

Consultant Psychiatrist Job Description and Person Specification

<p>Post and specialty:</p>	<p>Consultant Psychiatrist trained in medical psychotherapy</p> <p>This is a new post created as part of the initiative to further develop the scope and profile of the psychotherapy department within Lancashire and South Cumbria NHS Foundation Trust.</p> <p>In keeping with the on-going national and locally driven policy changes in psychotherapy this job description may be subject to change in the future via the job planning process.</p>
<p>Base:</p>	<p>Currently West Strand House, Block C, West Strand, Ashton, Preston, PR1 8UY.</p>
<p>RCPsych approval details:</p>	<p>NW NW-CO-NTH-2024-01792 (Approved 15/05/2024)</p> 
<p>Contract:</p>	<p>This is a substantive post.</p> <p>Number of programmed activities: 10</p> <p>DCC : 7.5 SPA : 2.5</p>
<p>Accountable professionally to</p>	<p>Chief Medical Officer</p>
<p>Accountable operationally to</p>	<p>Network Medical Director Dr Manoj Rajagopal (Central & West Lancashire), via Locality Associate Medical Director Dr Louise Cumming (line manager for this post)</p>
<p>Key working relationships and lines of responsibility:</p>	<p>Responsible Officer & Chief Medical Officer : -Dr David Fearnley</p> <p>Deputy Chief Medical Officer : Dr Gareth Thomas</p> <p>CCIO: Dr Mark Worthington</p> <p>Director of Medical Education : Dr Varinder Singh</p> <p>Chief Executive Officer : Chris Oliver</p> <p>Chief Operating Officer : Emma McGuigan</p> <p>Locality Medical Director: Dr Manoj Rajagopal</p> <p>Locality Associate Medical Director: Dr Louise Cumming</p> <p>Locality Director of Operations: Laura Walsh</p>

1.0 Service details

1.1 The Central and West Lancashire Locality

The locality covers Preston, Chorley, South Ribble and West Lancashire with a population of approximately 825,500. The city of Preston has a high student population, the University of Central Lancashire has around 32,000 students and Preston College is one of the largest colleges in England. The 2019 Indices of Deprivation revealed that Preston was the 46th most deprived area out of 317 districts and unitary authorities in England. Chorley was ranked the 192nd most deprived. Within South Ribble are Penwortham, Longton, Hutton, Walton-le-Dale, Bamber Bridge, Lostock Hall, Moss Side, and part of Buckshaw Village. In the West Lancashire area the largest town is Skelmersdale with country and village living the two dominant groups in large parts of the authority. The 2019 Indices of Deprivation placed West Lancashire as the 178th most deprived area out of 317 districts and unitary authorities in England.

1.2 Central and West Lancashire Inpatient Services

The inpatient mental health units in Central and West Lancashire are sited in Chorley and Ormskirk. The main mental health hospital is in Blackpool.

The Chorley Inpatient Unit: The Chorley Inpatient Unit at Chorley District General Hospital, Preston Road, Chorley, Lancashire, PR7 1PP. The unit consists of Avenham Ward, a 6 bedded female PICU, Duxbury Ward, a 15 bedded female treatment ward and Worden Ward, a 15 bedded male treatment ward. The 8 bedded specialist Mother and Baby Unit, Ribblesmere is also based at Chorley Hospital.

West Lancashire Inpatient Services: Inpatient services are based at the Scarisbrick Unit, Ormskirk & District General Hospital, Wigan Road, Ormskirk L39 2AZ. The 21 bedded unit of 11 male and 9 female beds is based within the premises of Ormskirk Hospital; it provides care and treatment for adult service users who are showing signs and symptoms of acute functional mental illness.

The Harbour: The Harbour is a 154 bedded mental health hospital situated on Preston New Road (A583) just off junction 4 of the M55 at Blackpool. The hospital was designed with extensive input from service users and clinicians and is based on good practice guidance and 'safety by design' to ensure that it can provide high quality care. The ethos of the unit is to provide therapeutic care which is empowering, person centered and needs led and focuses on promoting recovery and independence.

