

Job Description

Appointment of Two Consultant Psychiatrists In Old Age Community

Location: Peterborough

**Programmed Activities:
2 posts each with 10 Programmed Activities**

**Cambridgeshire and Peterborough NHS Foundation Trust
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Job Description

Post:	Consultant in Old Age Community Psychiatry
Base:	City Care Centre, Thorpe Road, Peterborough, PE3 6DB
Hours	10 Programmed Activities
Contract type:	Substantive, full time
Accountable professionally to:	The Medical Director
Accountable operationally to:	Clinical Director for the Older People and Adult Community Directorate, Dr Karel Wildschut
Key Working Relationships:	Key relationships will be with consultant colleagues working within the inpatient services and CRHTT in the Cavell Centre in Peterborough, and also with the multidisciplinary teams delivering community mental health services and the memory assessment services are also. Consultant professional relationships will be from the body of consultant psychiatrists in Cambridgeshire. We meet weekly via MS Teams or other video platforms, for scheduled professional, educational and management activities.
Main Responsibilities :	<p>The successful candidate will work alongside community-based consultant colleagues to provide medical leadership for an experienced multi-disciplinary mental health team delivering assessment and treatment for patients with both functional and organic illness. The post holder will have a key role in developing links with the wider MDT and with colleagues in primary care.</p> <p>Inpatient care and medical input into the Older Peoples Crisis Team is provided by consultant colleagues within the acute care system and the post holder will work closely with them and with the colleagues within the liaison service to ensure care is well co-ordinated.</p> <p>The job plan is flexible to take account of clinical and professional interests, including time within the job plan for suitably qualified and motivated individuals to develop interests such as teaching and research.</p> <p>During 2020 we responded swiftly to the need for remote working, and now deliver the bulk of clinical assessments and all MDT team meetings via approved secure video platforms.</p>

CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST

1. CPFT's Mission

Our mission is to put people in control of their care. We will maximise opportunities for individuals and their families by enabling them to look beyond their limitations to achieve their goals and aspirations.

In other words: "To offer people the best help to do the best for themselves."

2. NHS Values

We are committed to the core NHS values which we underpin in all that we do -

- Working Together for Patients
- Compassion
- Respect & Dignity
- Everyone Counts
- Improving Lives
- Commitment to Quality of Care

3. CPFT Values

	Behaviour	How we will demonstrate this behavior
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

4. The Trust

Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) is an organisation whose prime purpose is to provide excellent mental health, specialist learning disability and community services for our patients across Cambridgeshire and Peterborough - and in some service areas further afield. The Trust's most recent CQC inspection rated it as 'Good' in their [report](#) published in September 2019.

CPFT is a University of Cambridge Teaching Trust and member of Cambridge University Health partners (Academic Health Science Centre), working collaboratively with the University of Cambridge Clinical School. We are a partner in the local Collaborations for Leadership in Applied Health Research and Care (CLAHRC), and are proud of our extensive portfolio of research projects.

The Trust covers a mixed rural and urban area including the cities of Cambridge and Peterborough and market towns in Huntingdonshire, Fenland, East Cambridgeshire and South Lincolnshire; serving a population of about 850,000+ within the administrative boundaries of Cambridgeshire County Council, Peterborough City Council, the Cambridgeshire, Peterborough Primary Care Trust and some GP practices in South Lincolnshire and West Suffolk. Commissioning is by Cambridgeshire and Peterborough Clinical Commissioning Group and the East of England Specialist Commissioning Group.

More information about CPFT can be found at www.cpft.nhs.uk

More information about the Cambridgeshire University Department of Psychiatry can be found at www.psychiatry.cam.ac.uk

5. The Older People and Adult Community Directorate

The Community Services in CPFT are managed within the Older People and Adult Community Directorate, OPAC. Our integrated model of care brings together staff delivering physical and mental healthcare for the frail elderly, and during the current Covid epidemic it has proven its benefits.

A key focus for the delivery of community care are integrated, multidisciplinary, multi-agency neighbourhood teams (NTs). The NTs are grouped around clusters of GP practices. There is a total of 14 teams which include community nurses, mental health professionals, occupational therapists, physiotherapists, and support workers. Complex patients will be supported through multidisciplinary case management, building on a successful local model.

