

Learning Disabilities Service

JOB DESCRIPTION

**Consultant Psychiatrist in the
Psychiatry of Intellectual
Disability
Harrow Community Learning Disability
Service 10 PAs**

Base

Learning Disabilities, Northwick Park Mental Health Unit
Watford Road, Harrow, HA1 3UJ




Intellectual Disability June 20

Wellbeing for life

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About CNWL

Post & Specialty	CNW Consultant Psychiatrist in the Psychiatry of Intellectual Disability Harrow CNWL NHS Foundation Trust
Base & Location	Learning disabilities service, Northwick Park Mental Health Unit Watford Road, Harrow, HA1 3UJ
RCPsych approval details	LON NW-CO-STH-2024-01831 (Approved 24/04/2024) 
Total P.A's	10 programmed activities
Prime responsibility	To provide clinical leadership to a team as a part of a multi-disciplinary service. The postholder will work closely with learning disability Service colleagues to continuously improve the quality of care.
Accountable professionally to	Dr Deepti Shah-Armon, Clinical Director
Accountable operationally to	Vandana Datta, Service manager
Key working relationships and lines of responsibility	Service manager: Vandana Datta Clinical Director: Dr Deepti Shah-Armon Clinical Lead: Dr Kiran Purandare: Responsible Officer: Dr Con Kelly Service Director: Vandana Datta Divisional Medical Director: Dr Gareth Jarvis Working closely with colleague consultant psychiatrist and other members of the MDT. Key interfaces are with other Learning disabilities community services, inpatient wards, Primary Care Networks, supported accommodation, A & E Liaison, and the police.
Key tasks	Provide senior medical responsibility for the assessment and management of patients in Learning disabilities service Oversight of and contribution to robust care planning, risk assessment and risk management processes. Support recruitment and ensure optimal retention of team members and uphold morale Ensure good service quality and performance

	Ensure training needs of psychiatry trainees and medical students are met as well as supporting training of other junior clinical staff
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About CNWL

Central and North West London NHS Foundation Trust (CNWL) is one of the largest Trusts in the UK, caring for people with a wide range of physical and mental health needs. We have approximately 7,000 staff that provide healthcare to a third of London's population and across wider geographical areas, including Milton Keynes, Kent, Surrey and Hampshire.

As a Foundation Trust we involve service users, carers, the public, staff and partner organisations in the way that we are run and our future development. If you are interested in becoming a member of our Foundation Trust please visit our website.

Our catchment area spans diverse communities, with over 100 first languages spoken. It contains areas of great affluence as well as areas of much deprivation. We are committed to providing services that meet the needs of the people who use them, and we actively encourage involvement from local people who can help make a difference.

We are constantly developing and working in innovative ways to provide modern, dependable services in

- physical and mental health sectors
- primary, secondary and community services
- in health and social care settings for all ages.

We were authorised as a Foundation Trust on 1 May 2007.

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 or 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 community services for drugs and alcohol including a specialist Club Drug Clinic targeting newer group of 'club drugs/NPS'.

- 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 has recently completed a move to a Divisional Structure with a Borough management structure for most services in that area.

Alongside these we have Service Lines of

- Child and Adolescent Mental Health Services and Eating Disorders,
- Offender Care and Addictions,
- Learning Disabilities,
- Mental Health Rehabilitation, and
- Sexual Health.
- Perinatal Mental Health

Service lines hold their own management structure, budgets and performance targets, but are attached to one of the Divisions. Service lines are managed jointly by a Service Director and a Clinical Director.

Our vision

Wellbeing for life: We work in partnership with all who use our services to improve health and wellbeing. Together we look at ways of improving an individual's quality of life, through high quality healthcare and personal support.

Our values

Compassion: Our staff will be led by compassion and embody the values of care outlined in our Staff Charter.

Respect: We will respect and value the diversity of our patients, service users and staff, to create a respectful and inclusive environment, which recognise the uniqueness of each individual.

Empowerment: We will involve, inform and empower our patients, service users, carers and their families to take an active role in the management of their illness and adopt recovery principles. We will ensure our staff receive appropriate direction and support, to enable them to develop and grow.

Partnership: We will work closely with our many partners to ensure that our combined efforts are focused on achieving the best possible outcomes for the people we serve.

