lead consultant for areas of concern on behalf of the consultant group. Clinical audit is also included in this remit. All consultants are required to participate in the revalidation process and annual appraisals. Each borough has a local audit lead. Currently, Dr Basma Al Kamil is the audit lead in Stockport.

There is a well-established divisional structure in Stockport. The current Lead Consultant for General Adult Psychiatry only is Dr Sudhir Salujha. The Lead Consultant is accountable to the Medical Director of Pennine Care NHS Foundation Trust. Dr Nihal Fernando is the Medical Director and also the responsible officer.

The Chief Executive is Ms Claire Molloy.

7. Appraisal and job planning

Appraisal is in accordance with CPD and Trust requirements. Job plans are agreed and reviewed by the Medical Manager and Dr Nihal Fernando overseas revalidation as the responsible officer.

8. Teaching and training

The department has a good reputation for education and training. Involvement will be expected in the academic programme of the Department, including case conference and journal club attendance; sharing in teaching seminars with psychiatric trainees; providing 1:1 supervision of one's own trainee and supporting the College Tutor in training issues. Involvement also includes promoting education and supervision for other groups of staff, with appropriate colleagues, and pursuing one's own professional development.

The post holder is expected to supervise GP/ CT/ FY trainee and will be encouraged to be a trainer for STs

Dr Bindu Maniyath is the college tutor in Stockport and the DME is Dr Nihal Fernando.

9. Research

The department actively encourages research and a number of projects are underway with the support of clinical staff. If the post holder seeks Honorary Associate Lecturer Post with the University of Manchester active research and teaching would be expected and two sessions could be made available for this.

10. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

11. Secretarial support and office facilities

WTE Medical Secretary at Stepping Hill Hospital.

Any clinical correspondence generated by the consultant will be typed by the medical secretary.

Office at Stepping Hill Hospital for the sole use of the post holder.

There is a full time trainee attached to the post.

A permanent post holder will have PC station with linkage to the Trust network and IT support. The Trust has negotiated a special communication allowance with all consultants enabling the purchase and use of a mobile phone for ease of communication.

12. Clinical duties of post holder

It is expected that the four Consultants share the workload in an equitable manner. The present arrangement is that each Consultant works with a full range of psychiatric patients across the spectrum of mental health and the workload is equally divided taking into account geographical variations in deprivation. Consultant appointed to this post will be required to cover a well-defined sector of Stockport to include Marple, Romiley, Woodley, Bredbury and High Lane.

The post holder will share with the present Consultants the responsibility for managing adult patients with all types of mental health problems in Stockport.

The post holder will be responsible for in and outpatients in the sector and also work closely with community teams. Estimated workload for this sector is as follows:

Typical inpatient caseload: 7 to 12 inpatient

Outpatient caseload: Around 250

Typically one MHA assessment in community every 2 to 4 weeks

Total no. of CTOs < 5

No. of outpatients seen per week in clinic between consultant and junior doctor clinics - 16 follow-ups, 5 new patients.

Number of new patient referrals per week - 5 to 10.

The team expects to receive on average seven new referrals a week and has in place a rapid assessment triaging service that is multi-disciplinary in nature, allowing assessment of up to 10 cases within 48 hours of receipt of referral. It is expected that all team members (apart from the support workers) carry roughly equivalent numbers of cases as care co-ordinators. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members, although they are not required to act as care co-ordinator.

Inpatients are admitted to Norbury/ Arden wards located on Stepping Hill Hospital site. The number of inpatients/ length of stay under each consultant vary. The post holder is required to visit the access team on a weekly basis to discuss GP referrals within the sector. The access team does the initial triage and may need to discuss limited cases with the consultant which could range from 3 to 10 per week. The post holder will share access to all facilities within the service and work closely with members of the Multi-Disciplinary Team. The post holder will negotiate a time table with the Line Manager. The work load is divided equally between all Consultants.

The available clinical resource has been outlined above; in particular the post-holder will have a lead role in the Multi-Disciplinary Team, both with respect to individual cases and the use of CPA, and with respect to the overall functioning and clinical targeting of the team.

A designated Consultant Forensic Psychiatrist liaises with the service, and access to the High Dependency network is available through the neighbouring Tameside service.

The department operates along a clinical directorate structure, with great emphasis on 'clinical governance' and involving key senior clinicians in management decisions. There is a directorate management team which has representation from the main service areas of the department. The management team represents the directorate formally, for example at the Trust Management Board and the NSF Local Implementation Team.

13. Training duties

The post-holder is expected to actively participate in the various training opportunities that arise in undergraduate and postgraduate clinical teaching.

14. Clinical governance and quality assurance

The Trust has an active Clinical Effectiveness and Quality Improvement Team. Involvement in Trust Audit activities will be encouraged, particularly once the post holder has settled in to the job. The post holder will be supervised by the Clinical Director.

