

## **JOB DESCRIPTION**

### **CONSULTANT IN GENERAL ADULT PSYCHIATRY**

**Luton CMHT (North)**

**BEDFORDSHIRE**

### **10 Programmed Activities**



*We care*

*We respect |*

*We are inclusive*

## **Introduction to East London Foundation Trust**

### **We care | We respect | We are inclusive**

Originally formed in 2000, East London NHS Foundation Trust has long been recognised as a centre of excellence for mental health care, innovation and improvement. Our ambition is to make a positive difference by providing people with mental and community health care services that support their recovery and help them to achieve the most fulfilling lives possible. Everything we do is driven by our values of care, respect and inclusivity. Our patients' needs matter most and we are constantly working to improve our support for all who use and have contact with our services. Our extensive research approach, commitment to education and emphasis on quality means we are at the forefront of excellence in mental health care. This has helped lead to a number of pioneering health solutions and our recognition as Trust of the Year at the Patient Safety Awards 2015 and winner of the Staff Engagement Award at the Health Service Journal awards in 2015

### **Our Patch**

Wherever patients receive our services and from whichever team, our values of care, respect and inclusivity underpin all that we do. We were first established as a mental health trust to cover East London, but have been broadening our remit for some time. Our core area includes City of London, Hackney, Newham and Tower Hamlets and (since April 2015) Bedfordshire and Luton. We also deliver numerous services to many other people further afield. They include specialist services in north east London, psychological therapies in Richmond and an award-winning specialist mother and baby psychiatric unit in Homerton that receives referrals from all across the south east.

### **Trust details**

#### **Our staff, estate and population**

Our 5,000 staff, the heart of our operation, provide £353 million worth of services from over 100 community and inpatient sites. We never stand still and over £12 million is being spent in the current year alone to improve the environment and facilities for our patients, their carers and families. Our East London population totals around 750,000 and we are proud to serve one of the most culturally diverse parts of the UK. Our recent move into Bedfordshire and Luton means that we are now responsible for a further 630,000 people's mental health care needs.

Further information on ELFT can be found on our website: [www.elft.nhs.uk](http://www.elft.nhs.uk)

#### **ELFT as an Employer**

ELFT was included in the Top 10 of HSJ's Best Places to Work in 2014 and is recognised as a Stonewall Diversity Champion.



*We care*

*We respect* |

*We are inclusive*

The 2014 National NHS Staff Survey placed East London NHS Foundation Trust among the highest in the country for staff engagement and satisfaction. The Trust achieved the best score in the country for job satisfaction, staff motivation at work, and staff feeling empowered to contribute towards improvements at work. The Trust employs 5,000 people in a variety of full-time and part-time posts. Making the Trust an excellent place to work is important to us and one of our key priorities. To achieve this the Trust is doing a lot to improve the working lives of staff, such as making flexible working hours available to those people who have younger children and/or who are carers.

## Our Focus on Quality

Quality of care is the Trust's top priority. It is at the forefront of all that we do and is firmly embodied in our mission to provide the highest quality mental health and community care in England by 2020.

Being the very best requires continual improvement – always seeking to do things better. Sometimes it involves fundamental change in the way things are done, with everyone working together sharing the same passion and commitment. Our strategy takes a whole-organisation approach to quality improvement, and is built on experience and best practice from healthcare organisations and systems across the globe.

Our commitment to quality is evidenced by two Trust teams, *Safer Wards* and *Globe Ward Violence Project*, having been short-listed in the British Medical Journal 2015 Awards. Both teams are conducting projects aimed at reducing incidents of violence and aggression on inpatient wards. ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

## ELFT as a Research Centre

The Trust has university status and is linked with the University of London, City University and South Bank University. The Unit for Social and Community Psychiatry was established in 1997 and located on the site of the Newham Centre for Mental Health. It is supported by the East London NHS Foundation Trust and Queen Mary, University of London. The Unit has an internationally renowned research group, has generated more than £15m of external competitive grants since 2005, and publishes more than 20 research papers in peer-reviewed journals every year. In 2012, it became a designated Collaborating Centre of the World Health Organisation (one of only 18 mental health related WHO Collaborating Centres in Europe and the only one specifically for Mental Health Services Development in the world).