The neighbourhood teams are supported by specialist professionals organised into four Integrated Care Teams (ICTs) covering the areas of Huntingdon, Peterborough and Borderline, Greater Cambridge, and Ely &Fens providing specialist assessment, treatment and advice, for example psychology or consultant psychiatric input. This post sits within an ICT.

6. CPFT Older Peoples Mental Health Service (OPMHS)

The OPMHS offers a comprehensive, multi-disciplinary and community orientated service in Old Age Psychiatry to the population in the geographical area covered. It is supported by modern inpatient areas with good facilities. The Maples is a 22 bedded ward at the Cavell Centre in Peterborough with separate areas for patients with organic and functional illnesses. The ECT Service is currently based at The Cavell Centre. There is availability of ECT treatment suites at Addenbrookes hospital also. Willow and Denbigh wards (8 beds and 14 beds respectively) provide beds for patients with functional and organic illness on the Fulbourn site in Cambridge.

Co-located at the Cavell Centre the CRHTT OP is an extended hour's crisis team for adults over 65 which has recently been expanded to deliver extended hours care for older adults and increased dementia expertise. The crisis team for the south is located at Fulbourn Hospital.

7. Research Opportunities

Links with the University of Cambridge offer unrivalled opportunities to become involved in research, including research into dementia and other later life psychiatric conditions. The situation in Cambridge has been strengthened by the appointment in 2012 of a professor of Old Age Psychiatry and by the development of the Windsor Research Unit. The Unit is currently expanding and attracting an increasing portfolio of commercial and non-commercial trials. These include observational studies, drug trials, biomarker studies and studies investigating quality of life. In 2019 we enrolled more than 300 patients in to more than 14 different studies with 8 consultants involved as principal investigators; we continue to build on this performance substantially. We also participated in the Oxford Vaccine trial in 2020.

CLAHRC (Collaborations for Leadership in Applied Health Research and Care) in Cambridgeshire & Peterborough is a collaboration between the CPFT and the University of Cambridge in partnership with a wide range of Cambridgeshire and East Anglian health and social care providers. Established in 2008 by the NIHR the CLAHRC undertakes high quality applied health research focused on the needs of patients and service users, and to support the translation of research evidence into practice in the NHS and social care. The CLAHRC in Cambridgeshire and Peterborough focuses on people with mental illness, intellectual (learning) disabilities, acquired brain injury, and care for those approaching the end of life. CLAHRC CP has supported a number of CPFT consultant psychiatrists to undertake CLAHRC fellowships (1 day/week x 1year).

8. The Post

These are replacement posts due to the previous incumbents retiring and moving away for family reasons.

The successful candidate will work alongside a community-based consultant colleague to provide assessment and psychiatric treatment for Older Adults within Peterborough and neighbouring communities across a largely rural area.

The population of over 65's in the area is approximately 30000

On average the OPMH service receives over 2637 MAS referrals per year.

The post holder is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members, although they are not ordinarily required to act as care coordinator.

The post holder will provide medical leadership for an experienced multi-disciplinary mental health team providing services for patients with both functional and organic illness. There are many emerging opportunities to help shape and develop services according to the evolving needs of the local population.

The multidisciplinary team includes psychologists, community psychiatric nurses, occupational therapists, social workers (AMHPs), support workers and admin staff.

- The team consists of:
 - whole time equivalent (WTE) consultant psychiatrist (this post)
 - B8a- 0.8 wte psychologist
 - Psychology-, B7- 1.0 wte, Band 8b- 0.3 wte
 - B6 OT- 0.8wte
 - B7 0.8 wte,
 - B5- 1.0 wte,
 - B6- 2.0 wte,
 - B3- 0.8 wte
 - MAS- B6 1.0 wte

No junior doctor is currently working in this team, but the successful applicant would be expected to provide supervision to junior medical staff should the situation change.

Inpatient care and medical input into the Older Peoples Crisis Team is provided by consultant colleagues within the acute mental health teams and the post holder will work closely with them and with the colleagues within the liaison service to ensure care is well co-ordinated.

The successful applicant will not therefore be expected to manage emergency presentations (referrals requiring a 5 day or 24-hour response) as these are dealt with by the crisis team which has dedicated consultant input. There is no inpatient element to this job.

For appropriately qualified and motivated applicants the job plan can be modified to include protected and paid time for research, management, educational or international development activity.

