



# CLINICAL ACADEMIC/CONSULTANT PSYCHIATRIST WITH A SPECIAL INTEREST IN SOCIAL INCLUSION

CNWL in partnership with UCL

HMP Higdown  
Male SERVICE LINES  
HEALTH AND JUSTICE SERVICES

## Job Description

CNWL is a nationally leading NHS Foundation Trust providing Mental Health, Community Health and Child Health Services across London and the South East of England.

Our core Trust values are **Compassion, Respect, Empowerment** and **Partnership**. We ask all our staff to embody and live by these.



At our last CQC inspection we were rated Good for all our services, receiving a rating of Outstanding for Caring. We are proud of the progress we have made in all areas and have set ourselves an ambition to be Outstanding for Safe at our next inspection.



*Thank you for your interest in this post. We pride ourselves on the quality of our clinical leadership here at CNWL. If you are a dynamic, thoughtful and caring leader, we would love you to apply”*

Claire Murdoch CBE  
Chief Executive



## **Management of the Trust**

CNWL provides the following clinical services:

- ▶ A wide range of community health services, including adult and child physical and dental care services in Camden, Hillingdon and Milton Keynes.
- ▶ Intermediate physical healthcare, admission and supported discharge
- ▶ Palliative care
- ▶ A comprehensive range of mental health services for adults, from early intervention and psychological therapies to inpatient treatment and long-term rehabilitation care.
- ▶ Specialist mental health services for children and adolescents, including family therapy and IAPT Services
- ▶ Dedicated mental health services for older people, from early diagnosis, memory services and ongoing treatment options.
- ▶ Substance misuse services for drugs, alcohol and the new group of 'club drugs', provided in the community and a medically managed inpatient detoxification service.
- ▶ Specialist addiction services available nationally for problems with gambling and compulsive behaviours.
- ▶ Inpatient, outpatient and day patient eating disorders services, available to clients nationally.
- ▶ Inpatient and outpatient learning disability services, available to clients nationally.
- ▶ Mental health, addictions and primary health care services in many HM Prisons and YOI in London, Kent, Surrey, Hampshire and Buckinghamshire.
- ▶ Sexual and reproductive health services, including walk-in services, in central London and Hillingdon.

The Trust operates within a Divisional Structure, with a Borough management structure for most services in each geographic area.

Alongside these, we have Service Lines of:

- ▶ Child and Adolescent Mental Health Services and Eating Disorders
- ▶ Addictions
- ▶ Health and Justice Services
- ▶ Learning Disabilities
- ▶ Mental Health Rehabilitation
- ▶ Sexual Health.

The Trust is led by the Board of Directors, of the following people:

Tom Kibasi , OBE Trust Chair

Paul Streets Non-Executive Director

Dr Mo Ali Non-Executive Director Meenakashi

Anand Non-Executive Director Rashda Rani

Non-Executive Director Richard Cartwright

Non-Executive Director Ian Mansfield Non-Executive Director

Claire Murdoch, OBE Chief Executive

Maria O'Brien Director of Nursing and Quality

Hannah Witty Director of Finance

Dr Cornelius Kelly Medical Director

Nick Green Director of Organisational Development & People Ross Graves  
Director of Partnerships and Commercial Development

Graeme Caul Chief Operating Officer

Professor Griffiths also chairs our Council of Governors (see our website for details  
<http://www.cnwl.nhs.uk/> )

## Medical Staffing

CNWL employ over 600 medical staff across the Trust. We are committed to maintaining their health and wellbeing, ensuring their jobs are balanced, stimulating and rewarding and building an environment of continuous learning.

Appraisal is led by our Director of Appraisal, Dr Farrukh Alam, and ultimately accountable to our Responsible Officer, Dr Cornelius Kelly. We aim to get appraisals completed for all our medical staff in an annual window between April and June.

The Medical Education Department is led by Dr Sukhdip Bahia, Director of Medical Education and we have active Academic Programmes at local level. The Divisional Deputy Director of Medical Education is Dr Gopalkrishna Hegde and the local Clinical Tutor is Dr Haider Malik.