We care

We respect |

We are inclusive

## Management Structure of the Trust

<b>Interim Chief Executive</b>	Lorraine Sunduza
<b>Acting Chief Nurse</b>	Claire McKenna
<b>Chief Medical Officer</b>	Dr David Bridle
<b>Chief People Officer</b>	Tanya Carter
<b>Executive Director of Integrated Care and Deputy CEO</b>	Richard Fradgley
<b>Chief Digital Officer</b>	Philippa Graves
<b>Chief Operating Officer</b>	Edwin Ndlovu
<b>Chief Quality Officer</b>	Dr Amar Shah
<b>Executive Director of Commercial Development</b>	Dr Mohit Venkataram
<b>Chief Finance Officer</b>	Kevin Curnow

## *Bedfordshire Mental Health and Wellbeing Service*

ELFT has been providing mental health services in Luton and Bedfordshire since April 2015. The scope of services includes adult services (including services for older people and people with learning disabilities), child and adolescent mental health services, improving access to psychological therapies and rehabilitation and recovery services.

## Leadership Structure

<b>Medical Director</b>	Dr Angharad Ruttley
<b>Director of Nursing</b>	Claire McKenna
<b>Director of Mental Health &amp; Wellbeing Services for Luton &amp; Bedfordshire</b>	Michelle Bradley
<b>Clinical Director – Inpatients</b>	Dr Guy Thompson
<b>Clinical Director – Community</b>	Dr Reena Sani
<b>Clinical Director – Crisis Care</b>	Dr Elena Baker Glenn
<b>Clinical Director – Learning Disabilities</b>	Dr Sanjay Nelson
<b>Director of Specialist Services</b>	Sarah Wilson
<b>Clinical Director – CAMHS</b>	Dr Cathy Lavelle



*We care*

*We respect* |

*We are inclusive*

## Population Served

### Bedfordshire

At 2013, Bedfordshire had a population of 426,000 (161,400 in Bedford Borough and 264,500 in Central Bedfordshire). The age profile of Bedfordshire's population is similar to that of the England population. The Bedfordshire population is predicted to grow, both because people will live longer and because of new housing developments, reaching 471,270 by 2017. The number of older people (over 65) in Bedfordshire is expected to rise significantly, with increases of around 30% - 35% expected between 2012 and 2021.

The prevalence of mental health conditions in the Bedfordshire population is expected to rise in the coming years in line with population growth, with a more rapid rise in the number of people suffering from dementia.

The Bedfordshire population is predominantly of White British ethnicity (82.7%). Black and minority ethnic (BME) groups represent approximately 16% of the Bedfordshire population although the historic town of Bedford is highly diverse.

Overall deprivation in Bedfordshire is lower than the national average, with Bedford borough ranking mid-range nationally on overall deprivation and Central Bedfordshire in the least deprived 20% of local authorities. However, around 15.5% of children in Bedfordshire live in poverty.

### Luton

As of 2021 census the population of Luton was around 218,000. The age profile of Luton's population, including people over 65, was as follows:

0-17 years approximately 25% of the population, 18-64 years approximately 60% of the population & 65 years and over approximately 15% of the population.

There has been a trend of increasing life expectancy and an aging population. This trend has been driven by factors such as improved healthcare, better living conditions, and advancements in medical technology. As a result, the elderly population, typically defined as those aged 65 and older, has been growing over the years.

Projections made prior to 2021 suggested that the elderly population would continue to grow in the coming decades. This growth in the elderly population has significant implications for various sectors, including healthcare.

In the 2011 Luton's population was reported as follows:

White British: Approximately 44% of the population.

Asian/Asian British: Approximately 33% of the population.

Black/African/Caribbean/Black British: Approximately 14% of the population.

Other ethnic groups: Approximately 9% of the population.



*We care*

*We respect* |

*We are inclusive*

## Luton Team

Luton community mental health teams are undergoing a process of transformation/ redesign in order to focus on providing prompt assessment and intervention at the point of need. By separating out some of the functions of a traditional CMHT, the new structure will additionally allow more of a focus on recovery for those with enduring mental health problems and those accessing Care Plan Approach (CPA). The trust is currently working on alternatives to CPA as per national framework.