Our strategic objectives

Our vision and values are underpinned by our strategic objectives:

Harrow Consultant Psychiatrist in Intellectual Disability June 2023

- We will provide integrated, high-quality, timely services based on the needs of the individual.
- We will involve, inform, empower and be guided by the people we serve.
- We will ensure our healthcare facilities are well maintained and fit for purpose.
- We will recruit, retain and develop skilled and compassionate people who embody our values of care.
- We will use our resources wisely, to support the delivery of patient care.
- We will invest in technology to deliver better patient care.
- We will develop new relationships, business and partnership opportunities, consistent with our vision and values.

Management of the Trust

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

Non-executive directors:

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|----------------------|------------------------|
| • Tom Kibasi | Chair |
| • Richard Cartwright | Non-Executive Director |
| • Paul Streets, OBE | Non-Executive Director |
| • Meena Anand | Non-Executive Director |
| • Rashda Rana | Non-Executive Director |
| • Ian Mansfield | Non-Executive Director |

Executive directors:

- | | |
|----------------------|------------------------------------|
| • Claire Murdoch | Chief Executive (CBE) |
| • Graeme Caul | Chief Operating Officer |
| • Hannah Witty | Chief Finance Officer |
| • Dr Cornelius Kelly | Chief Medical Officer |
| • Maria O'Brien | Chief Nurse |
| • Charlotte Bailey | Executive Director Organisational |
| • Ross Graves | Executive Director of Partnerships |

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

CNWL Division Structure

Our services are managed by three divisional directors who report to the Chief Operating Officer. Each divisional director is in charge of individual boroughs/areas as well as of specific services. The divisions have the following leaders:

Jameson Division: Adult mental health services and learning disability services; perinatal care; Kensington & Chelsea, Westminster, Brent and Harrow Boroughs

Divisional Director: Ann Sheridan
Divisional Medical Director: Dr Gareth
Jarvis Divisional Nursing Director: Kim
Cox

Goodall Division: Hillingdon, Camden, CAMHS and eating disorders; Hillingdon (mental health and community health); Camden (community health)
CAMHS and eating disorders (London)
Divisional Director: Vanessa Odlin
Divisional Medical Director: Dr Paul
Hopper Divisional Nursing Director:
William Sakala

Diggory Division: Milton Keynes (all services), Offender Care, Sexual health, Addictions
Divisional Director: Jane Hannon
Divisional Medical Director: Dr Simon Edwards
Divisional Nursing Director: James Smith

Your Opportunities in This Post

Based in Learning Disabilities Service, Northwick Park Mental Health Centre, Harrow, this post, **is a replacement post**, offers many things including:

- The consultant will offer clinical leadership for the Harrow LD community team. The location at NWP mental health unit enables integrated working with other Harrow Mental Health consultants and teams based at NWP, including opportunities for teaching and training.
- Numerous opportunities for research and engagement with the Trust's active quality improvement network, including a programme of on-line and classroom courses from the Institute for Healthcare Improvement with full access to its Open School programme.
- Access to the CNWL-IHI on-line platform for quality improvement, Life QI.
- The Trust has a very active programme of academic meetings every week at Harrow Mental Health Unit, Northwick Park Hospital. There is also a large Grand Round for the whole trust at the 350 Euston Road HQ every other month.

The Learning Disabilities Service in CNWL

The Trust spans eight boroughs and manages an element of Learning Disabilities services across these boroughs. The Brent, Harrow and Hillingdon LD community teams are employed and managed by the Trust whereas it employs psychiatrists for the RBKC, Westminster, H&F, Enfield and Milton Keynes services. The Trust (through the Learning Disability Service line) provides inpatient Assessment and Treatment services at The Kingswood Centre. The service is for people with a Learning Disability who have mental illness and/or behaviour disorders so challenging that the local services are unable to meet their needs.

The local Learning Disability services and the employing Trust are committed to providing services which meet the recommendations of the "Mansell Report", "Valuing People" and "Our Health, Our Care, Our Say" and "Healthcare for All".

MANAGEMENT OF THE LEARNING DISABILITIES TEAM

The team is led by a team manager and the post holder will work closely with them. Clinical responsibility is to the Harrow Clinical Director Dr Deepti Armon-Shah in the first instance, to the Medical Director of Jameson Division Dr Gareth Jarvis and, ultimately, to the Chief Medical Officer Dr Con Kelly.