We also have exciting academic partnerships, overseen by our Director of Research, Prof Richard Watt. This includes the recently established CIPPRes Clinic at St Charles Mental Health Centre, a collaboration between CNWL and Imperial College, led by Dr David Erritzoe, looking at novel therapeutic uses of psychedelic substances in mental health care.

*As a Consultant you will be expected to balance the operational needs of the service whilst leading delivery of high-quality care. We will be committed to developing you as a clinician, manager and leader.*

**Dr Cornelius Kelly**  
**Chief Medical Officer**



## Diggory Division

The Trust is organised in to three Divisions: Jameson, Goodall and Diggory.

Diggory Division is responsible for the delivery of Mental Health, Addictions and Community services in Milton Keynes, as well as Addictions services, Sexual Health/HIV and Health and Justice services in London and Surrey.

Diggory has an ethos of fair, collaborative, inclusive leadership. We expect everyone in our senior leadership team to be flexible in approach and supportive, whilst holding each other to account and providing challenge when needed.

As a Division we meet on a weekly basis with our services to support staff to deliver safe services and empower teams to promote staff wellbeing and have a learning and improvement culture.

## Leadership Team

Dr Simon Edwards Diggory Medical Director

Jane Hannon Diggory Managing Director

James Smith Diggory Nursing Director

## Innovation

We love innovative practice in CNWL and have developed key partnerships for the introduction of new technologies. We are particularly proud of the achievements of our Pharmacy Team; in the last year they have successfully rolled out the Omnicell dispensing solution to our wards as well as ePMA, our electronic prescribing system.

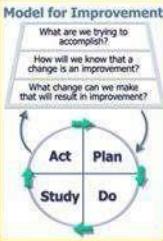



On many of our wards we have pioneered the introduction of the Oxehealth remote patient observation technology, with a plan for further roll out in 2022.

Within our community services we are trialling the use of a risk prediction algorithm technology, MaST as well as a more patient centred approach to care planning, DIALOG+.



# DIALOG+



**Model for Improvement**

What are we trying to accomplish?  
How will we know that a change is an improvement?  
What change can we make that will result in improvement?

Act      Plan  
Study    Do

## Improvement

CNWL worked in partnership with the IHI over three years to develop knowledge and capability in Quality Improvement methodology. We have now matured as an organisation in to hosting our own Improvement Faculty running an annual 'Practicum' training series for teams ready to learn more about this approach.

We have dedicated QI coaches and advisors for each Division and encourage all our Consultants to get involved with QI work.



Each year we host an annual Safety Conversation, a Trust-wide conference of Quality improvement work. We regularly get over 100 posters submitted and over 450 attendees.

Some of the best examples of our work have progressed on to being published in the BMJ.

## **Health and Justice Service**

The Trust consists of three divisions; Jamieson, Goodall and Diggory. The Health and justice Directorate is one of five directorates which sit within Diggory Division. It comprises of a range of innovative prison, police and court services, a small number of low secure inpatient beds and specialist community offender health teams. Our services stretch across 6 London boroughs, Kent, Surrey and Buckinghamshire.

Our vision for Health and justice is:

“Working in partnership with the criminal justice system and other agencies, we will provide responsive, dependable and high quality primary care, mental health and substance misuse services to existing offenders (and those at risk of offending) in the communities we serve, to improve their health status and to encourage social inclusion.”

Our motto in Health and justice is:

‘Caring not judging’

### ***Management of the Health and justice Service***

The Health and justice service is led by a Service Director and a Clinical Director who are supported by a Lead Nurse, a Business and Performance Manager and administration staff. The service is divided up into 4 regions, each of which has a regional operational manager overseeing a number of services. There are three business meetings a month attended by the senior manager team: one each for reviews of finance, risk and workforce. There are monthly Care Quality Meetings as well as a monthly Clinical Oversight Group.

Our clinical model within prisons is designed to address the particular health needs of the prison population and achieve health improvement through comprehensive and effective primary care, sound treatment of mental illness and addiction and enhanced chronic disease management. This in turn promotes social engagement, reduces re-offending and avoids over-containment in secure settings.