Community Mental Health services nationally are receiving an enhancement of funding at present. Community mental healthcare will increasingly be provided closer to home, within primary care networks.

Luton CMHT is in the process of transformation and moving towards the following structure:

Front-end blended teams with triage function and providing care for complex patients not on CPA.
Managing recovery-focused care of individuals on CPA.

In the future, this structure will more easily map onto Primary Care Networks. The Team is a multidisciplinary team, managing the recovery-focused care of individuals with complex mental health needs and individuals on CPA. In addition to traditional care coordination, the team is developing programme to support recovery and preparation for step-down from secondary mental healthcare.

Details of the post

## Role Summary

<b>JOB TITLE:</b>	Consultant Psychiatrist Luton CMHT (North)
<b>ACCOUNTABLE TO:</b>	Clinical Director
<b>RESPONSIBLE TO:</b>	Medical Director
<b>BASE:</b>	Charter house, Alma street, Luton, Bedfordshire, LU12PJ
<b>HOURS</b>	Full time (40 hours) 10 Programmed Activities (7.5 DCC, 2.5 SPA)
<b>CONTRACT:</b>	Permanent

This is an established post into the Bedfordshire Community Mental Health Team Structure. The post will complement the current structure of consultant and trainee psychiatrists within the community mental health teams covering Bedfordshire and Luton.



*We care*

*We respect*

*We are inclusive*

The post holder will support the multidisciplinary team in the management of patients with mental health needs not on CPA and those patients subject to CPA, as envisaged in relevant NICE Guidance (at present). The post-holder will work with an MDT including pharmacy, psychology, social work, CPN colleagues, and trainees. Post holder will clinically lead the Team, overseeing the delivery of care under CPA and non-CPA, for a cohort of patients registered with certain primary care clinical networks.

### **Luton Community Mental Health Team (Dallowdown/ Brantwood)**

The CMHT currently carries a caseload of approximately 850 patients. The majority of these cases are held in outpatients and a number of cases are care coordinated under CPA. The team is a pilot for the transformation in Bedfordshire. Currently the team receives the referrals on a daily basis which are triaged by the Blended Team Triage meeting (multi-agency review). Triage meetings take place daily which mobilise timely access to the most appropriate service and support with minimal delay and without the passing of requests for support between multiple services. Request for support will be considered and agreement will be made as to most appropriate person/agency to offer to carry out an Assessment (Brief, Core or Specialist) once this has been carried out and fed-back, assessment and support will then follow usual pathways.

The CMHT works jointly with some allied services such as the IAPT, Complex Needs Service (which provides intensive DBT for patients with Emotionally Unstable Personality Disorder who are presenting with high risk behaviours). We also have a local addictions service called Resolutions, where patients can be referred and worked with jointly when required. The Trust also has a specialist eating disorder community service for patients with severe eating disorders. The psycho social intervention is supported by Recovery college workshops.

The team consists of

POST	BANDING	NUMBER OF FUNDED WTE
Team Manager		2
Consultant Psychiatrist		4
Senior Nurse		2
Nurse		8.4
Senior Social Worker		1
MH Social Worker		9.2
Occupational Therapist		2
Principal Clinical Psychologist		2
Clinical Psychologist		2
Psychology Assistant		2
CAP		2
Clinical Pharmacist		1
Social Prescriber		1
Community Connector		4



*We care*

*We respect* |

*We are inclusive*

Employment Specialist		2
Peer Support Worker		4
Physical Health Support Worker		2
Carers Link Worker		2
Transformation Admin		2
Senior Administrator		2
Administrator		4
Other:		
Total staff resource		

The directorate has committed to developing the roles of non-medical prescribers, pharmacists, advanced clinical practitioners and nurse consultants across the pathway.

### Case Load:

This caseload is divided between 4 full time consultants. The consultant will typically hold 4-5 cases on CTO or conditionally discharged Section 37/41. Professional accountability will be to the Medical Director and operational accountability to the Chief Executive Officer.

