

JOB DESCRIPTION

Post and specialty:	Consultant Psychiatrist in General Adult Psychiatry The post holder will be Consultant Psychiatrist to the Bromley Mental Health Hub with Oxleas NHS Foundation Trust. This is a replacement post.
Base:	Beckenham Beacon, 379 Croydon Road, Beckenham BR3 3QL Tel. 0208 6592151
Contract:	Number of programmed activities: 10
Accountable professionally to:	Medical Director, Dr Abi Fadipe
Accountable operationally to:	Service Director: Lorraine Regan
Key working relationships and lines of responsibility:	Clinical Director/ Line Manager: Dr Kemi Mateola Team Manager: Amy Christie Medical Director /Responsible Officer: Dr Abi Fadipe Service Manager: Bridget Mhako Chief Executive: Dr Ify Okocha

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

Reference Number:

“We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it’s a big priority in our strategy. Come and join us - it’s a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people’s lives.”



Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

1. Trust details

Oxleas NHS Foundation Trust works closely with a variety of partners to ensure that our services are well integrated and wide-ranging. There is a workforce of around 3,300 people, including many highly skilled health and social care professionals, based at over 110 sites in a variety of locations.

Oxleas Directorate Structures

Services are organised in the following directorates in line with the drive to implement PbR in mental health.

Directorate	Clinical Director	Service Director
Adult Community Mental Health	Dr Kemi Mateola	Lorraine Regan
Adult acute and crisis mental health services Children & Young People’s Services	Dr Ajay Bhatnagar Dr Sabitha Sridhar	Aisling Clifford Lisa Thompson
Adult Community Physical Health Services	Dr Lee Bom	Sarah Burchell
Forensic & Prison Services Adult Learning Disability Services	Dr Elizabeth Zachariah Dr Sandra Baum	Lawrence Mack Lorraine Regan

BROMLEY MENTAL HEALTH TEAMS IN THE COMMUNITY

Early Intervention in Psychosis Team – EIP Carlton Parade, Orpington Telephone: 01689 892300: Fax: 01689 879062	Dr Kemi Mateola, Consultant Psychiatrist Dr Mani Perumal 0.8 WTE
Bromley East, ICMP Team Carlton Parade, Orpington Telephone: 01689 892300 Fax: 01689 879051	Dr Catherine Carter, Consultant Psychiatrist Dr Kola Munis (agency locum) 1 WTE Specialty Doctor 1 WTE GPVTS
Bromley East, ADAPT Team Carlton Parade, Orpington Telephone: 01689 892300 Fax: 01689 879051	Dr Hina Agha, Consultant Psychiatrist Dr Jagdev Thakrul, 1 WTE Associate Specialist, 1 WTE Core Trainee
Bromley East, PCP Team Carlton Parade, Orpington Telephone: 01689 892300 Fax: 01689 879051	Dr Michael Elueme, Consultant 1 WTE Higher Specialist Trainee
Bromley West, ADAPT Team Beckenham Beacon 01689 863000	Dr Ayo Sangokunle, Consultant Psychiatrist Dr Rak Malik 0.5 WTE Specialty Doctor 1 WTE Core Trainee
Bromley West, ICMP Team Beckenham Beacon 01689 863000	Dr Oluwatoyin Omojuwa, Consultant Psychiatrist 1 WTE Higher Specialist Trainee 1 WTE Core Trainee
Bromley Mental Health HUB Beckenham Beacon 01689 863000	1.0 WTE Consultant THIS POST Agency locum 0.5 WTE Specialty Doctor 1 WTE GP Trainee
Bromley Community Mental Health Rehabilitation and Enablement Service Beckenham Beacon 01689 863000	Dr Yogesh Ganeshalingam, Consultant Psychiatrist

2. Service Details

The London Borough of Bromley is geographically the largest London borough in the city.