The principles of this service model are distinctive as below:

- To provide assessments, treatments and interventions as part of a joined-up and coherent pathway of care which takes account of the demands, possibilities and limitations of working in the criminal justice system
- Within the constraints of operating in conjunction with the criminal justice system, the service aims to be primary care based and to normalise the patient’s access to and experience of healthcare provision
- Service delivery should be as early as possible in terms of the patient’s whereabouts within the

criminal justice system

- Service delivery should be holistic in order to take account of the patient population's complex health and social care needs

- The model is dependent on multi-agency partnership working and a shared desire to maximise the likelihood of the patient either remaining in the community or returning to it as soon as is safe and practical to do so.

The clinical model for Health and justice is based on the known physical and mental health needs of the patient population as well as on an understanding of their difficulty accessing conventional services. It also reflects the potential pathways of patients through the criminal justice system; often these pathways are strewn with obstacles and people do not get what they need. It relies on staff who are competent and trained to work in complex organisations and who understand and acknowledge the values and operating principles of partner agencies.

## **Services in the Health and justice Directorate**

We currently provide a range of services including mental health, substance misuse, sexual health and primary care to prisons and immigration removal centres in London and the South. These include HMP High Down, HMP Wood Hill, HMP Send, HMP & HMYOI Bronzefield, HMP Downview, HMP Cookham Wood, HMP Coldingley, HMYOI Feltham and HMYOI Medway. We also provide community forensic services in North London, Liaison and Diversion services to police stations and a variety of courts in Uxbridge, Westminster, Harrow, Hendon, Willesden, Milton Keynes and the Central Criminal Court. We also provide low secure and step down specialist forensic services at Park Royal Hospital. The Directorate is led Dr Satinder Sahota as Clinical Director and by Mr Patrick Gillespie, Service Director.

## **Developing Quality Services**

The Directorate has a track record of close working relationships with local partner organisations, including Primary Care Trusts, Local Authorities and local voluntary organisations. Each year the Directorate sets a Directorate Business Plan, linking to the Trust's Annual Plan, this sets Health and justice's priorities for the next 12 months. The Directorate Business Plan enables health and justice services to ensure an emphasis on

continual service development and improvement, meeting the needs of the communities that it serves and responding to opportunities for further development.

Key developments over the past 18 months include the successful implementation of:

- a) Integrated Healthcare services in HMYOI Feltham
- b) Perinatal Psychiatric services across the female estate in London
- c) Demobilisation of healthcare services at HMP Winchester

CNWL Health and justice Directorate is experienced in applying for prison contracts. The post holder will be encouraged to participate with the ongoing development of current services and bidding for new prison health contracts, with business, finance and administration support centrally.

# Local Working Arrangements

**The Post** Consultant in Forensic & Adult Psychiatry

**Base** HMP Highdown

The post holder will be provided with their own office.

Full time – 10 PAS

## Contract

**Professionally accountable to** Dr Cornelius Kelly – Chief Medical Officer

**Operationally accountable to** Dr Satinder Sahota  
Clinical Director & Consultant Forensic Psychiatrist  
Health & Justice Services

**Key working relationships** Dr Simon Edwards Medical Director  
Diggory Division  
Denise Cox - Head of Healthcare & Team Lead  
Lloyd Kristian Regional Operational Manager  
Penny Leese Head of Nursing  
Patrick Gillespie Service Director  
Jane Hanon Director of Operations

## Management of the Health and justice Directorate

The Health and justice service is led by a Service Director and a Clinical Director who are supported by a Business and Performance Manager and administration staff. Governance is assured through a Monthly Care Quality and Performance Monitoring Meeting. There are regular academic forums and our Care Quality and Workforce Development Manager oversees the training plan for all staff.

Our clinical model is designed to address health needs and achieve health improvement through comprehensive and effective primary care, sound treatment of mental illness and addiction and enhanced chronic disease management, thus promoting social engagement, reducing re-offending and avoiding over-containment in secure settings.