### Provisional Job Plan and Timetable

A standard whole time job plan will contain 10 Programmed Activities each consisting of 4 hours. For this post there will 7.5 PAs dedicated for direct clinical care and 2.5 Programmed Activities for supporting professional activities. These Programmed Activities are subject to formal appraisal together with the job plan. The job plan will be developed further in consultation with the Clinical Director.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	1DCC Clinic	1DCC Clinic	1DCC	1 DCC MDT meeting	1DCC
PM	1DCC Clinic	1SPA Qi work/audit/Governance	1SPA CPD/Trust teaching	0.5 DCC and 0.5 SPA	1DCC Admin session

### MAIN DUTIES OF THE POST HOLDER

The post-holder will:

1. Provide consultant leadership to the Luton CMHT North team.
2. Provide comprehensive assessment, diagnosis and management of issues relating to mental and physical health for adults with acute and severe mental illness in the community (over 18 years) so that intensive and timely treatment can be delivered to prevent chronicity and dependency on psychiatric services.



*We care*

*We respect*

*We are inclusive*

3. Attend and be the clinical leader of weekly MDT meetings, supported by the team operational lead.
4. Provide clinical advice and guidance to primary care physicians to manage patients in the least restrictive environment
5. Undertake all work in the context of the recovery approach which is emphasised across the Trust, placing the service user at the centre of planning and decision making.
6. Fulfil Responsibilities as a Psychiatrist approved under Section 12 of the Mental Health Act 1983, where relevant.
7. The service has a KPI targets and a requirement to meet them. The post holder will work with the Team manager to ensure the targets are met.
8. Provide support and training to other health care professionals and support service users through the care pathway as required
9. Lead on the delivery of high quality care in all settings and be mindful of quality targets set by the Trust and those set nationally.
10. Develop the service with a view to achieving HTAS accreditation at the earliest opportunity.
11. Work closely with the Crisis Resolution/Home Treatment Teams/ and liaise with inpatients services/primary care liaison service.
12. Work closely with colleagues from other specialist teams to provide a collaborative approach to the care of patients who are jointly under the care of these services. Develop appropriate referral pathways with these services to ensure collaborative working between different teams working ensuring good continuity of care for service users.
13. Develop an expertise and knowledge of local services for people with mental health problems and refer to facilities available to specialist mental health services including psychotherapy and psychology services based in secondary care.
14. Provide appropriate clinical supervision and training for junior medical staff and lead the multidisciplinary team.
15. Take part in mandatory Trust audit programmes and also develop local relevant audit cycles to improve the function of the team.
16. Actively participate in the Trust's clinical and strategic development.
17. The post-holder will also be involved in the regular Consultant duty rota (1:26)
18. Engage in annual appraisal and job plan review with the Clinical Director.
19. Participate in Quality Improvement work and provide leadership to embed Quality Improvement into core business.

The post holder's immediate line manager is the Clinical Director for Adult Services. Bedfordshire has a Medical Director whom the Clinical Directors report to, but overall responsibility rests with the Trust's Chief Medical Officer. The Medical Director is based at Charter House, Luton.

The consultant will provide medical advice to the management process, including the design of protocols and policies and take on strategic and planning roles. They will have the opportunity to share in wider managerial tasks within the Trust, such as Clinical Tutor, Chair of the Medical Advisory Group, Service Line Lead, Audit Consultants, Associate Clinical Director, Clinical Director and Medical Director and may be supported to engage in external duties (e.g. to work at the Royal College) if such duties can be accommodated in job planning and do not impact negatively on core roles and responsibilities.



*We care*

*We respect* |

*We are inclusive*

## Leave

The post holder will be entitled to 32 days of annual leave (increasing to 34 days after completing 7 years as a consultant). The consultants are expected to provide cover for their colleagues on mutual agreement. The request for annual leave periods over 3 days have to be made 6 weeks prior to the commencing date. Electronic leave forms are available to be downloaded from the trust website. The post holder is entitled to study leave, sick leave, professional leave and compassionate leave when applied in accordance with Trust Policy and Guidelines. A consultant is entitled to 30 days of study leave over 3 years. Each consultant has a study budget, all requests for study leave have to be approved by the Clinical Director and the Director for Medical Education.

Consultant cover for leave will be provided by one of the other Consultant colleagues.

## Out of Hours and Emergency Cover Arrangements

From 9 am to 5 pm, Monday to Friday, the consultant will be responsible for any emergencies, which arise within his/her service. Cover by consultant colleagues in General Adult Psychiatry may be arranged when on leave or attending professional activities elsewhere.