It is approximately 150 square kilometres and although relatively prosperous area there is a wide variation within the community, the northeast and northwest have high levels of deprivation and disease in comparison to inner London boroughs whilst in the south the borough compares more with the rural Kent area. Bromley has a population of 320,000. The population is expected to increase to 330,361 by 2018 and 339,154 by 2023. Approximately 71% of dwellings in Bromley are in owner occupation and approximately 13% are in the private rented sector, with 14% of social rented housing supplied through Housing Associations. The latest (2014) GLA population projection estimates show that 17.34% of the population is made up of

Black and minority ethnic (BME) groups; an increase from 8.4% in 2001. Black African population experiencing the greatest increase – 1.1% in 2001 to 4.7% in 2014.

Within Bromley there is an Older Adult Team, a Child and Adolescent Mental Health Team and an inpatient unit based at Green Parks House, an Early Intervention in Psychosis Team, Primary Care Plus Team (PCP), an Anxiety, Depression and Personality Trauma Team (ADAPT) and a Crisis Resolution and Home Treatment Team. The Forensic Team is based at The Bracton Centre in Dartford.

The service model is a locality based pathway of care which offers a range of services comprised of Primary Care Plus (PCP) which is the direct link between primary and secondary care services and focuses on tele-triage, providing direct advice and support to GP's and directing service users to the pathway that will specifically meet their needs.

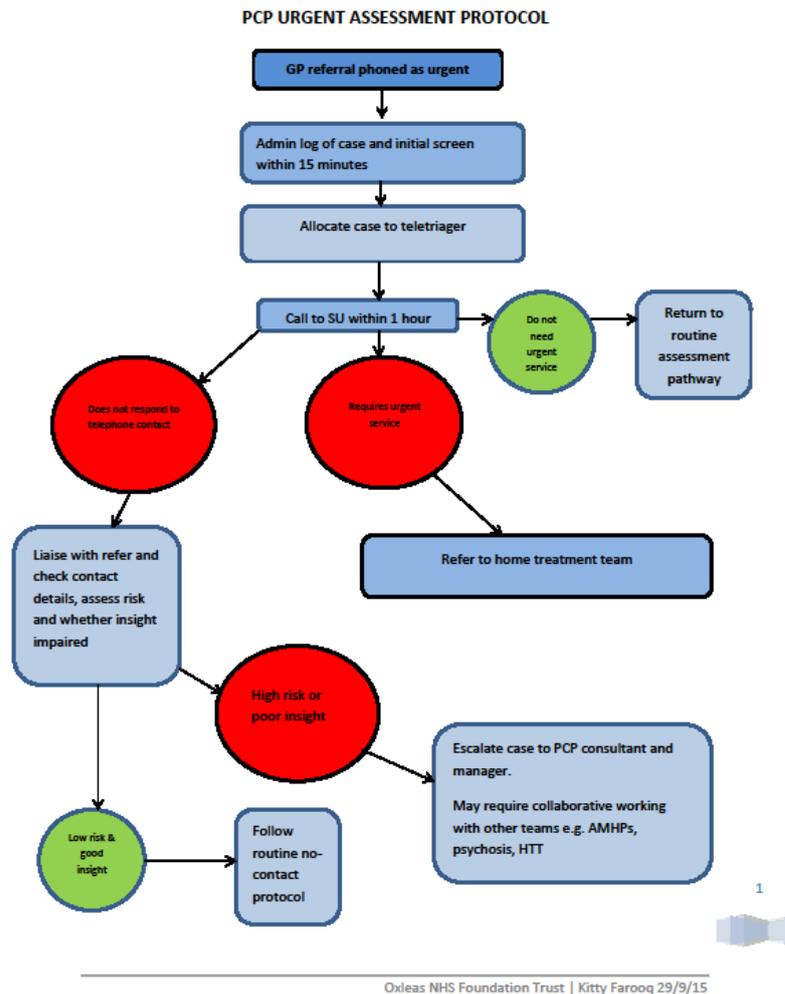
The essential task of PCP is to manage large numbers of referrals mainly from GPs but also from other agencies, in a clinically safe, timely, efficient and resource saving manner, ideally managing straightforward cases/treatments without the need for referral into either of the main long term teams. GP liaison and satisfaction is paramount, and so the post involves a lot of GP contact, both by phone and also arranging/attending meetings at GP practices if necessary to discuss the service or relevant aspects of patient management/care.