The principles of this service model are distinctive as below:

- To provide assessments, treatments and interventions as part of a joined-up and coherent pathway of care which takes account of the demands, possibilities and limitations of working in the criminal justice system
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- Service delivery should be as early as possible in terms of the patient's whereabouts within the criminal justice system
- Service delivery should be holistic in order to take account of the patient population's complex health and social care needs
- The model is dependent on multi-agency partnership working and a shared desire to maximise the likelihood of the patient either remaining in the community or returning to it as soon as is safe and practical to do so.

The clinical model for Health and justice is based on the known physical and mental health needs of the patient population as well as on an understanding of their difficulty accessing conventional services. It also reflects the potential pathways of patients through the criminal justice system; often these pathways are strewn with obstacles and people do not get what they need. It relies on staff who are competent and trained to work in complex organisations and who understand and acknowledge the values and operating principles of partner agencies.

Historically, we recognise that the components of health and justice services have been commissioned and operated separately. CNWL's clinical model builds on existing clinical and organisational strength, specifically capitalising on the thinking that has brought in recent new business. The clinical model is designed also to respond to the direction of travel of much recent government policy and also to be intelligible to a workforce that needs to understand and to operate the proposed clinical pathways.

## **Health and justice services within our Directorate**

We currently provide a range of services (including mental health, substance misuse, sexual health and primary care) to the following prisons: HMPs Bronzefield, High Down, Downview, Send, Coldingley and Aylesbury, plus the Immigration Removal Centres (Colnbrook and Harmondsworth) at Heathrow and at Cookham Wood and Feltham. We also provide community forensic services in North West London, liaison and diversion services to police stations and Magistrates' Courts (Uxbridge, Hillingdon, Willesden and Westminster), to the Central Criminal and Harrow Crown Court, as well as low secure specialist forensic services at Park Royal. The service line is led by Dr Satinder Sahota as the Clinical Director, and by Patrick Gillespie as Service Director. Operational Accountability for the post would be to the Service Director.

## **CNWL's Health and justice Service Directorate is experienced in applying for prison and secure**

settings contracts. The post holder will be encouraged to participate with the ongoing development of current services and bidding for new prison health contracts, with business, finance and administration support centrally

## Health and justice services at HMP Highdown

The Mental Health Team in HMP Highdown works closely with prison staff and other health and non-health contracted services to provide a person-centered, continuous service that promotes positive health and social care outcomes, sustainable resettlement and reduction in re-offending.

HMP Highdown is a Category B men's local prison located near Banstead Surrey. The prison opened in 1992 and accommodates approximately 1100 adult prisoners. The prison receives prisoners from Croydon and Guildford Crown Court, and accommodates transfers from a wider catchment area including London and South East. The prison population of Category B prisoners is declining as part of the HMPPS recategorization to Cat C.

CNWL provides primary care and mental health services and is an integral part of the wider prison team contributing to the rehabilitative culture within the establishment, in conjunction with Forward Trust substance misuse services. The prison has a 22 bedded Healthcare Unit which provides mental and physical healthcare in partnership with CWNL and Medco Healthcare GP services.

## Post

This is a Clinical Academic Post for a Consultant Psychiatrist with a special interest in social inclusion. The role is split 8 sessions clinical and 2 sessions working with our academic partners, University College London.

Develop a portfolio of work in research in health inequalities under the guidance of CNWL and UCL Inclusion Health research teams. The postholder will have an opportunity to undertake clinical research in health inequalities under the supervision of an academic supervisor at UCL. The postholder will be able to develop and implement research projects in health inequalities to improve the care of patients, developing their own research expertise supported by researchers at UCL.

HMP Highdown Healthcare is commissioned by NHS England, Mental health services are provided by Central North West London NHS Trust Health and Justice. Primary Care is provided by the prison (Sodexo Justice Services) and staff provide services similar to those provided in a GP Surgery.

The CNWL mental health services offer a range of interventions which may be a brief conversation to signpost to services, therapy, psychosocial interventions, community mental health team case management and possible referral to more intensive services including hospital transfer. There is access to 24-hour healthcare on site (inpatient unit).