The post holder will be expected to take part in the out-of-hours Trust-wide on-call rota (currently 1:26 covering adult, older adult and learning disability services). The on call duties mainly consist of providing advice to first and second on call doctors and attending seclusion reviews if patient in seclusion for over 24 hours at weekend (rare occurrence). An allowance of 1% basic salary covers this duty. The specialities covered on-call includes General Adult acute patients, Older Adult acute and functional patients and Learning disability patients. We have separate CAMHS on-call Consultant rota.

The first on-call rota is provided by CT1 to CT3 trainees and GPVTS trainees. A second on-call rota is provided by middle grade doctors.

## Junior Medical Staff

The post holder may be asked to become Clinical Supervisor for a trainee on placement with the team.

All junior doctors receive one hour's supervision time per week, over and above the time for day-to-day clinical supervision. This will be accounted for in the final job plan which will be agreed with the clinical director at the commencement of the post.

## Secretary

Shared secretarial/admin support will be provided through an established admin team based in the respective service.

## Office

The consultant will have an office with own individual desk/computer at Charter House. This may be a shared office with another consultant psychiatrist in the Team. They will be provided with a mobile phone, laptop and headset, and have access to platforms for



*We care*

*We respect* |

*We are inclusive*

conducting virtual meetings and clinical consultation. The consultant will be provided with digital dictation software.

### Teaching, Training, Research and Audit

Both research and teaching are key activities within the Trust, a significant part of its income (SIFT) being associated with provision of lectures, clinical teaching and education to undergraduates. The appointee will thus be expected to provide appropriate teaching and supervision of attached medical students.

The post holder will be allocated a mentor for the 1<sup>st</sup> year of appointment and will be closely supported and supervised by the Clinical Director.

The trust has a Director of Medical Education and a Bedfordshire and Luton Associate DME who both support the post holders training and educational needs.

The successful candidate will be expected to participate in quality improvement as part of the Trust's Clinical Effectiveness programme which will include engaging in audit.

There is a weekly Trust wide teaching programme held on a Wednesday afternoon in a convenient location for all doctors. All doctors are encouraged to attend the teaching programme and a certificate of attendance is provided as evidence for CPD at the end of each term.

There will be opportunities to provide teaching for staff in other disciplines.

The post holder is expected to maintain good standing with the Royal College of Psychiatrists and maintain licence to practice from the GMC through successful revalidation arrangements. It would be possible to link with academic departments in Cambridge or Anglia Ruskin University.

The post holder is encouraged to join one of the established PDP groups run in each locality.

### Support and Wellbeing

CMHT has regular team reflective practice which the post holder would be expected to participate in. The team have use of the 'staff retreat' breakout space on site at Florence Ball House.

All consultants have opportunity to participate in a Consultant reflective practice space monthly led by a consultant psychotherapist, and have opportunity to join a psychotherapy led complex case discussion group monthly.

The post holder will be allocated a mentor for the 1<sup>st</sup> year of appointment and will be closely supported and supervised by their line manager and Clinical Director. They will be supported to join a PDP group. They are encouraged to join the ELFT consultant buddying scheme. There is also opportunity to receive coaching.

There are active staff networks including Women, LGBT, Ability, Intergenerational and BAME groups which the post-holder can join.



*We care*

*We respect* |

*We are inclusive*

Staff can access occupational health support through team prevent [elft@teamprevent.co.uk](mailto:elft@teamprevent.co.uk). Care first, a 24-hr staff helpline, is also available through [www.carefirst-lifestyle.co.uk](http://www.carefirst-lifestyle.co.uk). Further information on occupational health is provided at the Trust Induction or through the post holder's line manager or staff intranet.

The ELFT People and Culture Organisational development team can offer bespoke organisational development interventions to team and services when indicated, which includes coaching and mediation.

The team also offer an extensive staff wellbeing programme which is updated regularly. Regular virtual short yoga and mindfulness sessions are available to staff to encourage breaks in the working day. Yoga, Pilates and body combat sessions are also offered (virtually) and you can join the ELFT choir, ELFT in 1voice. Other offers in place include eye care vouchers, a cycle to work scheme and a subsidy towards the cost of Holiday Play Schemes during school holidays.