SERVICE OVERVIEW

We provide a range of specialist community as well as Children and Adult Specialist Inpatient Services to meet the needs of individuals with learning disabilities who present with behavioural impairment and / or mental health problems and / or Autistic Spectrum Conditions and / or forensic issues whose needs cannot be met within mainstream services. We are committed to providing:

- high quality services that are efficient and effectively delivered
- clinical care based on NICE guidelines and best practice
- an inpatient service that includes ways of effectively integrating into the community
- development of innovative solutions to difficult problems is an embedded part of our work
- better, faster and more responsive services to meet service user, commissioner and referrers' needs
- a focus on reducing the duration of the service user's journey through our services, providing cost effective interventions and reducing time spent in hospital

We recognize that the way to achieve these objectives is to have a highly skilled, motivated and engaged workforce. Much of the focus is therefore to further build on the strengths and skills of our existing team, seek ways for people to be more actively engaged in the development of the service, and embed a culture of reward and recognition.

Harrow Catchment Area

Harrow is the 12th largest borough in London in terms of area, covering 5,047 hectares (50 square kms). People in Harrow are, in general, healthier and live longer than the average for England and London. However, there are a number of underlying health issues that affect many of the population of the borough.

With an estimated overall usual resident population of 250,100, the borough is the 20th largest in London in terms of population. In 2018

- Men - 125,100
- Women - 125,000
- Harrow's residents of working age (aged 16-64) - 158,400 (63%)
- Children aged 15 and under - 52,600 (21%)
- Residents aged 65 and over - 39,200 (16%)

More than 50 per cent of Harrow's population is from black, Asian and minority ethnic (BAME) groups, making Harrow one of the most ethnically diverse boroughs in the country. The largest group, after white, is Indian. Less than half the children in schools in Harrow speak English as a first language. The second most commonly spoken language is Gujarati.

In terms of deprivation in 2019, Harrow ranks 156/317 in England and 24/33 in London, this is a continued improvement on the previous year. Harrow's average income score indicates that 10.9% of residents are likely to be experiencing income deprivation, equating to approximately 27,300 individuals

The least densely populated wards are Canons, Harrow Weald, and Stanmore Park. These wards are all in the north of the borough and have large swathes of green belt land. The area to the south of Locket Road in Marlborough; part of West Harrow (Honeybun Estate, Vaughan Road and Butler Avenue); and the Byron Road/Church Lane area in Wealdstone ward have higher population densities than other inner London areas. Harrow School is located in a leafy 300-acre estate, encompassing much of Harrow on the Hill. Men in west Harrow can expect to live for five and a half years longer than men in Greenhill ward. Women in inner south Harrow can expect to live more than 10 years longer than women in Wealdstone. However, although there are big variations in life expectancy, Harrow compares favorably to London as a whole.

THE POST

This post is for a Consultant in the Psychiatry of Intellectual Disability for the London Borough of Harrow. The post will ensure the provision of a comprehensive and robust psychiatric service to people with Intellectual Disability with complex needs living in the Harrow community.

JOB PURPOSE

- To provide a Consultant Psychiatric service for adults with Intellectual Disabilities living in Harrow as part of the Health Team for people with Learning Disabilities.
- To ensure, support and develop the provision of ongoing psychiatric input to people with Intellectual Disabilities living in the community.
- To attend community team referrals and complex case reviews, community team clinical governance and management meetings. The clinical case load will be a mix of clinic-based appointments, work in local residential providers and day resources.
- To provide a Consultant Psychiatric service for people with an intellectual disability admitted onto adult Mental Health wards.
- To lead the collaboration with mainstream mental health services within the Borough.
- To promote and develop best practice in the management of people with Intellectual Disabilities and Mental Health problems within the borough, regionally and nationally.
- To be an active participant in the shaping of new services in light of recent and ongoing changes to the NHS, in collaboration with relevant Clinical and Service Managers.

LOCATION, OFFICE SPACE & ADMINISTRATION

You will have a large office shared with the one other consultant psychiatrist and be based in The Mental Health Unit, Northwick Park Hospital, where Learning Disability Service is located. There is additional clinical space and meeting rooms available for consultant use on the site. Administrative support is provided by the team administrator. Designated

secretarial support will include booking of CPA and other meetings, typing of reports and letters and other administration tasks. The post holder will also have direct access to a laptop and a standard software package including Trust email services is also provided. CNWL is a paperless Trust and all records are maintained electronically. Excellent IT support is available within the Trust.