This is an existing post.

Research:

The postholder will be expected to participate in developing and implementing research projects

- Develop and undertake clinical research project(s) in health inequalities under the guidance and supervision of senior academic staff.
- Undertake other clinical research activities, in line with the general responsibilities of the post, as may be directed by their academic supervisor.
- Attend postgraduate training courses relevant to the effective execution of the responsibilities of the post
- Meet regularly with academic supervisor(s) to review progress and to ensure that training needs are being met.
- Contribute to the academic life of the Trust

CNWL also has a research relationship with UCL and the post-holder will have an opportunity to receive research training at UCL and develop a research portfolio in health inequalities with support from UCL academics, which could include undertaking research, publications developing grants that address health inequalities.

## Job Purpose

The post holder will be expected to provide direct psychiatrist input into prisoners suffering from mental disorder. The existing service works along the lines of a traditional Community

Mental Health Team (CMHT) based within the prison with prominent elements of crisis response and risk management.

The Mental Health Team receives circa 10 referrals a day and holds a caseload. Referrals are seen within 5 days (routine), 2 days (urgent) or 4 hours (emergency). There are circa 30 patients subject to multi-professional/agency working under the auspices of the Care Programme Approach (incorporating Section 117 Aftercare) at any one time.

The team assesses patients on ordinary location, healthcare wing and separation & care unit. A key focus of the work will be the assessment and treatment of patients on the inpatient unit (up to 23 patients). The inpatient unit houses a mix of both physical health and mental health patients. At any one time up to half would be mental health patients including those requiring transfer to psychiatric hospital.

The post-holder is not expected to screen new referrals, rather, follow up of referrals already having been assessed by a member of the MDT. Clinics will typically have 4 patients to review per session.

The post-holder will review patients on the inpatient unit when required.

The post-holder is not expected to carry a caseload. Caseloads will be carried by the CPNs and the post-holder will be expected to conduct psychiatric/medication reviews.

## The Team

The mental health team currently consists of:

- 0.8 WTE Consultant Forensic Psychiatrist
- 0.6 WTE Consultant Forensic Psychiatrist
- 1 WTE Head of Mental Health band 8a
- 1 WTE Clinical Psychologist band 8b
- 1 WTE Clinical Psychologist band 8a
- 2 WTE assistant psychologists' band 4
- 3 WTE Community Psychiatric Nurses band 6
- 0.3 WTE business and performance manager band 7
- 1 WTE transfer and discharge co-ordinator band 5
- 1 WTE Senior Administrator band 4
- 0.2 WTE Consultant Forensic Psychotherapist

## Clinical duties of post holder

The clinical duties outlined are aimed at the provision of a high-quality health service and include:

- Assessment (including the assessment of risk), treatment, care planning and multiagency liaison for people with mental health problems in the prisons.
- CPA management of care
- Undertake Mental Capacity Assessments.
- Contribute to planned emergency interventions.
- Liaison with prisons, courts, statutory and non-statutory agencies, concerning all aspects of the mental health care management of men with mental health problems in the prisons.
- To work closely with the Manager, Psychologists and other lead professionals to provide clinical leadership and ensure safe, supportive care.
- To liaise closely with other medical, clinical and managerial staff to provide high quality care pathways.
- Participation, when relevant, in the ACCT (self-harm / suicide prevention) processes.
- Practice in accordance with NICE and other relevant Guidelines and CNWL Trust policy.
- Accurate record keeping according to Trust and professional guidelines (data protection legislation and information governance standards).
- Application of the Mental Health Act including sections 48/49 and 47/49.

