

## Consultant Psychiatrist Job Description and Person Specification

<p>Post and specialty:</p>	<p>Consultant Forensic Psychiatrist.</p> <p>This is a new full time Community Forensic Psychiatry post within an established service, which has become available due to a reorganisation of consultant posts.</p> <p>The post holder will provide Consultant input to The Forensic Outreach and Liaison Service (FOLS) in West Kent and will be one of two consultant forensic psychiatrists covering Kent with the other consultant providing equivalent input for East Kent.</p>					
<p>Royal College of Psychiatrists approval details:</p>	<p><i>Approval details to be completed by RCPsych</i></p> <p><i>RCPSych to insert Approval Stamp</i></p>					
<p>Base:</p>	<p>The Trevor Gibbens Unit, Hermitage Lane, Maidstone, Kent ME16 9PL</p>					
<p>Contract:</p>	<p>Full time 10 PA Consultant psychiatrist post</p> <table border="1" data-bbox="576 1267 1361 1301"> <tr> <td data-bbox="576 1267 919 1301">Total PAs: 10</td> <td data-bbox="919 1267 1150 1301">SPA: 2.5</td> <td data-bbox="1150 1267 1361 1301">DCC: 7.5</td> </tr> </table>			Total PAs: 10	SPA: 2.5	DCC: 7.5
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<p>Accountable professionally to:</p>	<p>Dr Afifa Qazi, Chief Medical Officer</p>					
<p>Accountable operationally to:</p>	<p>Dr Chidi Nwosu - Clinical Director Julie-Anne Meadows – Service Director</p>					
<p>Key working relationships and lines of responsibility:</p>	<p><b>Service</b></p> <p>Line Manager: Dr Adina Parkes Lead Psychiatrist</p> <p>Service Manager: Emma Daniels.</p> <p><b>Trust</b></p> <p>Head of Psychiatry: Dr Karan Singh.</p> <p>Clinical Director: Dr Chidi Nwosu.</p> <p>Deputy Chief Medical Officer (workforce): Dr Mohan Bhat</p> <p>Deputy Chief Medical Officer (Clinical Quality &amp; Safety): Dr Koravangattu Valsraj</p> <p>Director of Operations: Jacquie Mowbray-Gould</p> <p>Chief Medical Officer &amp; Responsible Officer: Dr Afifa Qazi</p> <p>Chief Executive: Sheila Stenson.</p>					

## 1. Introduction

Kent and Medway NHS and Social Care Partnership Trust (KMPT) provides a range of mental health, learning disability, and substance misuse services for approximately 1.8 million people living in Kent and Medway.



## 2. Trust details

At KMPT, we pride ourselves on providing high quality clinical services, innovation, and partnership working.

We are one of the larger NHS Trusts, covering an area of 1,450 square miles, employing over 3,600 staff, and operating from over 170 buildings across Kent and Medway. The Trust's income is £210 million/yr.

The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services; and our strategy is underpinned by a 'recovery and wellbeing model' delivered in partnership with service users, their families, and a wide range of organisational stakeholders.

### Trust Vision

To provide brilliant care through brilliant people.

### Trust Values

We take pride in our services – which are underpinned by our values:

- Respect
- Openness
- Accountability
- Working together
- Innovation
- Excellence

## **Kent – The Garden of England**

Kent is steeped in history and heritage and is also rightly renowned throughout the world as The Garden of England. Its extensive coastline boasts an enviable array of blue flag, award-winning beaches and thrilling water sports activities.

Kent is a family friendly place, with excellent state and independent schools and more affordable housing than most other areas in the south east.

Kent has excellent links to London, just thirty-five minutes from central London on Southeastern's high-speed rail link, and access to the continent via the Eurostar. The Channel Tunnel and the ferry ports link us to France and beyond. Even the weather is nice, as Kent is likely to be warmer and sunnier than elsewhere in the UK.

For more information about Kent, go to [www.visitkent.co.uk](http://www.visitkent.co.uk)

### **Types of Services Provided**

There is one CCG across Kent and Medway which commissions the majority of the services that the Trust provides.