Travel required in undertaking duties will be using public transport (fares will be reimbursed by CNWL) or by using private vehicle (mileage and parking charges reimbursed by CNWL).

THE TEAM

The Harrow Learning Disabilities Health Team is a joint health and social care team.. The team consists of Learning Disability Health Team members that include psychology, community nursing, speech and language therapy and behaviour support staff. The Local Authority team are based at the Harrow Civic Centre, Harrow.

People with an intellectual disability who have combinations of acute mental illness, severe challenging behaviours or autistic spectrum conditions that require a period of admission are normally admitted onto Northwick Park Mental Health Unit initially but may be transferred to a learning disability specialist bed, if appropriate.

THE COMMUNITY LEARNING DISABILITY TEAM

The Community Learning Disability Team has the following team members (WTE):

1. Consultant Psychiatrist (the post) (1 x WTE)
2. ST 4-6 Specialty Registrar Psychiatry of Intellectual Disability (1 x WTE) from the North London Training Scheme in Psychiatry of Intellectual disability.
3. Team Administrator (0.5 WTE)
4. Medical Secretary (1 x WTE)
5. Community Service Manager (0.5 x WTE)
6. Band 8b Clinical Psychologist (0.2 x WTE)
7. Band 8a Clinical Psychologist (1 x WTE)
8. Band 7 Clinical Psychologist (2 x WTE)
9. Trainee Clinical Psychologist (0.6 x WTE)
10. Psychosexual Therapist (0.5 x WTE)
11. Behavioural Therapist (1 x WTE)
12. Band 7 Community LD Nurse (2 x WTE)
13. Senior Speech & Language Therapist (1 x WTE)
14. Physiotherapist (0.5 x WTE)

Referrals and management of case load system in the Learning Disability Health Team:

- The new cases referred to the psychiatry of intellectual disability team are received by the Consultant Psychiatrist. Referrals are generally received from Primary Care, social services and the professions allied to medicine.
- Social Care Managers are employed by Harrow Council and have a separate referral system
- The Harrow LD team received 466 referrals between 1st April 2022 and 31 March 2023 of which 276 were appropriate. Of those accepted referrals, 33 were for psychiatry
- The current post holder conducts an average of 10 outpatient consultations per week. The weekly outpatient commitment will include a mix of new patient assessments, patients seen for ongoing clinical management and urgent assessments. There is a mix of outpatient clinic appointments, tele-medicine and domiciliary visits.

THE STRUCTURE OF THE LOCAL MAINSTREAM MENTAL HEALTH SERVICE

Acute Mental Health

- Harrow general adult services include a Community Mental Health Service based at Bentley House in central Harrow. The service consists of a triage team and one mental health hub where 4 consultants are aligned to separate PCNs. There is also psychology, psychotherapy and occupational health provision within the service. These services provide assessment and treatment for adults aged 18+ with acute or severe mental illness.
- The Home Treatment Team is based in Northwick Park Hospital and provides intensive home treatment packages for patients who would otherwise need admission. It also facilitates early discharge from hospital.
- The A+E Liaison Team in the Psychological Medicine Service Line provides assessment in A+E at Northwick Park Hospital for mental health patients presenting there in crisis.
- The CNWL Harrow Mental Health Centre is a separate unit based on the Northwick Park Hospital Site in Harrow. It has 2 adult mixed gender inpatient wards, 18 beds each. The inpatient unit caters for people who need an acute admission to hospital following a mental health crisis. Occasionally, people with mild/moderate LD and mental health are admitted to these wards. The LD team offer advice and training to the ward staff.
- The Mental Health unit also has a 18 bed unit older adults in-patient, serving Brent and Harrow, Ellington ward, the Home Treatment Team, the Psychiatric liaison team and the Harrow management team. It also houses the ECT suit which serves the wider trust, Perinatal and CAMHS ED community services for the Borough and Health Psychology. The location of these services on one site enables cohesive working across the acute teams, who work closely ensuring a streamlined transition pathway for service users. The mental health unit is also on the same site as Northwick Park Hospital serving the physical health needs of the local population.