The post-holder will accept that the description of clinical duties is not exhaustive. The detail of clinical duties will be reviewed in the light of the post-holder's experience and the needs of the service. Amendments to the post-holder's clinical duties may be possible as the Directorate continues to develop

## General Duties

- Contribution to Care Quality through audit, research, and participation in local and Trust wide care quality processes, including CQC inspections.
- Practice in accordance with NICE and other relevant guidelines.
- To contribute to ensuring that the Health and justice Directorate and the Trust as a whole achieve the activity, performance and outcome targets as agreed with key stakeholders.
- Contribution to service development (care pathways/clinical protocols/new service development) according to need and in agreement with the Clinical Director.
- 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 Director, which will include consultation with a relevant manager in order to ensure that the post is developed to consider 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

### **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.

### **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.

### **Work programme**

It is envisaged that the post holder will work 6 programmed activities over 3 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 4.5 to be devoted to direct clinical care and 1.5 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 Clinical Director three months after commencing the post and at least annually thereafter.

### **On-call and cover arrangements**

There are no on-call obligations associated with the post but this may become a future development.

### **Leave**

The post holder is entitled to 32 days of annual leave per year increasing to 34 days after 7 years Consultant service for those on the new contract. The post holder is also entitled to 30 days study leave over three years.

There is an agreed protocol for cover arrangements with the other inpatient psychiatrist and stipulations about requesting leave with good notice to ensure safe practice.

### **Rehabilitation of Offenders Act**

The post is exempt from the provisions of the Rehabilitation of Offenders Act and applicants are not entitled to withhold information about convictions, including those which are "spent". Any information given will be confidential but failure to disclose such convictions could result in disciplinary action or dismissal.

### **Private Practice**

The successful applicant may undertake private practice in accordance with the Terms and Conditions of Service.

### **Car Lease Scheme**

The Trust operates a lease car scheme, further details of which are available from the Human Resources Department.

### **No Smoking Policy**

It is the policy of the Trust to promote positive health. Smoking, therefore, is actively discouraged and is prohibited on Trust sites including offices.

### **Security**

In the interests of safety and security the appointee will be issued with and required to wear Trust Identification Badge at all times whilst at work.

DBS / prison clearance is a required but a dispensation may be provided as an interim measure while clearance is in progress.

### **Medical Excellence: Strategic Direction**

The Trust places great importance on medical colleagues maintaining medical excellence and the successful candidate is required to comply with Trust policies in respect of this issue. The Clinical Director will take a lead on this issue.

The Trust is committed to involving consultant staff in the organisation's strategic direction. There is a vibrant Medical Staff Committee (MSC) that meets regularly and there is regular and close liaison with higher management; the Chief Executive attends part of the MSC meeting.

### **Continuing Professional Development (CPD)**

The Trust and directorate have a commitment to and supports CPD activities. The Trust requires Consultants to participate in CPD, remain in good standing for CPD with the Royal College of Psychiatrists, develop a Personal Development Plan and meet GMC requirements for revalidation.

Consultants are eligible for up to 30 days paid study leave on a pro-rata basis within any three-year period, and requests for study leave will be considered in line with both the post-holder's and the Trust's needs. Funding to support Consultants study leave is held by the Divisional Medical Director. Consultants are encouraged to develop special interests and to contribute to the strategic management of services both locally and nationally.

Study leave applications should be forwarded in advance to the Clinical Director before funding is agreed by the Divisional Medical Director.

There is a monthly PDP group which all Consultants can attend. This group comprises of Consultants from different Psychiatric sub-specialities. The post-holder can choose to join another group of their choice identified by them to meet the requirements of college and appraisal processes.

### **Clinical Leadership and Medical Management**

Trust wide leadership is provided by the Executive Medical Director supported by the three Divisional Medical Directors. The local clinical leadership arrangements are led by the Clinical Director and Service Director. All Consultants are expected to participate in business planning for their teams, and as appropriate, contribution to the broader strategic and planning work of the directorate, division and Trust.

The post holder will be line managed by the Clinical Director and has professional accountability to the Divisional Medical Director.

Regular supervision sessions are provided by the Clinical Director.

### **Secretarial Support and Office Facilities**

The CNWL Mental Health Team at HMP Aylesbury has its own base within the Healthcare wing. The postholder is expected to work across house units within the prison where necessary.

Office space is provided within the team base at HMP Aylesbury. The IT system in use for medical consultations is SystmOne. Training will be provided during induction on its use. There is access to the internet including NHS mail from the office computers. There is one administrator serving the team. The successful applicant will have their own computer and designated office within the team base at HMP Aylesbury. A laptop can also be provided.