The in-patient units in the Harbour consist of:

4 x 18 bedded adult functional wards (2 male & 2 female)

2 x 18 bedded advanced care wards (1 male & 1 female)

2 x 15 bedded dementia wards (1 male & 1 female)

2 x 8 bedded psychiatric intensive care unit (PICU) (1 male & 1 female)

2.0 Other Locality Services

2.1 Children and Young People

LSCFT Child and Adolescent Mental Health Services (CAMHS) Tier 3 provide a service for children and young people aged 5-16 who have a range of emotional and behavioural difficulties. The service supports and promotes emotional health and wellbeing. The service offers a wide range of support for young people and their families who have mental health difficulties such as; psychosis, depression, eating disorders, ADHD, self-harm, obsessive compulsive disorders, anxiety etc. The service line is provided by a multidisciplinary team comprising of consultant psychiatrists, psychologists, occupational therapists, family therapists, psychological therapists and a dedicated team of nurses.

2.2 Community Wellbeing

LSCFT provides community services such as community nursing, health visiting, podiatry, sexual health and dentistry.

3.0 Local working arrangements

3.1 The Trust is seeking a Consultant Medical Psychotherapist to join the current full time Medical Psychotherapist within the Psychotherapy Service currently based at West Strand House in Preston.

The post holder will be based in Preston but will explore options for developing a 'hub and spoke' model for providing psychotherapy Trust wide. The post holder will work with the current medical psychotherapist to promote the service in other parts of the Trust, including bringing psychodynamic ideas into other settings. The future objective is to make the psychotherapy service more visible and accessible across the Trust.

There is current ongoing work within the Trust in developing PD pathways and there is a possibility for the post holder to be involved in shaping this as well as providing psychological interventions, for example MBT, including formulations for patients with personality disorders.

4.0 Current establishment of the Consultant Medical Psychotherapist Service

1.0 WTE (whole time equivalent) Consultant Medical Psychotherapist- Dr Swapna Kongara (Consultant Medical Psychotherapist specialising in psychodynamic psychotherapy)

1.0 WTE Consultant Medical Psychotherapist (vacant – this post)

1.0 WTE Band 4 Medical Secretary

5.0 Team Information

5.1 The principal modality of therapy offered in the service is psychodynamic psychotherapy and the service is currently predominantly oriented towards providing psychotherapy training to Core and Higher Psychiatry trainees and doctors in non-training posts (e.g. MTI and CESR doctors). The service offers assessments for psychotherapy, brief and medium term psychodynamic and psycho-dynamically informed psychotherapies and consultation work to patients and staff.

The post is part of the initiative to further develop the scope and profile of the psychotherapy department in the Trust and hence will provide an exciting opportunity to be involved in designing and shaping the service in liaison with the existing consultant medical psychotherapist.

5.2 There is currently a Psychotherapy Core Psychiatry Trainee (CT) and a dual ST trainee training in Psychotherapy and General Adult Psychiatry, who rotate into the Psychotherapy Service for 3 out of their 5 years of training.

5.3 The main clinical duties are arranged around the screening of referrals, management of waiting lists, psychotherapy assessment and formulation and psychotherapy interventions. The current Psychotherapist receives an average of 5-7 referrals per month (60-84 new referrals per year). These referrals would be managed between the 2 consultants in post. Patients referred for psychotherapy would on average have 3 follow up appointments as part of the assessment process. The consultant psychiatrist would also have a responsibility to lead Balint groups and offer psychodynamic supervision.

5.4 While primarily responsible for delivering a quality clinical and training service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, working with the team managers and locality managers in helping to steer the development of the service in line with the strategic direction of the organisation.

6.0 Continuing professional development (CPD)

6.1 Consultants are expected to maintain personal portfolios in accordance with the requirements of the Royal College of Psychiatrists; to participate in a CPD peer group; and to obtain an annual certificate of “good professional standing for CPD” from the College.