#### ***Mental Health Services for Younger Adults***

These services are available for those aged under 65. Assessment and treatment are provided as close as possible to the client's home, through local, multi-disciplinary community teams; these are supported by Crisis Resolution Home Treatment teams and inpatient facilities and day services where required.

#### ***Mental Health Services for Older People***

These services are available for those aged over 65. Assessment and treatment are provided as close as possible to the client's home, through multi-disciplinary community teams as well as day services and inpatient facilities where required.

#### ***Early Intervention in Psychosis Service***

This service treats patients in the age range 14 – 35, who are experiencing early onset or the first episode of psychosis, using a bio-psycho-social approach.

#### ***Forensic Psychiatry Service***

The Trust provides the Kent Forensic Psychiatric Service, offering specialised mental health services for the courts, maximum secure specialist hospitals, the Probation Service, and the police. The work of the service involves all aspects of assessment and treatment of adult, mentally disordered offenders, including those who require treatment under conditions of medium and low security. The forensic service also manages two units for people with mental health and learning disabilities.

#### ***Mother and Infant Mental Health Services***

A small, specialised service across Kent is delivered by four consultant psychiatrists and specialised community mental health nurses. The service has extensive links with a wide range of community agencies, support groups, and self-help forums and counselling services; and works closely with all statutory agencies. An eight-bedded Mother and Baby Unit based on the Littlebrook Hospital site provides a regional inpatient service.

### ***Specialist Personality Disorders Service***

The Trust offers a multi-disciplinary service that provides an intensive Day Therapeutic Community Treatment programme based in Maidstone, Medway, and East Kent. These services are suitable for people with a severe personality disorder who are unlikely to benefit from weekly psychotherapy, perhaps because a greater level of containment is needed.

### ***Rehabilitation and Continuing Care Services***

This is a Trust-wide service which is delivered through consultant-led, multi-disciplinary teams, specialising in the care of those clients with Enhanced Care Programme Approach (CPA) needs and who clearly also have rehabilitation needs. The service provides three inpatient Rehabilitation Units and developing outreach rehabilitation services.

Continuing Care and Residential Care requirements are managed in partnership with rehabilitation services; and provision includes some accommodation for people with complex mental health needs, provided from staffed houses across the Kent and Medway area.

The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services and our strategy is underpinned by a 'recovery and wellbeing model' delivered in partnership with service users, their families and a wide range of organisational stakeholders.

For information about our services, visit our website: [www.kmpt.nhs.uk](http://www.kmpt.nhs.uk)

### **3. Service details**

The Kent Forensic Psychiatry Service (KFPS) is part of the Forensic and Specialist directorate at Kent and Medway NHS and Social Care Partnership Trust (KMPT). KFPS provides the NHS forensic mental health service for the county of Kent and the unitary authority of Medway. Kent and Medway has a population of approximately 1.8 million, which includes urban and variably populated rural areas. Socio-economic status is also variable, with the most relatively deprived areas being the Medway towns, Thanet and Dover.

KFPS is based at the Trevor Gibbens Unit, the regional secure unit for Kent and Medway, at the Maidstone acute hospital site. The Trevor Gibbens Unit provides an inpatient service with medium secure intensive care, acute, rehabilitation and step-down places for 62 patients, 47 men and 15 women.

The Trevor Gibbens Unit has a full multi-disciplinary clinical team. A general practitioner conducts clinics within the unit. The nursing team has approximately 40 trained staff and 50 nursing assistants and is actively recruiting. Occupational therapists and other professionals form a therapeutic activities team which provides a comprehensive service to inpatients and a limited outpatient service. A psychology team provides individual and group treatment for inpatients, particularly focusing on offending behavior work and related issues. A social work team has a dual inpatient and outpatient role.

There are five inpatient clinical teams at the Trevor Gibbens Unit. Each is led by a responsible clinician who is a consultant forensic psychiatrist. Consultants have multiple roles, including a geographical locality for liaising with counterparts in secondary care and providing representation in committees within the Unit, service, Trust, partner organisations and national initiatives. One consultant is clinical director for the Kent Forensic Psychiatry Service.