The post holder will provide specialist psychiatric advice and consultation to a range of healthcare and prison staff to promote effective delivery of mental health care.

The post holder will be responsible for organising their professional day and ensuring that administrative staff are aware of their whereabouts and can reach them during office hours. Office space is provided for the appointee and administrative support will be provided by the team secretary.

### **Appraisal and Job Planning**

Every CNWL Consultant is expected to participate in the annual appraisal process. The Trust is now using a system called Premier IT for this. The Consultant will be appraised by another Consultant who is a trained appraiser. The post holder will undergo 360° appraisal at least once every 5 years.

The Medical Director is the Responsible Officer for the purposes of Revalidation. The process of revalidation is carried out along nationally approved lines in keeping with guidance from the GMC and NHS England. Dr Farrukh Alam is the Director of Revalidation and Professional Governance.

Job Plans are reviewed and discussed at the beginning of the contract and then annually with the Clinical and Service Director, with input from the local Service Manager.

There is bilateral consultation and negotiation in the event of the job content changing.

### **Teaching and Training**

Currently, there are no regular medical students attending but this may be a future development. The postholder will have access to a clinical forum at HMP Bronzefield and may attend and contribute to Health and Justice Quarterly Academic Meetings and occasional topic-based seminars.

### **Quality Governance**

The post holder will contribute to quality governance of their team and take responsibility for setting and monitoring standards. Standards are monitored through the Mental Health Care Quality & Innovation Forum (CQIF) which the post holder will attend on a monthly basis. They will also be expected to take a lead in chairing their own service CQIF and will work closely with the ward manager in ward related matters.

### **Quality Improvement**

Improvement and innovation are very important in CNWL leadership and participation in Quality Improvement (QI) work is strongly encouraged and the post holder will also have a role in supporting junior doctors to deliver their audit and QI work. As part of their SPA time they will have protected time to do audits.

There are coaches available across all services for anyone undertaking quality improvement projects and support also comes from the Quality Governance team. Time is allocated for this work in your job plan.

## **Research/Academic**

Our local weekly academic programme includes journal club, case presentations, lectures from local Consultants and occasional lectures from outside speakers.

Involvement in research projects will be subject to the appraisal and job planning process. The post holder will be encouraged to engage in research activities.

The Post-Graduate Library in Milton Keynes provides a full range of library services, including access to Medline and the Cochrane Library.

## **Wellbeing**

Effective local and confidential occupational health support is available to all employees. The Occupational Health team provides advice and support in regard to the impact of ill health on work. They offer assessment of fitness to work pre-placement and during employment, new entrant screening, in employment immunity screening and immunisation programmes. They promote ability and support disabilities in the workplace on commencement and in-employment and support the Health and Wellbeing agenda. Further Information about our Occupational Health support will be disseminated at induction and regularly when in post.

There are a range of services to support employees such as CNWL Wellbeing microsite, Keeping Well (MK), POWR wellbeing podcasts, NHS-approved apps, Good Thinking, “One you” series for physical health issues, mood zone mental health at work, guides, bitesize learning and support material.

Proactive local organisational systems are in place to support doctors' wellbeing following serious incidents. It is recognised by the Trust that supporting the wellbeing of the post holder after a serious incident that involves patients in their care eg homicide or suicide is paramount and senior clinician support and advice is routinely offered.

Availability of local initiatives/resources that promote workforce wellbeing eg self-care, work-life balance, stress management, coaching/mentoring etc. The Trust has several initiatives to support wellbeing including cycle scheme, retail and restaurant discounts, eye test scheme, gym discounts, wellbeing events and workshops. The post-holder will form part of a Consultant peer group who meet regularly.

## **Equality and Diversity**

CNWL values diversity. There are a range of networks within the organisation including Black and Asian Minority Ethnic (BAME) Staff Network, Disabled Employees Network (DEN+), Lived Experience of Mental

Health Staff Network, PRIDE @ CNWL LGBT+ (Lesbian, Gay, Bisexual and Transgender+) Staff Network, Carers at Work Network, 50+ Group and Women's Network.