6.2 Study leave arrangements for consultant medical staff are in accordance with the new consultant’s contract within Lancashire and South Cumbria NHS Foundation Trust.

6.3 Regular clinical supervision is an important part of professional development and it is the post holder’s responsibility to access the appropriate levels of supervision and locality peer review group to support and further develop their clinical practice. External supervision for the post holder will be funded.

6.4 For all new consultant appointments supervision arrangements are available through the Associate Medical Director (AMD).

- 6.5 In addition to possible academic input into the University, consultants are also expected to contribute to postgraduate psychotherapy/psychiatric training as required and to other training initiatives within Lancashire and South Cumbria NHS Foundation Trust.
- 6.6 There is an active local programme of case conferences and journal clubs in the locality. The post holder will be expected to participate in appropriate local programmes as agreed with the AMD. An active research interest would also be encouraged.

7.0 Clinical leadership and medical management

- 7.1 The Trust is committed to the full involvement of clinical staff in the management and development of the service. In the current arrangement a locality medical director and Associate Medical Director and support each part of the service.
- 7.2 The AMD liaises closely with medical colleagues, the Locality Medical Director and clinical and operational leads to provide clinical leadership and direction to the service.
- 7.3 The core management role of this post is to provide leadership in co-production with the team manager, including:
- 7.4 Participation in ensuring the provision of effective clinical services including implementation of the Patient Charter Standards, implementation of relevant legislation and amendments to The Mental Health Act 1983 and Mental Capacity Act 2007 and management of clinical outcome measures.
- 7.5 Participation in planning, steering and working groups and subjects relevant to special interests or general area of work and contributing in a positive and constructive manner to the development of services and new innovations for the whole adult community service.
- 7.6 Participation in network and Trust professional groups with responsibility for managing service delivery.
- 7.7 Participation in relevant management training courses as part of personal development and to ensure effective delivery of services.
- 7.8 Developing and maintaining a healthy working relationship with all medical, non-medical, clinical and managerial colleagues in the interest of best outcomes for patients and Trust services.
- 7.9 Participation in and the preparation of reports for serious incident investigations and investigations of poor performance.
- 7.10 The Trust would encourage the post holder to participate in regional and national groups, activities of the Royal College, GMC, DOH and similar bodies. Such activities have to be discussed and agreed with the Associate Medical Director and have to be approved by the Medical Director in accordance with the relevant Trust policies.
- 7.11 The Trust has an active audit programme and the post holder will be expected to participate in and lead local and Trust-wide audit activity and to be involved in audit training for medical and other disciplines.

8.0 Appraisal and job planning

- 8.1 The Trust has a leadership program for all Consultants. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programs.
- 8.2 There is a well-developed programme of annual appraisal and job plan reviews.
- 8.3 The posts are subject to the Trust annual appraisal process leading to revalidation.
- 8.4 There is a Trust policy relating to medical staff appraisals.

9.0 Corporate Induction Programme

- 9.1 The post holder will be expected to attend the virtual Trust Corporate Welcome event. The Medical Relationship Team will also arrange a face to face induction day as well as a virtual half day induction with the Medical Staffing team.

10.0 Teaching and training

- 10.1 The post holder will be expected to provide supervision to the junior medical staff working with their team and generally participate in the academic and teaching programmes within SPA time and teaching the medical students and other mental health professionals if they are attached to the clinical team.
- 10.2 The post holder will have access to the library facilities in The Lantern Centre which is 2 miles from base.
- 10.3 The Trust has a special study leave policy for medical staffing and various in-house training activities takes place both at locality and Trust level, the Trust encourages all consultants to attend and if possible organise similar events according to their interests.
- 10.4 The Trust has started rolling out a leadership programme for all its senior managers. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programmes.
- 10.5 The Trust has a range of training events developed 'in-house' to improve management skills.
- 10.6 Audit: as well as supervising their trainee in audits, the consultant is expected to conduct or participate in audits aiming to improve the services locally as well as actively participate in the Trust high priority audits and any regional or national audits that the Trust participates in.

