

JOB DESCRIPTION

SPECIALTY DOCTOR

ADULT COMMUNITY SERVICE, TAUNTON

JOB DETAILS:

Job Title:	Specialty Doctor General Adult Community Psychiatry, 1.0 WTE
Pay Scale:	MC75 (01-18)
Directorate:	Medical Directorate – Adult Mental Health Division
Accountable to:	Medical Director (via Clinical Director)
Responsible for:	Medical Services for CMHT in Taunton
Responsible to:	Clinical Director, Adult Community and LD Mental Health Directorate

Job Summary:

This post arises due to a vacancy developing for a full-time Speciality_doctor in Taunton community mental health services. This is advertised as a full-time post but there can be flexibility depending on the needs of the successful candidate.

The current pay scale for a speciality level doctor is MC75 01-18 (£52,530 – 82,400)

This post provides senior psychiatric input to:

The **Taunton Community Mental Health service**, which is composed of the CMHT, transformation, transition team, Assertive Outreach team and Psychological Interventions. Most sychiatric work is within the CMHT.

The team base is **Foundation House**, a modern community site in Taunton, where several other services are co-located. Foundation house sits within the Wellsprings hospital site which also includes specialist clinics, inpatient units and parking.

The Taunton CMHT offers a service to several GP practices in the towns of Taunton and Wellington and nearby villages covering rural and urban communities.

Within the CMHS there are two full-time consultants and two other Associate Specialists, who would be close colleagues to a successful candidate. Both consultants are Educational Supervisors with attached trainees. The community psychiatrist work together as a team, offering general support, cross cover arrangements for leave and have offices grouped together. The responsible doctors are determined by GP alignment.

The core CMHT works closely with the wider community mental health service and is referred to as CMHS. This consists of therapists, psychologists, occupational therapists, social

workers, mental health nurses, psychiatrists, and several team managers. We work together, especially in complex cases and where there is higher risk, to support patients and colleagues. This working together includes within patient consultation, professionals' meetings, care planning, referrals meetings and multi-disciplinary team meetings. We also have formal liaison meetings with inpatient services planning admissions and discharges. We have a described clinical model that helps guide our service and training is available in this.

There are several more specialised services within the CMHS following specific models that may require medical input to varying degrees.

- The Assertive Outreach service offers an intensive service to patients with complex needs and difficulty maintaining engagement with a higher likelihood of co-morbid substance abuse. They have close working links with the Dual Diagnosis service. The non-medical prescriber (NMP) and support staff offer intensive contact or consultation for patients with both severe mental illness and substance abuse and the Taunton service.
- Connect 18 is a small team that works with young people transitioning from CAMHS to adulthood and who have complex emotional or mental health needs. They follow principles of engagement and recovery and use a collaborative, strengths and solution focused, and trauma informed approach.
- Community services have expanded across the Trust with concomitant expansion in staff as we have built up a new service called Open Mental Health in the last 4 years. This service works closely with primary care, the wider community, and the voluntary sector. This service includes psychologists, assistant psychologists, liaison staff, eating disorder leads and support workers. This staff body is closely linked with CMHTs through team meetings and supervision. This affords greater skill mix and appropriate input for patients depending on risk level, diagnoses, and previous mental health treatment. This gives many more options for patients referred or being discharged from mental health services. Linked software and interface meetings ensure all referrals have a considered and appropriate offer with reduced repeated assessments. We can provide a more holistic service with greater satisfaction for staff and patients. The development of the OMH service led to Somerset FT being awarded Mental Health Trust of the Year in 2022.
- Specialist Psychological Interventions - these interventions include CBT, Cognitive Analytic therapy, Family therapy, Art Therapy, Dialectic behavioural therapy, EMDR, county wide CAT group and mentalisation based therapy.

Our directorate continues to improve the county-wide service to monitor our patients' physical health and prescribing. There is a referral system that links with wellbeing, anti-psychotic depot and clozapine clinics. Taunton's clinics are based on the Wellsprings hospital site and is a well-functioning service which facilitates appropriate physical health monitoring and is managed by CMHS team managers, with input from psychiatry.

There are no inpatient duties attached to this post. The psychiatrists in Somerset work to a functional model following a community/inpatient split.

The post-holder is expected to share in covering community psychiatrists' leave in Taunton and receive reciprocal cover if needed.

Foundation House is on the same hospital site, though in a separate building, as the inpatient wards for adult acute, intensive care and older adult services. Inpatient beds for Taunton are located on the Rydon wards, 1 and 2. These are 12 bedded units, providing assessment and treatment primarily for adults of working age experiencing an acute mental health problem. There is a newly refurbished section 136 assessment unit where police can bring patients detained for their safety and assessment. There is a weekly liaison meeting with in-patient

colleagues, acute care hub staff and home treatment representatives (who jointly gatekeep admissions), Social Workers and CMHT psychiatrists and managers to aid better patient care and plan admission and discharge. At present this meeting is virtual and doctors can join if they are involved with someone who is an in-patient.

The Psychiatric intensive care unit for the county of Somerset is also on site. We occasionally admit a frail/older patient to older adult inpatient units.

Specialist medical colleagues - In Foundation House there are dedicated consultants for the Somerset Team for Early Psychosis (STEP), Home Treatment team, eating disorders and Peri-natal services that provide medical input to these patient groups. We occasionally and appropriately liaise with these services/doctors.