The Bromley Directorate PCP referral average is currently around 300 per month. The overall PCP caseload is at 374 cases with the medic caseload for PCP West at 129 cases.

Primary Care Plus (PCP) provides a specialist mental health liaison service to primary care and the service has four core aims:

Assessments and referrals management

- The PCP Locality Team provides a single point of access for all referrals to Oxleas Mental Health Services, General adult psychiatry, from primary care for that locality.
- Urgent referrals will be telephone triaged the same day, and if needed will receive a same day face to face assessment from our crisis service. Routine referrals will be triaged within 2 weeks.
- New referrals will then be directed to the appropriate treatment pathway, psychosis, ADAPT (Anxiety, Depression, Personality Disorder & Trauma), Early Intervention.
- If PCP receives referrals for other directorates these will be sign-posted accordingly i.e. Older Adults and Memory services to have their full assessment and treatment. All tele-triage and face-to-face assessments are compliant with the Care Act 2015.



Where the referring information suggests that this is the early onset of a first episode of psychosis, the referral will be fast tracked to the Early Intervention in Psychosis (EIP) team for assessment.

Relapse prevention & shared care

- For people who have previously been under Oxleas' services, PCP aims to support primary care to maintain people in remission or with stable optimally controlled symptoms and develop good self-management skills.
- PCP has a link worker for every GP practice, who will be accessible and provide liaison support between primary and secondary care.
- PCP prevents relapses by quickly re-engaging people who drop out of treatment. PCP provides early access to specialist mental health practitioners as soon as early warning signs of relapse occur.

PCP psychiatrists will support GPs to manage complex medication regime sometimes over the telephone, and provide advice and oversight for issues such as off-license prescribing, monitoring, and input into the updating of shared care prescribing guidelines.

PCP offers systemic consultations for people who are not willing or able to access treatment pathways (for example for personality disorder) and help formulate a care plan for that person.

Health Promotion

- PCP promotes physical health by offering brief interventions, support to access physical health services (e.g., for people with severe mental illness who neglect their physical health and DNA hospital appointments), signposting and linking in with other services.
- PCP promotes functional recovery and mental wellbeing by offering brief occupational therapy and social inclusion work, to help link people to opportunities available within each borough.
- PCP supports the development and dissemination of directories of third sector and commercial resources.
- PCP provides information, advice and guidance as required by the Care Act (2015) including: signposting, and support to access resources; e.g. financial advice services, accommodation, leisure and educational resources.
- PCP also provides initial assessment and prescription of simple daily living skills equipment.

Education Training & Consultation

- PCP, in conjunction with the locality MDT, provides regular teaching to borough wide GPs and other members of the primary care teams.
- Family consultation service slots can be accessed by PCP professionals to provide a 'one-off' consultation to provide a systemic formulation. The Team provides training and information about mental health awareness to voluntary agencies, educational providers and marginalised groups.

PCP relationships with other services

- The core relationships for each PCP team will be with the individual GP practices in the catchment area. PCP clinicians will form link relationships with each practice in the area and draw up a schedule to join their practice meetings based on list size with larger practices having more frequent input.
- Where practices have space and volume of work it may be possible to run PCP clinics in the surgery, and PCP staff will join GP appointments e.g., for systemic consultations.
- PCP senior staff will regularly join syndicate and commissioner meetings when invited and can help CCGs and syndicates develop and implement their mental health strategies.

Clinic Structures

- Clinic structures may need to change as other service needs emerge. There are tele-triage clinics and a dedicated resourced space for the triage work to happen.

- Long clinic slots will be used for in-depth medication reviews, perinatal work, complex case reviews etc. Long slots can be booked in advance. The short slots are used for early warning sign and relapse prevention work and should be rapid access. The Mental Health Liaison Team can also book in patients to the PCP consultant psychiatrist's clinic for purposes of diagnosis.

PCP teams duration of input

- The duration of input within PCP for relapse prevention and health promotion work should be brief with an average of two to three contacts. Duration of input is not expected to exceed six months.