KFPS accepts tertiary referrals from Kent and Medway. Referrals come from courts, prisons, probation

service, general adult and older adult psychiatry teams, secure units (including psychiatric intensive care units), and special hospitals. The service provides clinical assessments and makes recommendations, particularly in the context of clinical risk assessment and management of individuals with a mental disorder, for inpatient or outpatient care and treatment. The service admits patients to the Trevor Gibbens Unit and has an access assessment role for transferring patients to secure hospitals beyond Kent and Medway, for whom the service retains a monitoring role.

KMPT is a member of the Kent, Surrey, Sussex Provider Collaborative for Adult Secure Services, with eight other organisations providing forensic and secure care, which commenced in July 2018 and has the aim of improving care pathways for patients into secure care (or alternative provisions), within secure care (in terms of the quality of care and treatment provided) through to their timely discharge to appropriate aftercare from community provisions. Dr Kingham is the clinical director of this Provider Collaborative.

KFPS liaises with independent sector secure hospitals and high secure hospitals for patients from Kent and Medway, to ensure that an appropriate care pathway is followed for each individual.

The Trevor Gibbens Unit is also the base for the Forensic Outreach and Liaison Service (FOLS) which became fully operational in April 2019 and which is commissioned to manage 92 outpatients. FOLS provides expert management of patients in the community in Kent and Medway who have forensic 'caseness', the majority of whom are conditionally discharged restricted patients, individuals discharged from hospital who are subject to 'life licence', having been discharged by a mental health tribunal and released by the Parole Board and patients discharged from a secure service subject to a Community Treatment Order under section 17A of the amended Mental Health Act 1983 who present a risk to other people in relapse.

KFPS operates a commissioned Criminal Justice Liaison and Diversion Service (CJLDS), operating in police custody suites throughout Kent and Medway 12 hours a day, 365 days a year and also in the magistrates' courts in Kent and Medway.

KFPS cooperates with Multi-Agency Public Protection Arrangements (MAPPA), responding to referrals from the Level 3 Multi-Agency Public Protection Panel (MAPPP).

KFPS has a 20-bed male low secure unit in Dartford, the Allington Centre, at the Little Brook Hospital site, which also has a male secure learning disability inpatient unit, Tarentfort Unit, and a step-down rehabilitation ward, Brookfield.

The directorate also includes the Trust's specialist services, but the post-holder will not be expected to provide any routine or emergency cover to these areas.

Prisons in Kent and Medway are served by a prison in-reach service from outside the Trust. It provides a primary and secondary care mental health service to all adult prisoners and young offenders in Kent. The prison in-reach service refers patients to KFPS for a forensic psychiatry opinion or admission to secure hospital provisions when commissioning responsibility lies with a Kent Clinical Commissioning Group (CCG). Appropriate communication is maintained between KFPS and Kent and Medway prisons for the offender population.

#### **4. Local working arrangements**

The Trust is seeking a consultant forensic psychiatrist to join the Forensic Outreach and Liaison Service (FOLS)

This post was established following additional funding of 1.4 million pounds from NHS England to ensure equity of provision for Forensic Community Services between Kent, Surrey and Sussex. The result is the

recruitment of 2 FOLS teams in East Kent and West Kent. Teams will be clinically led by 1 whole-time equivalent, Consultant Forensic Psychiatrist accompanied by a full multi-disciplinary clinical team.

- The service is an essential component of a safe, effective and timely pathway from medium/low secure care into the community, for people requiring ongoing specialist forensic mental health care following a secure inpatient admission. Access to FOLS will expedite recovery and reduce length of inpatient stay.
- It provides expert advice, consultation and liaison to other mental health services and relevant stakeholders in the management of individuals with recognised mental disorders who have offended or are at risk of doing so.
- Transition from secure services to the community is recognised as a particularly vulnerable time. The community service provides ongoing mental health assessment, formulation and treatment to promote recovery and manage individuals with recognised mental disorders and related risks.
- The service provides ongoing care and support for those individuals requiring specialist intervention to address risks and psychological needs and works to support social care needs, which if these failed would potentially lead to relapse and reoffending.
- Treatment will be provided in the least restrictive environment and be commensurate with the most effective clinical intervention, striking a balance between public protection and the management of risk.
- The service will proactively engage service users who may be reluctant to avail themselves of a service and provide assertive management of aggressive or challenging behaviour.
- The service will continue to provide support until there is no longer a need for specialist intervention and transition to other services is indicated.
- The service will vary the intensity of support according to individual need, including high intensity support at times of crisis or elevated risk.
- The service will work with other teams to offer specialist assessment and risk management planning, enabling the FOLS to focus on those with the highest risk profiles.
- The service will operate within the framework of the care programme approach (CPA) care co-ordinating (case managing) service users where appropriate and attending CPA's of cases worked alongside other teams.
- This service aims to promote efficient discharge from secure services, reduce length of stay, avoid delayed transfers of care and prevent admission, re-admission and offending.
- This service works to the specification outlined in NHS England Standard Contract, Schedule 2 Appendix 3 Medium and Low Secure (Adult) Specification CO2/S/a and CO2/s/b Forensic Outreach and Liaison services (FOLS) NHSE 2018.