Also in Foundation House are the following services.

- The Taunton Home Treatment Team
- The hub for organising Mental Health Act assessments around the county
- Acute Care Hub which facilitates admissions to hospital
- Mental health social work colleagues
- Child and Adolescent mental health service
- Rooms for outpatient appointments (though they can also be seen in the doctors' offices) and meetings.

The post is subject to national terms and conditions of service.

DATE OF JOB DESCRIPTION: March 2024

LOCAL POPULATION/RESOURCES

Taunton

2 Medical secretaries, working almost full-time, are aligned to the group of psychiatrists. A range of dictation facilities are available including use of Dragon software (Winscribe).

Office space is available and will be shared with medical colleagues and can be used to see patients.

Team composition:

Job Title	WTE
Team Manager – Band 7	3.0
Social Worker – Band 6	7.6
OT – Band 6	0.4
CPN – Band 5 and 6	15 CPNs working as Leads in Connect 18, Personality disorders/Relational Recovery, eating disorders and dual diagnosis.
Support, time and recovery workers – Band 3 and 4	6.0
Medical secretary – Band 4	1.8 Plus 3.6 CMHS admin
Psychology	3.2
Cognitive Analytic therapists	3.0
CBT	2.8
CAT	3.0
Family Therapy	1.6

Art Therapy	0.6
Clinical Associate Psychologist	2.6
Assistant Psychologist	3.6
Mental Health Wellbeing Practitioners	2.0
We also provide DBT, EMDR, groups and a county wide CAT group, mentalisation based therapy for under 25s.	

WORKLOAD / REFERRAL RATES:

The total Taunton CMHT covers a catchment area population of 133,781 with a referral rate of 4,776 per annum (June 2020 figures). The catchment area is split into 2 parts and patients are allocated to either half depending on their registered GP.

The candidate would work with Dr Sathya Cherukuri, one of the two Taunton consultants, and Dr Cherukuri would offer appropriate supervision according to needs of doctor.

Each CMHT doctor has a small caseload, and this would include some patients who are stable on Clozapine or other long term medication requiring supervision, other patients requiring monitoring or initiation of treatment, more complex patients co-managed with a non-medical keyworker and patients requiring diagnosis assessments such as some complex patients with developmental disorders such as ADHD. The patients' complexity would match the skill level of the doctor.

We have appropriate templates for report completion. Prescribing includes evidence-based practice, appropriate recording including if licensed, review of benefit/side-effects, include de-prescribing and shared care with GP and other parts of wider service. As in other parts of the NHS patients should receive copies of their correspondence and content should be appropriately tailored and transparent.

Routine and urgent referrals from GPs and other sources are dealt with through the Local Leadership Group meetings which are held daily in Taunton. They form a single point of access where senior staff offer early assessment/advice/signposting. The post-holder will probably attend one LLG meeting per week.

Medical staff take a proportion of referrals as clinically indicated either for joint assessment with a team member or for individual outpatient assessment. Approximate workload figures are given below.

A draft job plan would be as follows:

- Four outpatient clinics per week – as well as follow-up appointments there will be an average of 2-3 new assessments including urgent assessments.
- Attending the weekly CMHT meeting
- Possible input into AOT patient care (small team)
- Weekly liaison meeting with Inpatient team to be attended if doctor has a patient in ward
- Liaison with GPs and secondary care medical and non-medical staff
- Mental Health Act Assessments. The post-holder, once he/she has attained appropriate approval, can act as the Trust Section 12 doctor for a proportion of MHA assessments in office hours arising from their catchment area. The doctor can claim a fee for these assessments.

The doctors become involved with the assessment of approximately 10% of all referrals to the service.

A small number of patients are under a Community Treatment Order or under Section 37/41 and this gives rise to a requirement for reports and occasional review hearings. These duties are shared by the senior doctors and require AC approval. Supervision can be provided, as necessary, if candidate is involved with these cases and is an opportunity for training.

It is occasionally necessary to undertake home visits within working hours though this is not frequent due to adequacy of car parking on site, proximity of patients and video assessments.

ROLE OF THIS POST IN RELATION TO THE LOCAL SERVICE:

This is a community adult psychiatry job. There are no inpatient responsibilities attached to this post. Inpatients come under the care of the inpatient consultant psychiatrists in the acute wards (Rydon Ward) and the PICU (Holford ward) and these wards are on the Wellsprings Hospital site which adjoin the community mental health service. The community psychiatrists work closely with the inpatient service to ensure smooth transition at admission to and discharge from the ward and to ensure continuity of care for our patients. There is a ward/community liaison meeting held weekly to facilitate this.

There is an older person's mental health team with dedicated consultant medical staff, which accepts referrals for patients over the age of 65. Inpatient services for older people are based in Pyrland House (Taunton). CAMHS West Team is the community child psychiatric service and is based in Foundation House in Taunton. The CAMHS inpatient ward (Wessex House) is located at Broadway Park in Bridgwater. The Early intervention in Psychosis Team is based in Taunton with input into the Minehead area. There are specialist consultant posts for inpatient rehabilitation (Willow Ward) and low secure services (Ash Ward), also based at Broadway Park, Bridgwater. The General Hospital in the West of Somerset (Musgrove Park Hospital) includes a psychiatric liaison service.