Specific duties of the post

- The substantive consultant will be expected to conduct new assessment and follow up clinic(s), and flexibly offer assessments for urgent cases, prescribe, home visits and Mental Health Act assessments, as required. Working routinely with the MDT is an expectation. Another aspect of the post is to review cases that have been triaged and recommend initial care plans for new referrals.

The team composition (Mental Health HUB)

1.0 WTE Consultant Psychiatrist- this post
0.5 WTE Specialty Doctor
1.0 WTE GPVTS Trainee Doctor
3.0 WTE Community Mental Health Nurses
1.0 WTE Social Worker
0.5 WTE Team Manager
2.0 WTE Administrators

4. Continuing professional development (CPD)

- Peer Review/Reflective Practice Meetings. These meetings are held once a month, and it is an opportunity for consultant to bring to the body of senior psychiatrists, challenging or complex cases for discussion.
- Medical Advisory Committee (MAC). The post holder will be a member of the Trust-wide MAC that meets quarterly. The committee plays an important role in providing professional advice to the Trust management, on operational and strategic matters. It is also a forum to discuss major developments in the Trust.
- Study leave arrangements are 30 days over 3 years.

5. Clinical leadership and medical management

The post holder is ultimately responsible to the Chief Executive of the Trust. However, the professional accountability is to the Medical Director, Dr Ify Okocha.

The post holder will be a member of the Bromley medical advisory committee (MAC) and the monthly reflective practice group for Bromley Consultants. The post holder will also be a member of the Trust-wide MAC that meets quarterly.

The MAC plays an important role in providing professional advice to the Directorate/Trust management, on operational and strategic matters. It is also a forum to discuss major developments in the Directorate/Trust.

6. Appraisal and job planning

- The Trust has a responsibility to ensure that the medical workforce is up to date, fit to practice and compliant with relevant professional standards that will improve the quality of patient care. Medical revalidation is a statutory requirement for all licensed doctors.
- Appraisals and job plans must be undertaken annually. The Clinical Director, Lead Doctor and Trust designated appraiser(s) will be responsible for conducting the appraisal of doctors in each directorate. Doctors who have clinical or educational supervision responsibility will have a separate educational supervisor appraisal with the Director of Medical education or a designated educational appraiser.
- The Responsible Officer (RO), Dr Ify Okocha is accountable to both the GMC and the Trust for ensuring that the systems for appraisal, clinical governance and for gathering and retaining other local relevant supporting information are in place and are effective.
- The Induction Programme for each Consultant will be individually tailored to each post.

7. Teaching and training

- There is a GPVTS trainee within the PCP Team. The successful Consultant will be expected to provide Clinical Supervision to the trainee.
- It is desirable that the post holder teach at some of the local weekly teaching programmes for trainees.
- There are also opportunities to develop teaching modules for medical students from Kings College and participate in the Trust wide teaching programme for Core Trainees.
- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Taking part in continuing medical education within statutory limits.

8. Research

- Oxleas NHS Trust, as part of consultants' professional development, encourages research and other academic work, including teaching. The Trust has links with the Department of Psychiatry, The Institute of Psychiatry and an eligible candidate will be encouraged to apply for honorary lecturer/senior lecturer status.

Such an appointment will be subject to review by the head of department at the Institute of Psychiatry and GKT in discussion with the candidate and the

Clinical Director. One programmed activity will be available for such work, which will be subject to review at annual job planning and appraisal.

- Should the candidate have academic or research interests then he/she will be encouraged to have Special Interest Sessions within the Directorate for Service Development and Quality Improvement Work

9. Mental Health Act and Responsible Clinician approval

- The post holder would be expected to be 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.

10. Secretarial support and office facilities

- There is dedicated admin support to the post.
- The Trust operates a hot-desking policy. There are breakout rooms which are allocated to clinical staff upon request. A PC will be available and quiet individual offices are also available to use and can be booked in advance for SPA activity and other activity that requires privacy and quiet. We no longer have dedicated offices in most of our clinical areas but every Consultant is assigned a desk and a dedicated area for direct clinical care work.

11. Clinical duties of post holder

The service aims to be flexible, accessible and available outside of standard working hours. The Pathways of care aim to offer individuals choice and involvement regarding their treatment, actively encouraging their participation in the planning and implementation of their care.