- The clinical team will provide specialist and expert advice on the assessment and management of individuals presenting with mental disorder and who potentially pose a risk to others, through:
  - Consultation and liaison to local mental health services in the assessment and management of risk, to avoid where possible admission to inpatient secure care or where necessary expedite admission and treatment in inpatient secure care to manage risk. Agreed arrangements will be in place for regular engagement and collaborative working with community mental health services, as will a protocol for the safe transition of individuals who no longer require specialist care.
  - Consultation and liaison for MAPPA panels.
  - Consultation and liaison to other services, where commissioned (for example, National Probation Service Approved Premises and the Personality Disorder Offender Pathway), to reduce the need for admission into secure inpatient services, and where appropriate to provide expert advice on their management.

The clinical team provide specialist assessment and therapeutic interventions including:

- Case Management
  - Where the criteria are met, the FOLS will take full responsibility for the mental health management and treatment of a patient.
  - Effective case management may include engaging the specialist skills of other services, such as Learning Disability, Older Peoples mental health, Autistic Spectrum Services, Crisis and Home Treatment Team etc.
  - All those subject to restrictions will be case managed by the FOLS, unless the Service is satisfied very robust alternative plans are in place.
  - Each patient will regularly be discussed by the MDT and assessed for the need for continuing case management. Plans for handover to other appropriate teams or services for on-going support will be in place before discharge. The decision to discharge a patient will be made by the MDT.
- Risk Reduction
  - Where case management by KSS FOLS is not indicated, specialist interventions to reduce risk may be offered if appropriate.
  - Referrals will be accepted for Risk Reduction work where the case is supervised by another agency. These may be cases where the risk is judged to be high, and many of the individual's needs can be managed effectively by the referring agency but specialist intervention is required in an aspect of their care. This work may be undertaken by a single clinician from within the team and the individual will not be subject to CPA. Typically, this will be a specialist assessment of the individual followed by a report detailing a risk formulation and recommendations for treatment and care.
  - When further specialist work is indicated, the team may work alongside the managing team to deliver a specialist treatment. The FOLS will not take on cases for interventions that could adequately be accessed or commissioned elsewhere, e.g. probation or other psychology services. When this is complete a report will be written and the case closed.

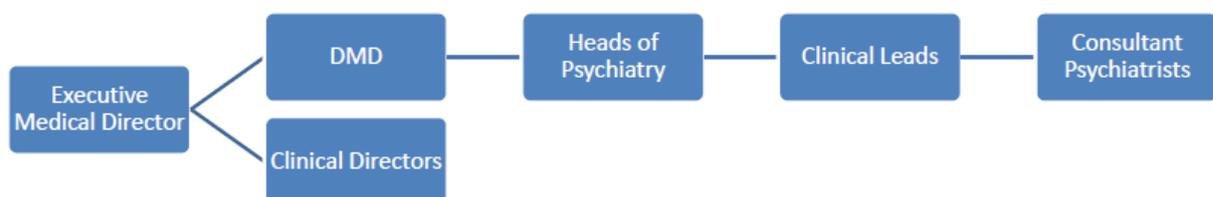
- The clinical team structure includes:
  - Consultant Forensic Psychiatrists (1WTE East Kent (this post) 1WTE West Kent)
  - A service manager.
  - A modern matron.
  - A team manager.
  - A pathways lead.
  - Forensic Community Psychiatric Nurses and Health Care Workers – 8 practitioners.
  - Clinical/Forensic Psychologists – 3 psychologists
  - Occupational Therapists – 2 occupational therapists.
  - Support Time and Recovery Workers – 4 STR workers and 1 peer support worker.
  - Vocational Advisers
  - Administrative staff – 5 admin staff with 1 WTE for the postholder.