In 2020, the directorate has set up an ADHD service, to assess and treat adults not previously diagnosed with ADHD, and a fully staffed forensic community service. In 2023 a community rehabilitation service has been set up with a consultant psychiatrist working across the inpatient and community areas. Taunton patients will have access to these services.

A more detailed description of the local service can be found in Appendix 1.

KEY RESPONSIBILITIES:

The post-holder will:

- deliver direct interventions including assessment, diagnosing and treatment of mental and physical health needs through outpatient clinics and domiciliary visits as required.
- attend the weekly CMHT meeting.
- work closely with the community teams to provide effective multidisciplinary collaborative care; this will include availability for consultation, case discussion and advice at the request of team members and/or the team managers.
- provide visible and clear clinical leadership to the mental health service, both locally and across the Trust, alongside the consultants
- contribute to the development of community mental health services in line with best practice and nationally accredited standards.
- fulfil the duties of the agreed job plan.
- participate in Medical Audit, including audit of their own practice and attendance at quarterly Medical Audit meetings.
- understand and participate in the maintenance, monitoring and evaluation of service specific performance indicators and targets.
- maintain good standing with the Royal College of Psychiatrists for Continuing Professional Development (CPD); the Trust actively encourages continuing professional development and appropriate study leave and expenses will be supported by the Trust (up to 30 days study leave every three years).
- join a Trust peer group for CPD purposes (a group will be identified if this cannot be easily arranged by the post-holder with colleagues locally).
- provide cross cover for planned leave with the other doctors based in West Somerset.
- comply with all Trust policies.
- participate in the local arrangements for peer supervision with colleagues, including case-based discussion.
- undertake annual appraisal and job plan reviews.
- attend the weekly Postgraduate Medical Education programme when possible.
- attend Senior Medical Staff Advisory Group and Adult Psychiatrists meetings.
- Work within the financial and other constraints decided upon by the Trust; additional resources will not be committed without the authorisation of the appropriate manager/budget holder.

Special interests in accordance with PDP and service requirements can be developed through discussion and agreement in job plan review meetings.

There are no external duties.

If the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned, or if the matters is potentially serious,

or satisfaction is not obtained with a direct approach, to discuss such concerns with the Trust's Medical Director, Clinical Director or Head of Division.

OUT-OF-HOURS ON-CALL DUTIES:

- On-call duties can be discussed at interview or other opportunity with clinical director. The post-holder can choose a full slot in the senior out-of-hours on-call rota (subject to availability). Alternatively reduced roles can be discussed.
- Working alongside other colleagues providing this service helps offer a manageable out of hours service for our patients. Duties include senior medical and RC cover for the inpatient wards and S12 MHA work both in Trust premises and in the community. Aspects of these roles can be supported if doctor does not have full qualifications, such as no Approved clinician cover.
- This is currently a 1 in 10 rota operating 5pm to 9am on weekdays; at weekends the rota operates from 9am on Saturday morning to 9am on Monday morning.
- This rota provides senior medical cover including Responsible Clinician duties to all the in-patient wards in the Trust including the child and adolescent ward (Wessex House). It therefore covers inpatient services for adults of working age (Rydon 1 and 2 Wards in Taunton, Rowan Ward in Yeovil and St Andrews Ward in Wells), older people (Pyrland Ward in Taunton and Magnolia Ward in Yeovil), the PICU (Holford Ward in Taunton), the rehabilitation and low secure wards (Willow and Ash Wards respectively in Bridgwater) and Wessex House (child and adolescent unit in Bridgwater). Hence it includes duties for patients within the following specialties: general adult, old age, rehabilitation and learning disability and child psychiatry.
- The senior on-call rota also involves MHA assessments in inpatient wards, the two Hospital Place of Safety suites (located in Yeovil and Taunton), the district general and community hospitals, police custody centres and also in the community.
- The rota attracts a payment of 1.25 PA (for the S12 component) and a 3% salary enhancement for the RC/senior medical cover for inpatient wards. Section fees are also paid for assessments (excluding current Trust inpatients).
- The rota is occasionally supported by senior trainees who accept calls before the consultant but require consultant supervision and stop work at midnight.
- Assessments in the Hospital Place of Safety are not routinely undertaken at night for patients arriving after 1am (at the discretion of the nurse in charge).

JOB PLAN:

The Service is based within the Adult Mental Health Division of the MH and LD directorate of Somerset FT. Your line manager will be Dr Michael Campbell, clinical director for community services, who works alongside another CD for Inpatient services. They report to an Associate Medical Director and Medical Director.

The post-holder is expected to fulfil the duties of the weekly timetable. The following is a provisional timetable to be negotiated during job planning with the Clinical Director and Head of Division.

Supervision will be with Dr Cherukuri, both formally on alternating weeks and informally. Dr Cherukuri is a Clinical Director, and the lead for the Stolen Years project and is working with colleagues within the service to better integrate physical health monitoring and interventions

for mental health services. She is also a medical representative on the Drugs and Therapeutics committee. She is the trust lead for International Medical Graduates. Her interests ensure that work colleagues have an opportunity to gain experience in governance, therapeutics, and service development. She is an established Educational Supervisor, with Foundation/Core and Higher trainee supervision experience.

The following timetable is for reference only and will be further negotiated in a Job Planning meeting with the Clinical Director.