The Trust provides services to a richly diverse population; the locality teams will work with service users and carers in their community to ensure that the care and support provided is sensitive and appropriate to their needs.

A personalised Care Plan will be devised in consultation with the Service User and their Carer/family where appropriate.

Whilst Pathways of Care utilises a team approach to the delivery of care, every individual receiving care will be allocated either a health care professional (HCP) or Care Coordinator. This worker will be responsible for ensuring that care is delivered in accordance with the care/treatment plan, and that the needs of the individual are regularly reviewed, risks and care plans modified accordingly.

The Pathways of Care offer a seamless service in order to assist individuals and their carers in resolving crisis, promoting recovery and reducing the risk of further relapse. In achieving these aims, the service recognises the importance of effective communication with primary care, acute services, community services, third and voluntary sector and other agencies that will be working with the individuals once they are discharged from the team.

The self-management planning process will commence as soon as possible after an individuals' referral to the service. The aim of this is to identify any continuing

care needs and link them to the most appropriate service (e.g. voluntary sector, drug and alcohol services).

Regular training and supervision of staff is essential to maintain safe and effective clinical practice within the locality team.

Team structure

Our aim is, as far as possible, to reduce the need for inpatient care and maximise the use of community based services.

Localities:

Bromley	West Locality	East Locality	Locality services are derived from a division of the borough into west and east based at Croydon Road & Carlton Parade
Bexley			There is one service based at the Erith Centre with a satellite base at the Bexleyheath Centre
Greenwich	West Locality	East Locality	Locality services are derived from a division of the borough into west and east based at The Heights & Ferryview with a satellite base at Market St, Woolwich

Oxleas NHS Foundation Trust takes a whole system approach to bed management and the post holder will be expected to contribute to discussions about bed management and ensure that the members of the MDT are pro-active in preventing relapse of patients on the caseload. The post holder will be expected to facilitate through put from the wards by discussing patients on admission during the zoning meetings and working closely with inpatient colleagues and colleagues in the HTT to facilitate discharge to the community.

Other specific responsibilities

The specific responsibilities in both teams (unless otherwise specified) are as follows:

- Provision of comprehensive psychiatric care through evaluation, diagnosis and use of appropriate treatment plans/strategies
- Making decisions regarding referrals to the PCP. Furthermore, to ensure treatment of patients in accordance with acceptable and established standards, protocols and guidelines (including NICE, Royal College of Psychiatrists and the General Medical Council)
- Ensuring the involvement of families and carers, wherever possible, with the patients' consent in treatment planning and care.
- Providing psychiatric leadership to the multi-disciplinary teams. This includes taking a lead in clinical governance in both teams and contributing to directorate wide issues especially those related to both teams.
- To liaise with other agencies as may be appropriate, especially with regard to continuity of patient care

- Availability to act as Section 12(2) approved doctor for the purpose of Mental Health Act Assessments as well as preparing for and attending mental health act review tribunals, if appropriate in the community.
- To ensure that other clinicians, trainees who may be allocated to the team and students in the teams and service receive appropriate clinical supervision, training and teaching as is considered necessary on a regular basis
- Identifying and advocating for needed resources including staff as necessary
- Taking part in administrative/management duties within the teams, directorate and the Trust as a whole
- Participating in clinical governance, clinical audit, various medical advisory committees and other committees as may be necessary
- To participate in the consultant on-call rota, covering out of hours responsibilities, including weekends and Bank Holidays
- To comply with the Trusts agreed policies and procedures and always to practice in line with the Royal College of Psychiatrists “Good Psychiatric Practice” and the General Medical Councils “Good Medical Practice”
- To ensure that he/she participates in Continuing Professional Development through registration with the Royal College of Psychiatrists CPD Programme, regular peer group meetings and attendance at appropriate professional/academic meetings. Also, to ensure that he/she receives job planning and appraisals annually
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13. Training duties

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory

14. Clinical governance

- Expected contribution to clinical governance and responsibility for setting and monitoring standards.
- Participation in clinical audit.
- Participation in service/team evaluation and the planning of future service developments.