Adult Day Services

- Wiseworks Day Services support people with enduring mental health problems to build sustainable coping strategies, break social isolation, and promote social inclusion through meaningful activities that build networks and training that may lead to employment

Other Mental Health Services in Harrow

- Intellectual Disability Assessment and Treatment Beds at the Kingswood Centre for People with Intellectual Disabilities - inpatient intellectual disabilities assessment and treatment services provide highly specialised treatment and care for people with learning disabilities
- The Harrow Improving Access to Psychological Therapies (IAPT) offers access to talking therapy and employment based services.
- Harrow Outpatient Eating Disorder Service provides specialist outpatient care for adult patients (aged over 16 years) with a range of eating problems.
- CNWL Recovery & Wellbeing College was launched in April 2012 and is the third college of its kind to be developed in the U.K. It builds on the national drive to create a society where people with mental health difficulties have access to the same opportunities in life as everyone else. Students are encouraged to be active in their own self-care and wellbeing, learn how to counteract and manage their conditions, and, equip themselves with the tools to live a happy and fulfilling life.
- Drug and alcohol services are provided through Harrow Recovery Centre.
- CNWL's perinatal mental health services are based in borough of HARrow.
- The Harrow and Hillingdon Early Intervention Service is for people aged 14-35 experiencing their first episode of psychosis. Once referred, service users can remain with the team for three to five years.
- Harrow psychotherapy service is based at Northwick Park Hospital and provides individual and group psychotherapy.
- Harrow CAMHS is a community child and adolescent mental health service working with children and young people up to the age of 18 with complex mental health difficulties.
- Referral to tertiary services can be made by the consultant although approval from the funding authority, (currently Harrow CCG), must be sought on an individual patient basis

MEDICAL STAFFING

Medical staffing for the Intellectual Disability Service is as follows:

Dr. Anusha Wijeratne, Consultant Psychiatrist
(Brent) Dr Kiran Purandare, Consultant Psychiatrist
(Brent)
Dr Alina Bakala, 0.7 WTE Consultant Psychiatrist and Clinical
Lead Dr Ingrid Bohnen, Consultant Psychiatrist (Westminster)
Dr Natalia Perez-Achiaga, Consultant Psychiatrist (K&C)
Dr. Dina Gazizova, Consultant Psychiatrist (Enfield)
Dr. Vishwa-Prakash Radhakrishnan, Consultant Psychiatrist (Enfield)
4 x ST4-6 level (Brent, Harrow, Westminster & Hillingdon - **North West
London Training Scheme for Psychiatry of Intellectual disability)**
CT1-3 level

DUTIES OF THE POST

Clinical Work

- Diagnosis and treatment of mental disorders both in in-patient and outpatient settings. The post has a case load of approximately 160 patients in the community.
- Provision of psychiatric expertise on mental health issues, including providing specialist assessments, involvement in case discussions, advice, support and training to community and inpatient services colleagues where appropriate.
- To provide a clinical leadership role to ensure that the Trust meets its objectives within Improving Access to Healthcare for people with a intellectual disability.
- Acting as responsible clinician for community patients on Community Treatment Orders.
- To provide appropriate referral to other tertiary and specialist services e.g. Forensic Services according to local protocols
- To further develop the relationship with CAMHS services and the management of people in transitions.
- Participation in the service Care Quality Management group work plan.
- Supervision of an ST4-6 trainee
- Providing cover for consultant colleagues as agreed with the Clinical Director and Lead Consultant.
- To work at all times as part of both the Harrow MDT, and contribute actively to the work and development of this team and their staff.
- To undertake DOLS assessments when needed.

Clinical Leadership responsibilities 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 who line manages this post. 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.

- Leadership role in the quality agenda: identifying areas for improvement and active engagement with QI
- Meet regularly with the team and local service managers to ensure quality, finance and performance targets are met
- Support recruitment and ensure optimal retention of team members
- Teaching of medical students

- Engage in service developments

Teaching and training

We promote the involvement of Consultants in the teaching and training of junior medical staff as well as non-medical staff. The Director of medical Education is Dr Sukh Bahia, and the Harrow Local Tutor for Psychiatry is Dr Alex Thomson.