## 5. Continuing professional development (CPD)

- The postholder will be expected to remain in good standing for CPD with the Royal College of Psychiatrists.
- There is a system of peer review groups in operation within the Trust. Within these the postholder will be expected to devise a PDP in liaison with colleagues. There is a specific peer group for Consultant Forensic Psychiatrists.
- There is a regular programme of weekly CPD activities organized at 3 sites across Kent and Medway. The postholder can access any or all of these.
- The post-holder will be entitled to up to 10 days per year of study leave with a study leave budget of £800 per year.

## 6. Clinical leadership and medical management

- In 2021 we have implemented a new Clinical Leadership and Medical Management structure as outlined below.



- It is mandatory for the postholder to attend their own managerial supervision at least every six weeks with their line manager (normally the clinical lead). Supervision scheduling and attendance is monitored.
- To provide professional leadership including clinical supervision to the medical team and to provide clinical leadership to the wider MDT
- Attendance at local governance meetings will form an opportunity to contribute towards business planning for the locality and, as appropriate, contributing to the broader strategic and planning work of the trust.
- The postholder will be expected to lead on the improvement of the quality of care within the

team and contribute to improving quality across the system.

## **7. Appraisal and job planning**

- KMPT is fully committed to the implementation of annual consultant appraisals and the postholder will be appraised by an assigned appraiser (independent to their line manager) on an annual basis.
- The appraisal will be part of the Revalidation and Relicensing process as guided by the GMC. The trust is currently using the online SARD platform for appraisals, job planning and annual leave
- Annual job planning will be undertaken by the Clinical Lead. There will be a review of job plans during every service restructuring; if there is a change in the needs of the post or at the postholders request
- Dr Afifa Qazi is the Responsible Officer and there is an Appraisal and Revalidation team for support
- KMPT has a robust internal induction programme for all new starters and a mentoring programme is available for all new Consultants and Consultants new to the Trust

## **8. Teaching and training**

- The post-holder will be expected to take part in the regular teaching of junior doctors. Medical students also are placed in the area and there are opportunities to be involved in their teaching. This is supported by the medical education team comprising of a Clinical tutor, Foundation Trainee Lead and a Director of Medical Education who are regularly engaged with Consultants
- The teaching is coordinated and managed by the Medical Education Manager and their team.
- There are opportunities for teaching FY trainees, GP trainees and Core Trainees on the Kent, Surrey and Sussex rotation who work within the trust. There is a well organised whole day fortnightly teaching program for GP trainees and Core trainees as well as SAS doctors.
- With the new Canterbury based Kent and Medway Medical School taking it's first students in 2020 this is a unique opportunity to get involved with the organisation and development of local medical education

## **9. Research**

- The Trust encourages research, particularly where this is relevant to the morbidity of the local population
- The post holder will be encouraged to collaborate with academic departments in areas of research related to the post holder's duties. Research projects, which entail financial implications for the Trust, should be discussed initially with the Chief Executive and Medical Director.
- The Trust has academic links with universities in Canterbury – Kent University and Canterbury Christchurch University, as well as University of Brighton.
- The Research & Development team regularly coordinate the Trust participation in local, national and international research projects

## **10. Mental Health Act and Responsible Clinician approval**

- The post holder would be expected to be approved as a Responsible Clinician or be willing to

undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

#### **11. Secretarial support and office facilities**

- Each Consultant will have named administrative support (1 WTE) and also access to a secretarial pool for preparation of letters and reports etc.
- The Consultant will have a laptop with access to the internet/Rio patient data base, a mobile phone and a dedicated work space within the team with the availability of bookable private rooms for the purpose of supervision and confidential work. The Trust uses digital dictation BigHand to enable timely completion of typing activities and trust mobile phones are provided for work related use. The trust has a dedicated IT support department.