15. Quality improvement

The Quality Improvement Team are regularly working on local and trust-wide projects such as audits, audit pilots and quality improvement projects. The post holder will have opportunities to be involved in these and will also be able to improve the provision of the service locally in Stockport.

16. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

17. 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.

The Post Holder may wish to develop special responsibility within the service. For example we would welcome special interest development in emergency, rehabilitation, forensic, drug or alcohol work. The post holder may want to get involved in College or management roles.

We would expect the generic adult psychiatry work to continue within the sectorised model, involving both in-patient and out-patient work in a specified population of Stockport..

18. Work programme

It is envisaged that the post holder will work 10 programmed activities over the working week. Following appointment there will be a meeting at 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 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

Suggested draft timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	SHH	09:00-13:00 Outpatient clinic	1 DCC	
	PM	SHH	13:00-14:00 Consultant Meeting 14:00-17:00 Admin / Ward	0.75 DCC / 0.25 SPA	
Tuesday	AM	SHH	09:00-13:00 Ward round	1 DCC	
	PM	Councillor Lane	13:00 – 17:00 Outpatient Clinic	1 DCC	
Wednesday	AM	Councillor Lane	09:00-13:00 MDT/Outpatient Clinic	1 DCC	

	PM	SHH	13:00-15:00 Junior Doctor educational meeting 15:00-17:00 Admin	1 SPA	
Thursday	AM	Baker Street	09:00-13:00 Ward round	1 DCC	
	PM	SHH	13:00-17:00 Admin / MHA work	1 SPA	
Friday	AM	SHH	09:00-13:00 Admin / Ward	1 DCC	
	PM		13:00-14:00 Junior doctors supervision 14:00-16:00 Tribunals/ Admin /Reports 16:00-17:00 Trust meetings	0.75 DCC / 0.25 SPA	
Unpredictable / emergency on-call work					
Total Pas 10	Direct clinical care				7.5
	Supporting professional activities				2.5

Options of special interest could be discussed with a successful candidate. Travel time between inpatient unit and team bases will be job planned.

DCC = Direct Clinical Care

SPA = Supporting Professional Activities

SHH = Stepping Hill Hospital

19. On-call and cover arrangements

The on-call rota with general adult colleagues currently amounts to a 1 in 15 duty, with this post. Currently, the on call supplement is 3 % of the basic salary. The post holder will be second on call. At times, when a specialty doctor/ ST is available to be on the rota, the consultant would be third on call. Colleagues provide prospective cover for leave and sickness, within nationally negotiated terms and conditions. The emergency work consists of providing consultant cover to the duty trainee psychiatrists and other medical staff such as ST's as the rota dictates. Duties further include being responsible for the clinical management of the presenting psychiatric emergency work to the unit for the duty period, responding to requests for assessment and advice from other agents such as GPs, Community Team members and the Mentally Disordered Offenders Team as emergency clinical needs dictate. The on-call covers working age and old age in the area of Stockport.

Cross cover arrangements at Stockport follow a buddy system in which one consultant cross covers for another in each sector when on annual leave or absent. If both consultants are busy the on call consultant is always on hand to offer support and advice.

20. Wellbeing

The post holder will have access to the Occupational Health (OH) Department, Stockport location:

Poynton Osteopathic Clinic

97 Park Lane

Poynton

Stockport

SK12 1RB).

The OHIO (Occupational Health Information Online Referral system provides access to services and referrals are usually processed within 48 hours.

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 including job share opportunities, Career break opportunities, Childcare vouchers, Cycle to work scheme, Lease car scheme and Regular staff meetings with opportunities for feedback. The post holder will form part of a consultant peer group who meet regularly.

The Greater Manchester Resilience Hub has a specialist team which can support emotional health and wellbeing, especially for those who have experienced stressful or traumatic events associated with COVID-19.

The Trust website provides further information and wellbeing resources for clinicians in the trust

21. 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 with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

22. Leave

The post-holder is entitled to 32 days of annual leave per year and 30 days study leave over three years. Study Leave for consultants is provided within nationally negotiated terms and conditions, and more broadly participation in continuing professional development is encouraged. Study leave is 30 days over a 3 year cycle. This is broken down as 10 days per year and 5 days over 6 months. The financial amount is £3000.00 over the 3 year cycle. Note: This does not include mandatory study i.e. MVA/ Fire/ H&S etc.

23. Visiting arrangements

Arrangements to visit the hospital may be made by contacting:

Dr Nihal Fernando, Medical Director – Pennine Care NHS Foundation Trust Headquarters, 225 Old Street. Ashton Under Lyne. OL6 7SR.

Tele: 0161 716 3025.

Dr S K Salujha, Lead Consultant Psychiatrist. Stepping Hill Hospital, Stockport, SK2 7JE.

Tele: 0161 7165716

24. Approval of this job description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

Appendix 1: Sample person specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management.	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	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>SL, AAC</p>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>