To include:

- Supervision for higher trainees in psychiatry who wish to take on a special interest session in LD psychiatry
- There is an active and well established postgraduate teaching programme for the North London Training Scheme for Psychiatry of Intellectual disability, based at the Kingswood Centre and at St Bartholomew's Hospital. This is valid for the purposes of CPD points.
- There is an opportunity to lecture on the Charing Cross MRCPsych Programme.
 - An active role in the postgraduate teaching programme, which consists of a local academic meeting on Wednesday lunchtime. This meeting includes a Journal Club and case presentations. This takes place at the inpatient site
- Teaching/training of medical students who regularly attend Learning Disability services as part of their psychiatry experience, from Imperial school of medicine. Support is also given to work experience students, where applicable.
- Training and teaching of wider MDT staff with the community teams and other teams in the borough.

General duties

- To manage, appraise and provide professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel, policies and procedures.
- To ensure that junior medical staff working with the post holder, operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly through the trusts clinical information systems.
- 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 program of the Trust, including lectures and seminars as part of the internal CPD program.
- 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 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
- To be flexible and willing to undertake differing duties according to the needs of the service, including representing the service at the Directorate strategic meetings.
- May also be required to provide cover for Specialty Doctors in emergencies. Arranging Locum cover will cater for planned leave cover for the Speciality Doctor.

Continuing professional development (CPD)

The Trust and directorate are committed to CPD activities. The Trust requires consultants to participate in CPD and to develop a Personal Development Plan. There is a local PDP group, which meets on a regular basis. There is also a weekly academic meeting for medical staff.

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 consultant's study leave is held by the Trust Medical Director and initial approval is given by the Clinical Director.

Consultants are also encouraged to develop special interests and to contribute to the strategic management of services both locally and nationally.

The post holder is encouraged to join the existing peer group, which meet regularly in the Directorate or identify a local group, which they could attend. Mentoring and supervision if required will be available from the Clinical Director and Divisional Medical Director

- The post-holder is expected to participate in CPD in line with Royal College of Psychiatry guidance.
- The post-holder is expected to participate in a peer group for CPD activities.
- The post-holder is required to remain in good standing for CPD with the Royal College of Psychiatrists and meet GMC requirements for revalidation.

Clinical leadership and medical management

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the leadership and strategic development of the team and broader services, being involved with the team manager and local manager in helping to steer the development of the service in line with the strategic direction of the organisation. The post holder is actively encouraged to participate in CNWL broader leadership and contribute to the broader strategic and

planning of the trust

Appraisal and job planning

Every CNWL consultant is expected to participate in the annual appraisal process. The Trust uses the PReP system as an electronic tool for annual appraisals. The post holder will be appraised by another consultant who is a trained appraiser. The consultant will also undergo 360-degree appraisal at least once every 5 years for the purpose of revalidation.

Job planning occurs annual together with the clinical director and service manager. Bilateral consultation and negotiation may occur in the event of the job content changing

The Trust Medical Director is the Responsible Officer. The process of revalidation is carried every five years in in line with the Trust Appraisal and Revalidation policy Job Plans are reviewed and agreed at the beginning of the contract and then annually with the Clinical Director

Clinical QI and Research

Opportunities are available to undertake and develop research projects and to link with other senior clinicians within the CNWL NHS Foundation Trust and Imperial College.

The post holder will be expected to comply with Trust care quality and clinical governance requirements and participate in related initiatives where appropriate.

The postholder will share responsibility for clinical audit of the service with the team Manager, and will work with him/her and the service manager on this, in line with recommendations of the Royal College of Psychiatrists and local Clinical Governance agreements as agreed with the Harrow Care Quality Group.

This will include participation in quality improvement, 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 consultant appraisal process.

There is a Quality Improvement and clinical audit department within the Trust that is active in assisting and preparing audits Trust-wide. The post holder will be expected to be actively involved in medical audit within the Directorate.

Supervision of QI projects undertaken by junior or senior trainees is expected.

Mental Health Act and Responsible Clinician approval

- The post holder would be expected to be accredited as an Approved Clinician or achieve this within 3 months of commencement.
- The post-holder would be expected to be approved under Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

Harrow Consultant Psychiatrist in Intellectual Disability June 2023

15

Secretarial support and office facilities

- On-site administrative/secretarial support is available for all consultants.
- The post-holder will have an office shared with one other consultant psychiatrist. The post-holder will be provided with a laptop or desk PC based on need and preference, all computers have Microsoft 10, Patient Clinical Records System 1 and access to ICE provided. CNWL has a comprehensive IT support system in place. You will be provided with a work mobile phone.