#### **12. Clinical duties of post holder**

##### Work with the Forensic Outreach Liaison Service (FOLS)

- The postholder will provide clinical leadership to the forensic outreach liaison service.
- The service has a significant role in supporting Kent patients and their treating teams in developing clearly identified and safe care pathways.
- The postholder will support clinical teams and patients in secure hospitals in the discharge planning process.
- The post holder will work collaboratively with private providers, other disciplines, service user and their carers to provide expert knowledge and assessment, helping to identify appropriate clinical pathways and timely reviews. Specifically focusing on out of area beds and reduction in the lengths of stay.
- Be responsible for holding a complex community case load, and providing clinical support/advice to other junior team members with the management of their caseload in FOLS.
- As far as possible that the distribution of patients will allow cover to specified area of Kent to be agreed with another consultant forensic psychiatrist also providing input for the FOLS team.
- Whilst there may be periods of time when the caseload fluctuates it is planned that the caseload should not persistently exceed 50 patients generally managed through outpatient clinics per with up to 4 patients per clinic.
- Provide risk reduction work by providing advice to other secondary care services, the probation service, MAPPa and other relevant authorities and through risk assessments, risk reviews and attendance at risk forums.
- Provide outpatient reviews in a variety of settings including outpatient clinics, assessments in supported accommodations and independent accommodation.
- To provide input or chair the FOLS weekly case review meetings, Provider Collaborative Tracker meetings, TGU referrals and KSS referrals meetings.
- Work collaboratively with local CMHTs to facilitate seamless handover of care when patients are repatriated back to local area; or stepped down from FOLS.

### **13. Clinical governance and quality assurance**

- The post holder would be expected to actively participate in service/team evaluation and the planning of future service developments
- The post holder, with all staff members, will be expected to comply with the Trust's Clinical Governance policy. The Trust Clinical Audit Committee is operational and the post holder will be expected to participate in the Trust's audit activities.

### **14. Quality improvement**

- The postholder will lead and manage the team in a way that supports the development of a culture of continuous improvement and learning.
- Utilising a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.
- Work with the Quality Improvement team to support all of these activities

### **15. General duties**

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
  - To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

### **16. External duties, roles and responsibilities**

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

## 17. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## 18. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than six weeks with the clinical manager to review and revise the job plan and objectives of the post holder.

The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager six weeks after commencing the post and at least annually thereafter.

## 19. On-call and cover arrangements

- The postholder will join the Forensic Consultant on-call rota. This is currently at a frequency of between one in 10 and one in 12 (non-residential) and is remunerated with category A supplement and 0.5 PA in addition to 10 PA sessions.
- The on-call responsibilities include supporting junior doctors and providing RC responsibilities.
- On call responsibility is specifically for the Forensic Service which includes The Trevor Gibbens Unit, The Allington Centre, The Tarentfort Unit, and community forensic patients as well as providing senior forensic advice and support to other services within the trust.
- All leave must be agreed with the Clinical Lead and cross cover arrangements will need to be agreed between the local Consultants.

## 20. Wellbeing

Within KMPT we are committed to the wellbeing of our staff and offer a range of support services:

- **Effective occupational health support**

The post-holder will have access to Optima Health occupational health services. The post-holder's manager can make a referral using the online portal. They will complete a short referral form and submit to Optima. All referrals received will be triaged by a clinician and the appropriate consultation booked, this will either be a face to face or telephone consultation with an Occupational Health Advisor or for complex cases an Occupational Health Physician. After the consultation is completed if the post-holder has consented then a report will be sent to the line manager and HR (if requested on the referral) and a copy sent to the post-holder for review.

- **Optimise Health**

The post-holder will have access to Optimise Health. This is a tool that helps people take control of their health, designed to highlight any risk factors and encourage small but sustainable changes to help maintain fitness, health and personal resilience. Increasing sedentary workforces, obesity, psychological ill-health and less sleep are all having a negative impact on our health. Optimise is a set of comprehensive wellbeing assessments, with personalised wellbeing content tailored to your responses and an extensive library of wellbeing information for the post-holder to access, at any time

- **Staff Care Services (SCS)**

The post-holder will have access to SCS which is an independent professional counselling service provided for staff as part of the Trust's commitment to staff care. The support line provides free, confidential information, support and counselling away from the workplace.