DCC – Direct Clinical Care

SPA – Supporting Professional activity, includes supervision and continuing professional development

PA – Programmed Activity

Day	Activity		P.A.
Monday	am	Outpatient clinic at Foundation House, Taunton including 1 joint assessment CMHS/Rydon ward Liaison meeting	1.0 DCC
	pm	Clinical work and admin, Foundation House Supervision – 30 min per week with Dr Cherukuri	0.875 DCC 0.125 SPA
Tuesday	am	Outpatient clinic, Foundation House, Taunton	1 DCC
		Community MDT meeting - 2.00 to 3.30	1DCC

	pm	Clinical work and admin	
Wednesday	am	Trust-wide meetings (Senior Medical Staff meeting/Adult psychiatry meeting/Audit meeting/PGME)	1 SPA (CPD)
	pm	Admin/urgent CMHT Foundation House	1 DCC
Thursday	am	Outpatient clinic at Foundation House, Taunton including 1 joint assessment	1 DCC
	pm	Clinical work and admin, Foundation House	1 DCC
Friday	am	Follow up clinic/admin Foundation House	1 DCC

	pm	Admin/urgent Foundation House	1DCC
Total			8.825 DCC 1.125SPA

* The post-holder will have 1.125 PA for SPA. There will be 8.825 PAs for direct clinical care. However, though clinical service need is primary, there would be room to ensure that the skills of the doctor are used appropriately to meet the needs of the organisation and that the Job Plan would reflect this.

We are aligned to SAS Doctor Development Guide document published in September 2020. This details management, board and staff suggestions to help SAS staff develop their careers. We have an SAS tutor and follow the SAS Charter. And SAS staff are encouraged and supported to take up positions in medical management, appraisal and induction. SAS doctors are actively encouraged to apply and there are several SAS doctors within these roles across the organisation.

You will be supported with an induction pack and a local and corporate induction. We are happy to provide the support of a mentor for new staff.

We can if needed consider options of job swaps or other opportunities within other departments to assist those following the CESR process.

CLINICAL LEADERSHIP:

Medical staff for this post are professionally and operationally accountable to the Medical Director (Dr Lucy Knight), through the Clinical director, Dr Campbell. The Head of the Mental Health Directorate is Jane Yeandle. Operational Management of the Trust is led by the Chief Operating Officer through the Heads of Division.

The post-holder will be expected to attend the Senior Medical Staff Advisory Group which meets quarterly and includes all medical staff in the Trust. This meeting provides an opportunity for consultants to offer professional advice to the Executive Team and for senior managers to consult medical staff and inform them of key Trust business. There is also a quarterly Adult Psychiatry meeting.

STUDY, TRAINING AND EDUCATION:

We are happy to ensure that if appropriate the successful candidate would be enabled and supported to progress with their career and training.

We have a significant number of BAME trainees and doctors including in most medical management roles. Trainee numbers in Somerset continue to rise with the aim of reducing inequalities that occur in rural and coastal areas.

We are interested in providing expanded job roles and opportunities to all substantive staff.

The Trust is supportive of Continuing Professional Development and will expect the post-holder to take part in CPD relevant to their specialty, to be registered with the Royal College of Psychiatrists and to maintain good standing for CPD with the College.

There is a newly devised induction course for senior doctors. There is also social and community support for doctors and their families to enable new staff to find appropriate accommodation and chose ideal places to live and settle their families in Somerset. This is initially facilitated by recruitment colleagues, who are dedicated to medical recruitment. Most medical staff live in Somerset though some travel from Bristol or less often from Exeter. Though the county is rural there are excellent links with Bristol and Exeter by road/rail/bus and Paddington station, London is 1 hour and 45 min away on a fast train from Taunton. Living in the city and working in the country is a choice made several of our colleagues.

The Trust has a system of peer groups for senior doctors in line with the Royal College CPD process. Membership of a peer group is usually arranged mutually between colleagues, but a group can be allocated by the Clinical Director if required. Peer groups approve CPD plans and provide an opportunity for Case-Based Discussions and peer clinical supervision with colleagues.

All doctors are expected to seek peer supervision as required and to submit evidence of this in their annual appraisal portfolio. They can access supervision as required through the Clinical Director and through the Senior Clinical Review Panels, which include colleagues.

Study leave entitlement, subject to the approval of the Medical Director, is up to 10 days per year or 30 days in any three-year period. Study leave will be granted to meet identified learning objectives agreed through the peer group.

Medical students on attachment from Bristol University are based in Taunton. There are also links to the Peninsula medical school. The post-holder is encouraged to become involved in their teaching in discussion with the DME.

There is a medical library at the Wellsprings Hospital site in Taunton, with extensive journals, information technology and dedicated library staff.

RESEARCH/ACADEMIC RESOURCES:

The Trust Postgraduate Medical Education programme takes place on most Wednesday mornings. The post-holder is entitled to attend any of these teaching sessions. These are now via Microsoft Teams. Dr Amanda Hoar is the Clinical Tutor/DME responsible for this teaching and for organising the psychiatry training scheme. The tutor for Specialty Grades organises regular teaching which is also open to other medical staff in the Trust. Somerset Foundation Trust is committed to supporting research and development activities and has an active central research department based at Mallard Court in Bridgwater. The Trust is currently participating in a number of studies covering a range of specialties (Mental Health, Community Health, Learning Disabilities, Diabetes, Stroke, Dementia and Musculoskeletal Physiotherapy). The Trust has a Clinical Research Group and there are biannual Research Seminars to highlight research opportunities, promote research activity and to provide a forum for the presentation of research findings. There is easy access to research in the Trust.