15. General duties

- 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 Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

1. 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.

2. 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.

3. Work programme

It is envisaged that the post holder will work 7.5 programmed activities over 5 days. 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.

4. On-call and cover arrangements

- There is an out of hours on call rota which involves all Consultants in the Trust and on calls are not more frequent than 1:30 to cover evening, weekends and bank holidays. The on call rota has three tiers: Core

Trainees/Higher Specialist Trainee and Consultant. The areas covered are Bexley, Bromley and Greenwich.

- During the daytime all inpatient sites have a Consultant On Call rota for emergencies such as assessment for detention under Section of the Mental Health Act.
- On-call supplement is 1% of full time salary
- The Post Holder will be part of a Community Team that has three pathways – Primary Care Plus, Anxiety Depression Personality Disorder and Trauma and the Intensive Case Management for Psychosis Team. The Consultants provide cover for each other during leave and all routine appointments will be cancelled. The Post Holder working with patients in the Anxiety Depression Personality Disorder and Trauma pathway will also have a “pairing” Consultant.

5. 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 of an offer of appointment.

6. Leave

The post-holder is entitled to 32/ 34 days of annual leave per year based on the terms and conditions, and 30 days study leave over 3 years.

7. Draft Timetable and Visiting arrangements

The best time for interested candidates to visit Beckenham Beacon will be during admin or SPA activities. With regard to visiting Dr Kemi Mateola, please contact her PA Karen Hunnisett on 020 83019422

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Beckenham Beacon	Outpatient Clinic	DCC	1
	PM	Beckenham Beacon	Audit/ QI	SPA	1
Tuesday	AM	Various Locations	Outpatient Clinic/ GP Meetings	DCC	1
	PM	Beckenham Beacon	Outpatient Clinic Trainee Supervision	DCC	0.75 0.25

Wednesday	AM	Beckenham Beacon	Outpatient Clinic	DCC	1
	PM	Various Locations	MAC/ Audit	SPA	1
Thursday	AM	Beckenham Beacon	Outpatient Clinic	DCC	1
	PM	Beckenham Beacon	Outpatient Clinic Teaching	DCC SPA	0.5 0.5
Friday	AM	Beckenham Beacon	Outpatient Clinic	DCC	1
	PM	Beckenham Beacon	Admin	DCC	1
Total Pas	Direct clinical care				7.5
	Supporting professional activities				2.5

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

This job description and person specification is pending approval by the Royal College of Psychiatrists' regional advisor.

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date



Reference Number:

Print Name

Print Name



PERSON SPECIFICATION

JOB TITLE: Consultant Psychiatrist

DEPARTMENT: Bromley Mental Health Hub

GRADE: Consultant

Appendix 1: Sample person specification/selection criteria for consultant

Abbreviations for when assessed:
Presentation to formal panel

S: Screening prior to short-listing A: Short-listing from application form P:

F: Formal Appointments Committee Interview

R: References

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	S	Qualification or higher degree in medical education, clinical research or management.	A
	MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists.	S	Additional clinical qualifications.	A
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	S	In good standing with GMC with respect to warning and conditions on practice	S
	Included on the GMC Specialist Register OR within six months.	S		S

Reference Number:

	Approved clinician status OR able to achieve within 3 months of appointment	S		
	Approved under S12 OR able to achieve with 3 months of appointment	S		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	S		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	A F R	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	A F
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	A F R		
	Excellent oral and written communication skills in English	A F R		
	Able to manage clinical complexity and uncertainty	F		
	Makes decisions based on evidence and experience including the contribution of others	F		
	Able to meet duties under MHA and MCA	F		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	A P F	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	A F
	Participated in continuous professional development	A F	Reflected on purpose of CPD undertaken	A F

Reference Number:

	Participated in research or service evaluation.	A F	Experienced in clinical research and / or service evaluation.	A F
	Able to use and appraise clinical evidence.	A P F	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	A
	Has actively participated in clinical audit.	A F	Has led clinical audits leading to service change.	A F

Signed by Line Manager

Signed by post holder

Date

Date

Reference Number:

Print Name

Print Name

we're **kind** we're **fair** we **listen** we **care**