9. Main Duties of the Post

Clinical

- To lead the multidisciplinary team in providing excellent psychiatric care
- To provide assessment, diagnosis and treatment plans. Much of the work is providing assessments for new patients, many of whom are people referred for assessment of possible dementia. Patients are then discharged back to G.P. care or are taken into the multi-disciplinary team where they are care co-ordinated by a team member and reviewed by the consultant as required.
- To lead weekly MDT meetings and ensure prompt reviews of unwell patients
- To work closely with the CRHTT OP, community teams and liaison services as patients move between these teams
- To deliver evidence-based treatments
- To maintain accurate and up to date clinical records using our EPR, SystmOne
- To partake in providing cross cover for consultant colleagues for annual & study leave to maintain continuous service.

Leadership

- To provide clinical leadership for the Older Peoples Services at a time of considerable transition
- The Trust will support 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.

Teaching/Education

Contribute to the psychiatry post-graduate teaching programme.

- Contribute to the psychiatry teaching programme for undergraduate medical students
- Contribute to the training and support of staff in within the wider MDT
- Contribute to postgraduate teaching as well as to continuing medical education activities.
- For new consultants mentoring is provided and they are helped to find an appropriate peer group.
- CPD time is incorporated in to the job plan; in addition, a study leave budget is available to support CPD activities externally.
- Expectation to remain in good standing for CPD with the Royal College of Psychiatrists
- Friday morning CPD sessions are held via Teams and all consultants are offered a turn to present.
- Friday afternoon CPD activity include items such journal club, case discussions and management meetings.
- Consultants are encouraged to undergo the appropriate training and become educational supervisors for trainees.

Administration

- Work with CPFT to achieve agreed performance targets.
- Contribute to the collection and monitoring of clinical outcome data for service development and commissioning purposes.
- Participate in audit
- Participate in the administration of patient information systems and ensure that data are entered in accordance with service policies and guidance.
- Work in accordance with Trust and service policies and guidelines.

Management

- Work with the Service Manager and Clinical Director to contribute to the management of Older Peoples Acute Care System
- To contribute to the planning and further development of Older Peoples Mental Health Services and of the wider community services
- To attend meetings, relevant to the interests of the service

Research

- The post-holder is expected to support the broader CPFT research endeavour where possible. It is anticipated that funding would become available for the right applicant to become involved in research, potentially acting as a principal investigator for clinical trials into dementia and other late life mental health disorders or making use of local opportunities to develop other research interests.

Clinical Governance

- The post-holder will be aware of, and act within, locally and nationally agreed protocols and actively involved in clinical governance within the service.

On-call

The post holder may opt to take part in the consultant out of hours on call rota. Currently this is approximately 1:25 (Category A)

There is support when on call from core and senior trainees. On call is currently remunerated at a rate of 3% subject to current monitoring and possible review. The on-call consultant covers old age and general adult. There is currently a separate CAMHS on call rota.

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.

Accountability

- The post holder will be accountable to the lead psychiatrist in the directorate (currently Dr Karel Wildschut). Professional accountability is to the Trust Board through the Trust Executive Medical Director.

Job Planning & Appraisal

- Consultants are required to take part in the Revalidation and annual appraisal process under the supervision of the Medical Director and Responsible Officer. You shall have access to job planning and appraisal software for online submission.

10. Provisional Timetable

This post is based on ten programmed activities (PAs). A notional timetable is attached but will be flexible and will be reviewed annually or as needed. Supporting programmed activities (SPAs) will include 2,5 SPAs to cover activities necessary for re-validation and non-clinical supporting activities. The timetable would be amended accordingly if the successful candidate took on significant research commitments

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	New patient assessment clinic	Clinical work, community visits (where appropriate)	<i>Clinical work, new patient assessment clinic</i>	<i>MDT meeting</i> Admin	SPA, including weekly CPD meeting, case conference.
PM	<i>Review of current patients care co-ordinated within the team</i>	SPA including teaching and management activities	<i>Clinical work, Admin</i>	<i>SPA teaching, team development (0.5 Pas)</i> Admin	<u>Memory assessment clinic</u>

Accommodation

- The candidate will have access to an office with a computer and other accessories with full access to the Trust intranet and the NHS network. Where working from home is more appropriate, we will ensure you are supplied with the relevant technology to support this.