All staff can access the BLMK Keeping Well Hub, which offers mental health staff support for staff working in NHS organisations within Bedford, Luton and Milton Keynes through telephone, face to face or online chat support and onward referral. Sleepio and Silvercloud apps are offered to ELFT staff free to use.

## Continued Professional Development

There is a weekly Trust wide teaching programme held on a Wednesday afternoon in a convenient location (Wrest Park, Silsoe, Bedfordshire or virtually) for all doctors. All doctors are encouraged to attend the teaching programme and a certificate of attendance is provided as evidence for CPD at the end of each term.

There will be opportunities to provide teaching for staff in other disciplines. The post holder is expected to maintain good standing with the Royal College of Psychiatrists and maintain licence to practice from the GMC through successful revalidation arrangements. The post holder is encouraged to join one of the established PDP groups run in each locality.

The post holder can also take advantage of the Trust-wide Bart's Academic Afternoons monthly, either by livestream or at Bart's Hospital, or virtually.

## Clinical Governance

Consultants will be expected to support and develop systems which enable improved quality. Learning from audit, complaints and serious untoward incidents will be achieved by leading and overseeing clinical work and contributing to the performance framework and the regular learning lessons sessions and presentations which will be set up for multi-disciplinary teams.

The consultant will be supported and encouraged to take part in Quality Improvement and participation in the monthly Healthcare Quality and Governance meeting for the pathway is expected. Consultants are encouraged to participate in the monthly QI Forum. There are many opportunities to take advantage of the extensive QI teaching and training offered at ELFT.

## Appraisal and Revalidation



*We care*

*We respect* |

*We are inclusive*

The Trust is committed to medical revalidation and appraisals and the post holder is required to undergo annual appraisals to support the revalidation process and continuous improvement of services. The appraisal process is in accordance with the Trust's Medical Appraisal Policy. Consultants use the SARD system for appraisal and will receive training and support to use it. The Trust Responsible Officer will support the revalidation process.

## **ELFT Policies and Procedures**

### **Assurance Statement**

The purpose of this job description is to outline levels of responsibility and accountability of this post, to ensure that all work undertaken by our staff is identified and lines of accountability are clear.

### **Equal Opportunities Statement**

ELFT operates an Equal Opportunities Policy and expects staff to have a commitment to equal opportunity policies in relation to employment and service delivery.

### **No Smoking Policy**

ELFT is committed to a policy which discourages smoking and prohibits smoking on Trust property and on Trust business outside it.

### **Infection Control**

The post holder is accountable and responsible for the prevention of healthcare associated infections by complying with all Infection Prevention & Control policies and procedures in line with legislation (Health Act 2006; *Code of Practice for the Prevention and Control of Healthcare Associated Infections.*)

### **Data Protection Act 1998**

The Data protection act (1998) is to ensure compliance with all Trust policies, and those procedures relevant to the area of work.

At all times maintain high levels of confidentiality and information security, complying with the relevant legislation such as the Data Protection Act and the Computer Misuse Act.

Where any processing of information takes place (paper records or electronically) ensure that the data is of good quality, accurate and relevant for purpose. All employees must adhere to the Trust's Policy on the Protection and Use of Personal Information which provides guidance on the use and disclosure of information. The Trust also has a range of policies for the use of computer equipment and computer generated information. These policies detail the employee's legal obligations and include references to current legislation. Copies of the Policy on the Protection and Use of Personal Information and other Information Technology policies are included in the Trust's Policies and Procedures Manual/Intranet.



*We care*

*We respect* |

*We are inclusive*

## Confidentiality

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.

You are required to observe the strictest confidence regarding any Confidential Information relating to work of the Trust, its patients/clients and its employees.

“Confidential Information” includes but is not limited to information relating to the Trust received by you in the course of your employment with the Trust or its predecessors, information relating to patients, personnel information, budgeting and financial information and information in respect of which the Trust owes a duty of confidentiality to a third party.

You are required not to disclose any Confidential Information either during or after your employment with the Trust, unless expressly authorised to do so by the Trust or required in the proper performance of your duties or as required by law.

This obligation will cease only when such information comes into the public domain other than through unauthorised disclosure by you.