## **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”

### **Library Facilities**

The post-holder will have access to well stocked libraries at the Coombes Library (located on the St Bernard's Hospital site), Imperial College Medical School (located at St Mary's Hospital). St Mary's campus library of Imperial College of Medicine is open to all Trust staff for reference. It contains 5000 books and over 30 000 volumes of periodicals; 350 titles are currently available.

### **Further Information & Arrangements to visit**

*Dr Satinder Sahota Clinical Director & Consultant Forensic Psychiatrist*

*Dr Simon Edwards, Medical Director*

## **Proposed Timetable**

In line with the new Consultant contract the job plan is for 10 Programmed Activities. The timetable is indicative only and subject to change according to service demands and the clinical preferences of the post holder, following discussion at the job planning meeting and appraisal

Timely job planning reviews are arranged following changes in the pre-agreed workload

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	HMP Highdown	Outpatient Clinic	DCC	1
	PM	HMP Highdown	MDT/Caseload Review	DCC	1
Tuesday	AM	HMP Highdown	Inpatient Clinic	DCC	1
	PM	Team Meeting Other	SPA	DCC SPA	0.5 0.5
Wednesday	AM	Admin		DCC	1
	PM	Urgent Review		DCC	1
	AM	HMP Highdown	Outpatient Clinic/Admin	DCC	1

<b>Thursday</b>	PM		Other	SPA	SPA	1	
<b>Frida y</b>	AM		Flexible/Remote Working		SPA	1	
	PM		Flexible/Remote Working		SPA	1	
<b>Unpredictable / emergency on-call work</b>	N/A		N/A	N/A	N/A	N/A	
<b>Total PAs</b>			DCC plus SPA				10

# PERSON SPECIFICATION

REQUIREMENTS	CRITERIA		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
Educational and professional qualifications	<p>MB BS or equivalent medical qualification.</p> <p>MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists.</p> <p>Additional clinical qualifications</p>	Qualification or higher degree in medical education, clinical research or management	<ul style="list-style-type: none"> <li>• Certificates</li> <li>• Application</li> <li>• References</li> </ul>
ELIGIBILITY	<p>Fully registered with the GMC with a licence to practise at the time of appointment</p> <p>Included on the GMC Specialist Register OR within six months</p> <p>Approved clinician status OR able to achieve within 3 months of appointment</p> <p>Approved under S12 OR able to achieve with 3 months of appointment</p>		

REQUIREMENTS	CRITERIA		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent clinical skills using bio-psychosocial perspective and wide medical knowledge</p> <p>Excellent knowledge in specialty</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage Clinical Complexity</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p> <p>Experience of academic work/proven track record of working with academic institutions</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p> <p>Experience of Quality Improvement</p> <p>Management experience</p> <p>Membership of committee / relevant regulatory body</p> <p>CQC preparation</p> <p>Contract / procurement knowledge</p>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> </ul>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Participated in continuous professional development</p> <p>Able to use and appraise clinical evidence</p> <p>Ability to work constructively within MDT environments without complaints / concerns</p> <p>Has actively participated in clinical audit</p>	<p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change</p> <p>Higher qualification in academia</p>	<ul style="list-style-type: none"> <li>• Application</li> <li>• References</li> <li>• Interview</li> </ul>

REQUIREMENTS	CRITERIA		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
	<ul style="list-style-type: none"> <li>• Knowledge and understanding of issues relating to equality &amp; diversity.</li> <li>• Willingness to be flexible and adaptable in working pattern</li> <li>• Demonstrates energy, enthusiasm &amp; initiative in pursuing innovation and the highest standards for patients, juniors, others, colleagues &amp; the organisation.</li> <li>• IT literate</li> <li>• Demonstrable ability to cope under pressure</li> <li>• Sickness (or attendance) record that is acceptable to the Trust.</li> <li>• Declared medically fit by the Occupational Health Department to perform the duties of the post</li> </ul>		