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 Clinical and 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.

On-call Commitment

- The post-holder is expected to participate in the day-time duty/ out of hours on-call Rota for Learning Disabilities, currently 1:8 pro-rata Banding is Category B, mainly telephone advice, medium intensity, attracting 1% of basic salary on pro rata basis.. On call covers the Kingswood in-patient site and supports the SD/Higher trainee on call staff

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'.

The appointment is subject to the Terms and Conditions of Service for Consultants (England) 2003.

The post is subject to the provisions of the NHS Pension Scheme.

The post holder must have Full Registration with the General Medical Council. It is the post holder's responsibility to ensure his/her General Medical Council registration does not lapse. The post holder must hold a Licence to Practise with the General Medical Council.

The Consultant appointed will have a continuing responsibility for the care of patients in his/her charge and for the proper functioning of his/her department. H/she will also undertake the administrative duties associated with the care of his/her patients and the running of the department.

The Consultant will be indemnified by the Trust for all NHS work undertaken as part of his/her conditions of employment. However, in certain circumstances (especially

regarding services for which the post holder receives a separate fee), the Consultant may not be covered by the indemnity. Consultants are therefore advised to maintain membership of a medical defence organisation.

The appointment is offered subject to a satisfactory Occupational Health clearance. A satisfactory medical examination is a condition for employment for medical and dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination.

Leave and cover arrangements

The post-holder is entitled to 32 days of annual leave per year pro rata which after seven years of continuous NHS service goes up to 34 days a year. The post holder is also entitled to 30 days study leave over three years. The leave entitlement will be pro rata for people looking to work part time.

The post holder will be expected to liaise with any other medical staff and the Service Manager when planning annual or study leave to ensure continuing cover for the service.

OTHER INFORMATION

Satisfactory References

This appointment will be offered on the receipt of two satisfactory references.

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.

Cover for leave

The post holder will be entitled to 32 days annual leave plus bank holidays. He/she will be expected to liaise with other medical staff, the Clinical Director and the Service Director when planning leave to ensure continuing psychiatry cover for the service.

Staff Well Being

There is effective local occupational health support (confidential, includes modalities of self-referral, promoted regularly at induction and when in post). The post holder will have access to the Occupational Health (OH) Department (based at Argo House, Kilburn High Road). The OH team has access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager.

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. Support can also be sought from People at Work in the form of confidential counselling.

The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, lease vehicle scheme, retail and restaurant discounts, eye test scheme, gym discounts, wellbeing events, mindfulness courses and choir singing.

CNWL Occupational Health Service

Monday to Friday, 9am to 5pm (answer machine out-of-hours)

CNWL Occupational Health Service

7A Woodfield Road, London, W9 2NW

Appointments can also be made at occupational health clinics based in Milton Keynes (Stony Stratford Health Centre) and Uxbridge Medical Centre.

Tel: 020 3317 3350

Fax: 020 3317 3360

Email: cnwl.occupationalhealth@nhs.net

Inclusive policy

CNWL strives to be an inclusive employer that values individuality and diversity, and we recognise that where staff feel welcome and accepted, this extends to our clients who we aim to serve at the highest possible standard.

All policies include gender neutral language and recognition for couples regardless of gender. You can find all our policies on Trustnet

o 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.

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 Lead Clinician 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.

Terms and Conditions of Service

The appointment is subject to the Terms and Conditions of Service for Consultants (England) 2003. This post is offered as 10 Programmed Activities per week.

The post is subject to the provisions of the NHS Pension Scheme.

Harrow Consultant Psychiatrist in Intellectual Disability June 2023

The post holder must have Full Registration with the General Medical Council. It is the post holder's responsibility to ensure his/her General Medical Council registration does not lapse.

The post holder must hold a Licence to Practise with the General Medical Council.

The Consultant appointed will have a continuing responsibility for the care of patients in his/her charge and for the proper functioning of his/her department. H/she will also undertake the administrative duties associated with the care of his/her patients and the running of the department.

The Consultant will be indemnified by the Trust for all NHS work undertaken as part of his/her conditions of employment. However, in certain circumstances (especially regarding services for which the post holder receives a separate fee), the Consultant may not be covered by the indemnity. Consultants are therefore advised to maintain membership of a medical defence organisation.