The post-holder will be expected to comply with the requirement of the Research Governance Framework and seek ethical approval for all research conducted in the Trust

APPRAISAL/REVALIDATION ARRANGEMENTS:

The Trust has appointed a group of trained medical appraisers (who are all consultant and specialty doctor medical staff working within the Trust) that undertake annual appraisal reviews with all doctors. This is separate from line management arrangements. The process is supported by an electronic appraisal system provided by Allocate Software, which includes functionality for 360 multisource feed-back.

The Medical Director is the Deputy Responsible Officer for revalidation in Somerset Partnership NHS Foundation Trust.

JOB PLANNING ARRANGEMENTS:

This job description will form a composite part of a job plan/timetable, which will be subject to periodic review jointly between the post-holder and Divisional Clinical Director. Job plans are routinely reviewed on an annual basis.

CLINICAL GOVERNANCE AND AUDIT:

The post-holder will be expected to comply with the Trust Clinical Governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit and review of outcomes working towards achievement of National and local performance management targets, complying with risk management policies and participating in the appraisal process. Audit of one's own practice is a requirement for medical appraisal and the post-holder will be supported in achieving this.

Medical audit meetings are held quarterly. There are established links with management structure both medical and operational to ensure service development occurs in response to identified need.

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis

General Information

At all times promote and maintain the safety of children by working according the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters regarding Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Sun Sander-Jackson is the trust's Inclusion lead and works with the multi-cultural network and is part of Induction. The multi-cultural lead is James Esleyer

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management/Health and Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Smoking

The Trust operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Person Specification

This is a specification of the qualifications, skills, experience, knowledge, personal attributes and other requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none">• 3 years post graduate experience in psychiatry, or 4 years' experience divided between psychiatry, general practice or core medical• Completed foundation training or the equivalent• Full GMC registration and GMC Licence to practice. We are prepared to offer sponsorship for a suitable candidate regarding GMC status.	<ul style="list-style-type: none">• Section 12 approval MHA• MRC Psych Examination Passed.• Higher degree/diploma to equivalent in relevant field or psychological studies.
Knowledge & Experience	<ul style="list-style-type: none">• Clinical training and experience in GA Psychiatry as above• Ability to offer clinical opinion on a range of problems in GA and eating disorder psychiatry under supervision.• Ability to organise and prioritise clinical tasks	.

Skills and Abilities	<ul style="list-style-type: none"> • Exceptional interpersonal skills with the ability to communicate effectively with patients, carers and relatives remaining sensitive and empathetic. • Listens to others' views respecting and valuing individual patient needs. • Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members. • Ability to work well within a team. • Excellent organisational skills, ability to manage own time and plan timed activities for staff and patients. • Ability to recognise and manage challenging situations in a calm and professional manner. • Able to take instruction and direction and work effectively as part of a team. • High standards of written communication skills with the ability to use email and internet. 	
Teaching Experience	Ability to teach clinical skills	Experience of teaching basic clinical skills to undergraduates.

Other	<ul style="list-style-type: none"> • Willingness to use technology to improve standards of care and support to our patients • Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance to travel throughout the Trust, to meet the needs of the service. • To undertake all required Trusts' mandatory training • To produce an enhanced CRB disclosure check (valid within the last three years) that is satisfactory to the Trust prior to employment. • Occupational Health Clearance. • Right to work under immigration rules. • 	
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SUPPORTING BEHAVIOURS

To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:

Outstanding Care:

- We treat everyone with dignity, kindness, and respect
- We involve patients, relatives, carers and colleagues in decision-making
- I ensure that my actions contribute to outstanding care regardless of my role
- I admit mistakes, apologize and learn from them
- I champion the health, safety and wellbeing of patients, relatives, carers and colleagues
- I speak up when others cannot

Listening and Leading:

- I lead with empathy, taking responsibility for how my emotions and actions affect others
- I inspire others to embrace change, encouraging them to see their part in the bigger picture

- I strive to be the best I can be
- I value the opinions and contributions of colleagues, patients and others
- I encourage innovation and am open to new ideas
- I listen with interest and take action if I am able

Working Together:

- I collaborate with others to achieve shared goals.
- I communicate clearly and appropriately.
- We work together to overcome challenges.
- I ask for help and always assist those in need.
- I thank colleagues for their contributions and celebrate shared successes.
- I use resources effectively, treating every £ as if it were my own.

EXPECTATIONS OF THE POST-HOLDER

CHANGES TO THE JOB

This post may be subject to changes/review as the needs of the service/department /unit change. Any changes will be made following consultation with the individual before the changes are made.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of this post. Disclosures of confidential information or disclosures of any data of a personal nature can result in prosecution for an offence under the Data Protection Act 1998 or an action for civil damages under the same Act in addition to any disciplinary action taken by the Somerset NHS Foundation Trust, which might include dismissal. Data Protection applies even after staff have left their employment with the Trust. It is the responsibility of each member of staff to be aware of and to comply with, the Confidentiality and Data Protection Policy, which highlights your responsibilities in respect of service user (patient) confidentiality. Staff who are governed by a professional Code of Conduct are expected to uphold their professional body's provisions relating to confidentiality.