**Proactive local organisational systems to support doctors' wellbeing following serious incidents.**

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the line manager.

**Timely job planning reviews when there are changes in regard to the pre-agreed workload.**

If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged of a new working arrangement is to proceed.

**Availability of local initiatives/resources that promote workforce wellbeing.**

KMPT offer a range of ongoing initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include:

- Flexible working including remote working
- Flexible retirement
- Trust-wide awards event recognising staff and volunteers
- Annual flu vaccine
- Varied learning and development courses (e-learning and face-to-face)
- Staff MOTs supporting your physical and mental health with health advice and monitoring
- Easy access to information with 'MyKMPT,' our on-the-go phone app for staff
- Regular listening events with open access to senior management
- Car lease scheme
- National and local NHS discounts for staff and families
- Relocation packages (dependent on post)
- The post holder will form part of a peer group who meet regularly.

**KMPT has in house Mental Health First Aiders on hand to support and sign post for anyone struggling with their mental wellbeing.**

KMPT runs many more wellbeing initiatives through the year, supported by a team of Health and Wellbeing Advocates, including support for giving up smoking, opportunities to take part in physical or mental wellbeing challenges and access to free tools and resources, all information can be found on our intranet i-connect under health and wellbeing.

## **21. Contract agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## 22. Leave

The post-holder is entitled to a minimum of 32 days annual leave per year dependent on length of service as detailed in the consultant contract. The post-holder will also be entitled to up to 10 days per year of study leave. Cross cover arrangements are in place with other consultants within KFPS.

## 23. Suggested draft timetable:

### Outline of the Week 7.5 DCC and 2.5 SPA

Monday	Tuesday	Wednesday	Thursday	Friday
(DCC) Outpatient assessment and team supervision locality	(DCC) Clinical reviews Video-link to TGU referrals meeting locality	(DCC) Outpatient assessments, locality	(SPA) Management meetings - various locations Admin.	(DCC) Consulting and liaison - TGU
(DCC) Outpatient assessment, locality	(DCC) Clinical reviews (fortnightly) locality	(DCC) Attend MAPPP meeting, risk forum, other professionals meetings - various locations	(SPA) CPD and revalidation activities - various locations	(0.5 DCC) Clinical administration (0.5 SPA) Service Development/Research TGU

The expectation is that 2.5 Supporting Activities PA will be used in activities related to CPD, audit/quality improvement activity, appraisal, revalidation and PDP groups and 1 Supporting Activities PA will be used in management or leadership roles with linked SMART objectives (RCPsych CR207 Safe Patients and High Quality Services)

## 24. Equality and Diversity

KMPT has made a commitment to becoming an anti-racist organisation and champions equality of opportunity and freedom from discrimination on grounds of race, age, gender identity, sexual orientation, sex, disability, philosophical and religious beliefs, cultural background, health status and language.

KMPT wants to create an open, non-judgmental, and inclusive NHS organisation that treats all staff with dignity and respect. We welcome applications from underrepresented groups and actively encourage them to bring their whole selves to work as we aim to become a truly diverse organisation.

## 25. For further information about the post or to arrange an informal visit, please contact any of the following:

For further information about the post, or to arrange a visit for informal discussion, please contact either of the following:

Dr Chidi Nwosu, Clinical Director – Forensic Psychiatry  
Rosewood MBU  
Greenacres  
Bow Arrow Lane

Dartford,  
Kent,  
DA2 6PB

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**26. Approval of this job description by the Royal College of Psychiatrists**

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

## Appendix 1 Person specification/selection criteria for consultant

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

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

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

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management.	SL
			MRCPsych	Scr
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	Scr	In good standing with GMC with respect to warning and conditions on practice	Scr
	Included on the GMC Specialist Register OR within six months.	Scr		
	Approved clinician status OR able to achieve within 3 months of appointment	Scr		
	Approved under S12 OR able to achieve with 3 months of appointment	Scr		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr		

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