Failure to comply with these requirements could result in action being taken under the Trust’s Disciplinary Policy and Procedure.

This obligation is without prejudice to the law concerning protected disclosures in the Public Interest Disclosure Act 1998 (the so-called “Whistleblowers Act”).

## Health and Safety

All employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to provide a safe environment for employees and visitors.

## Safeguarding Duty

“It is the responsibility of the post holder to be aware of and follow the legislation and guidance regarding Safeguarding Children and Adults as stated in the Trust’s Safeguarding Policy. This applies to all staff regardless of which member of the family is the primary client. The post holder is responsible for ensuring they receive the appropriate level of Safeguarding Children training according to their role”.

## Information Technology

It is the responsibility of the post holder to have a level of IT competence relevant to their job role and will be expected to continue to keep their skills up to date as part of their Continuing Professional Development.



*We care*

*We respect* |

*We are inclusive*

## NHS Constitution

You are responsible for ensuring that the values outlined in the NHS Constitution are adhered to daily and any matters of concern are raised with the relevant Line Manager or through the necessary processes within the Trust.

You are responsible for delivering a compassionate, dignified and respectful service to patients at all times.

## Changes to this Job Description

Post holders have a responsibility to discuss any significant job changes with their line manager at the time the change occurs and agree any permanent substantial change.

## PERSON SPECIFICATION

	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
<b>QUALIFICATIONS</b>	Fully registered with the General Medical Council	A	A higher degree such as MD or PhD	A
	Eligible for inclusion in the GMC Specialist Register (or Specialist Registrar within 6 months of gaining CCT at time of interview).	A		
	Membership or Fellowship of the Royal College of Psychiatrists or equivalent qualification (in accordance with Royal College of Psychiatrists guidelines)	A		



We care

We respect |

We are inclusive

	Eligible for Section 12 Approval (Mental Health Act)/ Approved Clinician or willing to apply for such approval once in post.	A		
<b>KNOWLEDGE AND EXPERIENCE</b>	Experience of clinical work in Acute Adult Psychiatry at SpR, SASG or consultant level within the last 3 years	A, I	Experience of service development and introducing new services in mental health	A, I
	Excellent working knowledge and experience of the application of the Mental Health Act	A, I	Experience of working at consultant level in a community environment.	A, I
	Appreciation and understanding of ethnic minority issues and a commitment to developing culturally sensitive practices	A, I		A, I
	Understanding of social factors relevant to psychiatry	I		
	Robust experience of working with severe and enduring mental illness and risk assessment, management	A, I		
<b>ORGANISATIONAL SKILLS/ ABILITIES</b>	Leadership skills	A, I, R	Formal leadership and management training	A, I
	Ability to work as a part of multidisciplinary, multi-model team	I, R	Experience of team /service leadership	A, I
	Ability to manage complex workloads and support others to do that	I, R	Experience of organisational development work	I



*We care*

*We respect*

*We are inclusive*

	Consultation skills to services, teams and individuals	I, R	Project management ability	A, I
	Commitment to working in multidisciplinary setting	A, I		
	Commitment to working with service users on service development	A, I, R		
<b>CLINICAL SKILLS AND SUPERVISION</b>	Ability to work in multi-disciplinary team and provide leadership for the team	I, R	Experience in supervising trainee doctors and SAS doctors	A, I
	Self-motivating and innovative	A, I		
	Expertise in risk assessment	A, I		
	Confident in therapeutic risk taking	I		
	Commitment to clinical governance	A, I		
<b>TEACHING</b>	Experience in teaching junior staff	A	Medical education qualification	A
	Good teaching and communication skills	A, I		
	Experience of teaching medical undergraduates and postgraduates	A		
	Experience of teaching non-medical mental health professionals	A		
<b>RESEARCH AND AUDIT</b>	Experience of research work, especially in general hospital patients and / or patients with medically unexplained symptoms	A, I	Experience of grant-funded project work	A



*We care*

*We respect* |

*We are inclusive*

	Audit experience	A, I	Publications in peer-reviewed journals in relevant academic fields	A
<b>OTHER REQUIREMENTS</b>	UK driving licence	A, I	Car owner	A, I



*We care*

*We respect |*

*We are inclusive*