INFORMATION GOVERNANCE

All staff must keep up to date with Trust requirements and changes in this area. Your attention is drawn specifically to: *Information Technology*: correct, professional and safe use of computers and digital data storage solutions. *Data Protection*: Confidentiality of service user and staff information either verbally or in writing and including IT solutions, e.g. secure e-mails, paper records and other media. *Freedom of Information*: All NHS staff may receive an FOI request and must be aware of who to contact. Senior Managers will be responsible for ensuring information governance is complied with by staff they are responsible for. Each Head of Service or Senior Manager will report any performance issues in relation to information governance to the Director they are accountable to.

Employees are individually responsible for the quality of data, which they input to Trust systems and documents.

FREEDOM OF INFORMATION

Staff must also be aware of the Freedom of Information Policy because they may be asked for confidential personal and/or corporate information under the Freedom of Information Act,

which can only be disclosed if approved. Failure to adhere to this policy may result in dismissal.

HEALTH AND SAFETY

All staff have a responsibility and duty of care to operate safe working practices to prevent injury to themselves and others affected by their acts or omissions whilst undertaking duties and activities for the Trust. Individuals may find themselves liable to action if they fail to report health and safety/risk issues. All staff are required to make themselves aware of and comply with the Health and Safety policy.

Smoking is prohibited on all Trust sites.

FITNESS TO PRACTISE & TO UNDERTAKE JOB ROLE

The Trust has an obligation to ensure that employees do not start work without careful examination of their fitness to undertake the post for which they applied.

Employees should also be honest and trustworthy, acting with integrity at all times. In order to demonstrate that they are fit to practise, employees should: -

- Act quickly to protect the safety of patients if you have reason to believe that you or a colleague may not be fit to undertake the duties within their job role.
- Take effective action if they have concerns about the honesty of others.
- Be honest and trustworthy when writing reports, completing and signing forms and using the RiO electronic patient record system.
- Be honest and trustworthy in any financial dealings, especially if you are managing finances, and make sure that any funds are used for the purpose they were intended for.
- Co-operate with any formal inquiry by your professional body or the Trust into your health, behaviour or performance, or that of anybody else.
- Comply with the regulations of your professional body and all Trust policies and procedures.
- If the ability to perform Control and Restraint (C&R) or Prevention of Violence, Management of Aggression (PVMA) techniques is a requirement of the role the individual must declare physical fitness to undertake such a role.
- All members of staff are required to undertake the level of mandatory training and personal safety training appropriate to their role and work area, and to keep this training up to date.
-

APPRAISAL

Employees are entitled to an annual appraisal identifying learning needs and reflecting on performance. Each employee should agree a personal development plan and ensure that they access mandatory training on an annual basis.

This job description is designed to identify principal responsibilities only. The post-holder is required to be flexible in developing the role in accordance with changes in the Trust's objectives and priorities.

INFECTION CONTROL

The Trust regards infection control as an essential requirement in the provision of a safe service to all its patients. All members of staff will be expected to follow the Trust policies in relation to infection control and staff have a duty to make themselves aware of the policies and how they affect them. Decontamination of hands is regarded as an integral part of the provision of the service and in particular staff in clinical areas who are in patient contact must decontaminate their hands following all examinations or treatment and before dealing with another patient. Similarly, ensuring the cleanliness of equipment is the responsibility of all staff, with staff in clinical areas expected to decontaminate equipment in line with Trust policy. Staff who are observed not complying with any infection control policy should be expected to be challenged and action may be taken in line with the Trust's Disciplinary, Capability and Grievance policies.

EMERGENCY STAFFING

The trust reserves the right to move staff between units within a (25 mile radius) to cover emergency staffing situations or to facilitate improved quality of care or skill mix for the benefit of its patients. The trust does not deem a short-term change of base, for example to cover a shift, as a material change in contract or terms of employment and the banding of the post will not change.

If a longer-term change is required, this arrangement will be made by mutual agreement.

SAFEGUARDING

It is a requirement that all staff undertake both the mandatory Level 1 Children and Adults Safeguarding training. These are combined for all staff and form part of the Trust's induction programme. The Trust has clearly defined structures for Safeguarding Adults and Children; these are underpinned with policies, procedures and additional training where appropriate depending on individual roles. Each team has a Lead for Safeguarding who will receive additional role specific guidance and training from the Safeguarding Lead and Named Nurse. The Trust's Safeguarding intranet pages provide all staff with up-to-date policies, procedures and guidance that must be adhered to as well as other useful information and contact details for the Safeguarding Team.

SAFEGUARDING ADULTS AT RISK

All staff must have an understanding of their roles and responsibilities in relation to Safeguarding Adults at Risk. Staff must be familiar with the specific policies and associated procedures, and understand the responsibility relevant to their position within the organisation.

Staff must be familiar with and understand the correct safeguarding reporting process.

SUSTAINABILITY/CARBON FOOTPRINT

The Trust, as one of the largest public organisations in the county, is committed to promoting sustainable development and reducing the harmful effects of its activities on the environment. Staff are expected to promote and embrace the principles of sustainable development in their daily duties; specifically to ensure that they use energy and other natural resources as efficiently as possible to minimise their carbon footprint.