The appointment is offered subject to a satisfactory Occupational Health clearance. A satisfactory medical examination is a condition for employment for medical and dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination unless a satisfactory one has been carried out within the last twelve months.

TIMETABLE – Proposed, this can be reviewed

In line with the new consultant contract the job plan is for 10 Programmed Activities. The timetable is subject to change according to service demands and the clinical preferences of the post holder, following discussion at the job planning meeting and appraisal. A final job plan will be negotiated with the post holder, considering the post holders interests as well as service needs. **There will be a timely job plan review with line manager when there are proposed job plan changes to support safe working and identify additional support**

The distribution of PA's will be:

- Direct Clinical Care: 7.50
- Supporting Clinical Activities: 2.50

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<u>SPA</u> Regional Academic Programme Medical student teaching	<u>DCC</u> Out-Patient Follow up Clinic	<u>DCC</u> New Out-Patient Clinic	<u>DCC</u> Community referral and MDT meeting Consultation to other MDT members	<u>DCC</u> Emergency Outpatient Clinic/ Home visits
<u>SPA</u> CPD for new Consultant Revalidation	<u>DCC</u> Out-Patient Home Visits	<u>DCC</u> Complex Disability Patient	<u>DCC</u> Out-Patient Follow up Clinic	<u>DCC/SPA</u> Clinical Administration 20

Clinical Leadership		Reviews/ Mental Health Act Work Supervision of ST4-6		Clinical Audits Research/
DCC: 7.5	SPA: 2.5	On Call Availability Supplement: 1:10 (1%)		

Further Information & Arrangements to visit

Applicants should contact the following key people to discuss the post in detail and, if possible, arrange an informal visit:

Dr Deepti Shah-Armon – Clinical Director, Harrow [Deepti.shah-](mailto:Deepti.shah-armon@nhs.net)

armon@nhs.net Dr Kiran Purandare – Clinical Lead LD Psychiatrist - 020

8238 0900

Vandana Datta – Community Services Manager Vandana.datta@nhs.net

The aim is to ensure that all candidates receive details about the Trust and to give candidates the opportunity to assess whether the Trust can fulfil their career aspirations.

PERSON SPECIFICATION Consultant Psychiatrist

	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications and Training	<p>Approved under section 12(2) MHA, 1983.</p> <p>Approved Clinician status</p>	<p>MRCPsych</p> <p>Registered as a Specialist in Learning Disability Psychiatry (or CCT expected within 6 months of interview date)</p> <p>Management training/qualifications</p> <p>Recognised by Royal College of Psychiatrists as a specialist registrar trainer.</p> <p>Higher degree in a field related to Psychiatry (LLM, MD or PhD)</p>	Application Form.
Knowledge	<p>Up-to-date knowledge in management of adults with intellectual disability.</p> <p>Awareness of current issues in mental health service provision, policy and legislation.</p>	<p>Specialist interest as demonstrated by publications or presentations to learned societies.</p> <p>Knowledge of current issues in national strategic direction.</p>	Application Form. Interview.
Experience	<p>Wide clinical experience of Intellectual disability psychiatry.</p> <p>Experience of multidisciplinary team working.</p>	<p>Experience of multi-agency work, especially with user, carer and voluntary organizations.</p> <p>Experience in medico legal work.</p> <p>Experience in service management and development.</p>	Application Form. Interview. References.
Skills	<p>High level of clinical skill.</p> <p>Ability to work constructively in multidisciplinary teams and multi-agency systems.</p> <p>Excellent written and verbal communication skills.</p> <p>Commitment to working with users, carers and voluntary organizations.</p>	<p>Established record of clinical leadership.</p> <p>Established ability as clinical teacher.</p> <p>Established ability to research and/or audit.</p> <p>Specific treatment modality skills.</p> <p>Computer literate.</p> <p>Skill to assess and manage people with autism.</p>	Interview. References.

		Skills to manage people with Epilepsy.	
Personality and Attitude	Disability centered values. High standards of professionalism. Flexibility and capacity to work in changing environment.	Ability to lead and support colleagues. Enthusiasm to work with adults with complex chronic problems. Commitment to working as a member of the MDT.	Interview. References.