Support Staff

- Admin support is provided by an admin hub co-located with the Peterborough team. The post holder will have access to a named member of staff within that team.

Arrangements for Leave

- This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director in accordance with standard Trust/NHS regulations. Except in exceptional/unforeseen circumstances it is expected that six weeks' notice be given to allow for proper planning and prevent cancellations of patients' appointments. This includes all forms of leave.

Study and Training

- There are regular CPD opportunities including a weekly case conference and lecture program featuring high profile researchers and clinicians. Two weeks study leave is available each year and funding is available. Active participation in continuing professional development in conjunction with the Royal College of Psychiatrists, will be encouraged and supported. This includes Peer Group membership.

Wellbeing

All clinicians working in this Trust, and neighbouring Trusts, have access to an exclusive staff Wellbeing service <https://www.cpft.nhs.uk/smhs/> . Access to the service is arranged via referral from NHS Trust occupational health services, or your GP, and now via self-referral.

Occupational Health Referral is facilitated by your line manager or Medical Staffing.

We host regular Schwartz rounds to encourage a culture of learning and reflecting.

As part of personal and professional development, you shall have access to coaching and Mentoring within the Trust.

A range of staff discounts and other benefits are available via our intranet pages.

Professional responsibilities

Training and Development

- To participate in regular supervision (clinical or management) in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so, according to Trust policies.

Quality and Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard, and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staff are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users enjoy the benefit of a psychologically safe environment. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

Notes

- a) This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- b) This job description will be reviewed regularly in the light of changing service requirements, including the possibility of the work base changing to one of the other Community OPMHS services within the Trust boundary of Cambridgeshire and Peterborough. Such a change would be discussed with the post holder and would form the basis of a revised job plan.
- c) The job plan is subject to review annually by the Consultant and Clinical Director. All consultants participate in annual appraisal and will re-validate with the General

Medical Council. Collection of 360 degree feedback and patient feedback for these purposes is now routine. The Responsible Officer is the Medical Director.

- d) If the appointee has Mental Health Officer status under the NHS Superannuation Scheme this will be retained.

THE PERSON SPECIFICATION

Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • Entry on the GMC Specialist Register • MRCPsych (or equivalent). • CCT in Psychiatry of Old Age/Dual . Candidates with a CESR or appropriate experience will be considered equally and are encouraged to apply • The post holder must have a valid UK driving license and be willing and able to drive • Approved Clinician Status or eligible to attend training. <p>Desirable:</p> <p>MD or PhD</p> <p>Postgraduate qualification in medical education</p> <p>Diploma in geriatric medicine</p>
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCT in Old Age <p>Desirable</p> <ul style="list-style-type: none"> • Experience of research • Experience of service development
Characteristics	<ul style="list-style-type: none"> • Ability to work in a team. • Good interpersonal skills. • Enquiring, critical approach to work. • Caring attitude to patients and colleagues. • Ability to communicate and collaborate effectively with patients, relatives, GPs, nurses and other agencies. • Ability to demonstrate an understanding of the context of the service within the wider context of developments in the NHS. First-hand experience of developing services in a constantly changing environment and to tight budgetary restraints would be an advantage. • Candidates need to be effective teachers and trainers and be able to guide their own continuing education and training.

Enquiries

Prospective applicants are invited to contact:

Dr Karel Wildschut, Clinical Director Older People's Mental Health, CPFT: 01733 847274

Interview expenses

Reimbursed interview travel and subsistence expenses are limited to two preliminary site visits, provided the successful candidate accepts an offer of employment, if one is made. This applies to travel within the UK.

Appendix 1 - GENERAL CONDITIONS OF APPOINTMENT

The appointment is subject to the Terms and Conditions of Service of the New Consultant Contract, 2003. The on-call availability supplement is paid at 3% of the basic salary. Income (including clinical excellence awards if applicable) is paid on a pro rata basis for part time employees.

The person appointed to this post will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust.

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council and take part in continuing professional development. Study leave is 30 days in 3 years. There are local CPD activities available weekly.

Dependent upon the date of the last medical examination for a post within the NHS, the appointee may be required to undergo a medical examination.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions, which for other purposes are "spent" under the provision of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

The Trust makes no specific limitation on the distance a Consultant travels to work, so long as the post-holder can discharge on-call duties. The Trust is a non-smoking organization.

Equality and Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to

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