We are committed to being an Equal Opportunities Employer and operate a Job Share Policy.
We welcome applications from people who have personal experience of mental health difficulties.

This document is available in other formats, including easy read summary versions and other languages upon request. Should you require this please contact the Information and Records Officer on 01278 43200

SOMERSET FOUNDATION TRUST - DIRECTORATE STRUCTURE

Somerset NHS Foundation Trust provides community, mental health and disability services across Somerset and acute care within Musgrove Park Hospital in Taunton and Yeovil District hospital..

Our vision is to be an organisation that gets it right for our patients, carers, colleagues and communities through an inclusive culture of partnership, learning and continuous improvement.

Our clinical services are organised into six directorates supported by corporate services.

The clinical directorates are:

- ☐ Integrated and urgent care – including A&E, minor injuries services, community hospital beds and medical beds at Musgrove Park Hospital
- ☐ Mental health and learning disability services
- ☐ Primary care and neighbourhoods
- ☐ Surgical care
- ☐ County wide clinical support and specialist services
- ☐ Families and paediatric care - including Child and Adolescent Mental Health Services and maternity services.

Each directorate is led by a service director, associate medical director and an associate director of patient care.

Chair:

Stephen Ladyman

Chief Executive:

Peter Lewis

Deputy Chief Executive and Chief Operating Officer:

Andy Heron

Chief Nurse:

Hayley Peters

Director of Mental Health and Learning Disability Patient Care:

Paul Townsend

Medical Director:

Dr Lucy Knight

Mental health and learning disability services:

- **Associate Medical Director** – Andreas Papadopolous
- **Service Director** – Jane Yeandle
- **Associate Director of Patient Care** – Alison Van Laar

Acting Deputy Medical Director, OMPH and CAMHS:

Dr Tiff Earle

Clinical Directors:

Dr Sathya Cherukuri, Deputy Clinical Director, Community Adult Mental Health Services, East Somerset

Dr Michael Campbell, Clinical Director, Community Adult Mental Health Services, West Somerset

Vacant, Inpatient, Home Treatment and Liaison Services

Dr Michelle Butterworth, Specialist Services

Dr Tiff Earle, Older Person's Mental Health Services

Dr Reenee Barton, Child and Young People and Families/CAMHS

Director of Finance & Business Development:

Pippa Moger

Director of Governance and Corporate Development:

Phil Brice

Director of People and Organisational Development:

Isobel Clements

BACKGROUND INFORMATION AND DESCRIPTION OF HEALTH SERVICES**GENERAL DESCRIPTION OF THE AREA**

Somerset is a largely rural county of 3452 km² with a GP registered population of approximately 525,000. Whilst tourism and agriculture are important, the county has several industrial concerns and Army and Naval bases.

It is a picturesque county with a long northern coastline from Burnham in the East to near Lynmouth in the West, and inland has a wide range of attractive scenery with the Mendip and Quantock Hills and the grandeur of Exmoor contrasting with the flat wetlands and peat areas of the Somerset levels.

The county town is Taunton, a popular 'up and coming' conurbation, which has an estimated population of 88,000 and is primarily an administrative centre and market town. The other main towns are Bridgwater in the Northwest and Yeovil in the East of the county. Bristol is

within easy reach by road and there is a fast train service to London (1 hour 45 minutes by fast train from Taunton) from Castle Cary and Taunton.

Somerset has ready access to the M5 and easy access to the A303 / M3 route to London.

The Trust runs seven minor injury units and dental access centres in Somerset, the Isle of Wight and in Dorset. More than 400,000 patient contacts are made each year. People are seen in Trust community team bases, GP surgeries and local clinics, in a range of non-NHS community settings and at home

MENTAL HEALTH UNITS

Acute in-patient and older persons' units:

- Taunton Adult Acute 30 Beds (Rydon Wards 1 & 2)
 Older Persons 30 Beds (Pyrland Ward)
- Wells Adult acute 14 Beds (St Andrews)
- Yeovil Adult Acute 18 Beds (Rowan Ward)

There is an Intensive Care psychiatric unit at Taunton (Holford Ward) with 10 beds.

Rehabilitation Units:

- Bridgwater Open Rehabilitation 10 Beds (Willow Ward)
 Low Secure 12 Beds (Ash Ward)

Community Resource Centre and Team Bases

Taunton – Foundation House	Minehead – Barnfield Unit
Bridgwater – Glanville House	Frome – Frome Medical Centre
Wells – The Bridge, Priory Park	Chard – Bracken House
Yeovil – Holly Court	

Services for adults and children with learning disabilities are run by the Somerset Social Services Department under a joint strategy – all the old Mental Handicap Hospitals having now been closed. Somerset NHS Foundation Trust provide specialist mental health Services for these clients.

Tier 3 CAMHS is provided in Somerset from three team bases – Taunton for West Somerset, Wells for the Mendip area and Yeovil for South Somerset. Both the Wells and Yeovil teams have around 0.8 WTE consultant time and the team serving West Somerset, 1.5 WTE. Consultants work alongside multidisciplinary teams including Referral & Assessment Clinicians, Link Workers, CAMHS practitioners and support workers, therapists and psychologists.

The CAMHS Outreach Team, based in Bridgwater, has been in operation for a number of years. The original team has been developed as part of the Tier 4 service redesign. There is a 10 bedded inpatient CAMHS ward which is a regional resource. With a small number of nursing staff and support workers, the Outreach Team in its configuration prior to redesign

made a significant difference to the way young people with complex problems, particularly eating disorders, could be managed.

Somerset NHS Foundation Trust also hosts National Deaf CAMHS in the South West. The ND CAMHS team is based in Taunton and is supported by a part-time consultant psychiatrist.

Staff in CAMHS work closely with colleagues in education and Children's Social Care services. Support for young people with substance misuse problems is now accessed from the Somerset Drug and Alcohol Service.

The Trust has specialist old age psychiatry services for the over 65's, both for functional and organic illness. There are acute assessment units for older people in Taunton, and a wide range of day and community services across the Trust, including specialist memory clinics.

MUSGROVE PARK HOSPITAL

725 beds – providing general surgery, general medicine, orthopaedic surgery, ophthalmology, younger chronic disabled, ENT, oral surgery, gynaecology, obstetrics, pathology, paediatrics, intensive therapy unit, major accident centre, post-graduate centre, cardiology, rheumatology, endocrinology, neurology and neurophysiology and diagnostic imaging with appropriate access to CT and MRI scanning.

YEOVIL DISTRICT HOSPITAL FOUNDATION TRUST (YDH)

334 beds – opened in 1973 and provides general surgery and general medicine, orthopaedic surgery, gynaecology, obstetrics, geriatrics, pathology, paediatrics, intensive therapy, major accident centre, post-graduate centre, rheumatology, EEG and access to CT and MRI scanning. There are also visiting consultants in a number of other specialities.

There is a Psychiatric Liaison Service covering both Musgrove and YDH. The team includes 5 Consultant psychiatrists as well as nursing, psychology and admin staff.

OTHER KEY STAFF

South Somerset

Consultant Psychiatrist, General Adult Community, Chard
Dr Peter Park, Liaison Psychiatrist, Yeovil
Dr Roberta Orton, General Adult Inpatients Yeovil
Dr Lucy Knight, Liaison, Yeovil
Dr Antony Christopher. Old Age Psychiatry, Chard
Dr Suraj Gogoi, Learning Disability, East Somerset
Dr Tyrone Trower, Child and Adolescent Psychiatry, Yeovil
Dr Adrian Hayes, Psychotherapy, Yeovil
Locum consultant General Adult Psychiatrist
Consultant General Adult Psychiatrist, Yeovil
Dr Rana Das Gupta, Associate Specialist, General Adult Psychiatry, Yeovil

Mendip

Dr Fatin Hussein, Adult Community, Mendip East
Dr Linda Heaney, General Adult Community, Mendip East

Dr Philip van Driel, General Adult Community, Mendip West
, General Adult Community, Mendip West
Dr Andreas Papadopoulos, General Adult Inpatients, Mendip
Locum, Old Age Psychiatry
Dr Chikkanna Manju, Learning Disability, East Somerset
Locum, Child and Adolescent Psychiatry

Taunton

Locum, Adult Inpatient, Taunton
Consultant Psychiatrist, Adult Community, Minehead
Dr Sathya Cherukuri, Adult Community, Taunton
Associate Specialist Adult Community – this post Taunton
Dr Kuldeep Yadav, Speciality doctor Adult Community, Taunton
Dr Amanda Hoar, Clinical Tutor, Taunton
Locum, Adult Inpatient, Taunton (PICU)
Dr Mike Campbell, Adult Community, Taunton
Dr Mark Upton, Old Age Psychiatry, Taunton
Dr Stefan Kolowski, Old Age Psychiatry, Taunton
Dr Sunil Ram, Learning Disability, West Somerset
Dr Louise Richards, Child and Adolescent Psychiatry, Taunton

Somerset Coast

Dr Martin Eales, Adult Community, Bridgwater
Dr Christopher Mortimore, Community, Bridgwater
Dr Jane Hicks, Adult Community, Bridgwater
Dr Anton Muller, Community, Bridgwater
Dr John Barnes, Low Secure Rehabilitation, Bridgwater
Dr Nick Airey, Rehabilitation / ECT, Bridgwater
Dr John Kenny, Old Age Psychiatry,
Dr Stephen De Souza, Old Age Psychiatry, Taunton
Dr Clive North, Child and Adolescent Psychiatry
Dr Judith Mirsky, Consultant Psychiatrist, Bridgwater

Perinatal Psychiatry team

Consultant
Specialty doctor

Eating Disorders

Dr Michelle Butterworth,
Speciality doctor

Chair

Colin Drummond

Chief Executive

Peter Lewis

Chief Operating Officer

Andrew Heron (MH and Community)
Matthew Bryant (Acute)

Chief Medical Officer

Dr Dan Meron

Responsible Officer and Deputy CMO

Dr Matthew Hayman

Medical Directors of Mental Health

Dr Lucy Knight

Associate Medical Director

Dr Andreas Papadoplous

Director of Finance

Pippa Moger

Chief Nurse

Hayley Peters

Director of Governance and Corporate Development

Phil Brice

Director of People and Organisational Development

Isobel Clements

Approval of this job description by the Royal College of Psychiatrists

This job description and person specification is awaiting approval by the Royal College of Psychiatrists.