11.0 Research

- 11.1 LSCFT is committed to developing and undertaking research studies that enable us to deliver high quality evidence-based care and services to people in our local community.
- 11.2 The Trust has a well-staffed Research & Development Department and provides extensive support for staff undertaking commercial trials and non-commercial studies, including developing grant proposals and partner engagement.

- 11.3 LSCFT has strong collaborations with regional and national academic partners including the Universities of Manchester, Central Lancashire and Lancaster. The Trust is part of the National Institute for Health Research's Clinical Research Network: North West Coast (CRN: NWC), the North West Coast Collaboration for Leadership in Applied Health Research and Care (NWC CLAHRC) and hosts the Innovation Agency in the region. The Trust's strategic research plan involves continuing to develop its reputation for quality research that benefits local services and local people.
- 11.4 We have a number of consultants who are Chief Investigators for studies and grant-holders. LSCFT has a unique partnership with the neighbouring Lancashire Teaching Hospitals Foundation Trust in a dedicated Clinical Research Facility. This enables both Trusts to work together in delivering complex clinical trials for the benefit of our patients. The post holder will be strongly encouraged to take an active part in some of the many ongoing research projects within the Trust and/or develop their own research projects.

12.0 Mental Health Act and Approved Clinician status

- 12.1 The post holder would be expected to be an Approved 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.

13.0 Secretarial support and office facilities

- 13.1 The post holder will have access to private office space at West Strand House, Preston, which will also be used for clinical work. When not required by the post holder the space will be utilised by other clinical staff by agreement.
- 13.2 Secretarial support is provided by a full time Band 4 Medical Secretary based at West Strand House. The Medical Secretary support is currently shared with the other Consultant Medical Psychotherapist.
- 13.3 The post holder will be given a laptop computer and mobile phone. Support is provided by the IT helpdesk, who can be contacted by phone, e-mail or a self-service function on the Trust intranet.

14.0 Clinical duties of post holder

The main duties and responsibilities of the post are:

- 14.1 Screening referrals and management of waiting list
- 14.2 Psychotherapy assessment and formulation.
- 14.3 Psychotherapy interventions, with specialist knowledge/skills in different modalities of therapy for example specialist knowledge of PD interventions, e.g. Mentalisation Based Therapy (MBT), Dialectical Based Therapy (DBT), Structured Clinical Management (SCM) and Therapeutic Community (TC).
- 14.4 Providing clinical supervision to a range of staff
- 14.5 Promoting public understanding of mental health
- 14.6 Provision of Psychotherapy Training and supervision (e.g.: Balint Groups and supervision groups) to Core and Higher Psychiatry trainees and also other grades of

doctors (for example MTI doctors, Specialty doctors, CESR doctors). The post holder would also have a role in contributing to the delivery of the psychodynamic skills course. Training will be available for the post holder for Balint Accreditation.

- 14.7 The post holder will be expected to provide medical leadership and support the clinical lead in ongoing developments within the Psychotherapy department and support the Trust's strategic aims.

Your role will include:

- 14.8 To contribute to the CPA process during on call duties if required.
- 14.9 To provide for the mental health needs – including prescribing and monitoring psychotropic medications during on call duties if required.
- 14.10 To comply with policies and procedures.
- 14.11 To contribute to the risk assessments.
- 14.12 To provide for the physical health needs of your patients (with support from clinical practitioners, GP and practice nurse providing sessional input, and referring to outside hospitals and specialists.
- 14.13 To provide clinical expertise and clinical leadership to the team; it is expected that the consultant will play a key and active role in the team management and will be responsible for the appropriate clinical key performance indicators of their team.
- 14.14 To support Clinical Governance, Health and Safety and other notional requirements and directives in your clinical area.
- 14.15 To respond to appropriate requests from the Commissioners.
- 14.16 To help implement Trust policies, guidelines and NICE guidelines regarding care and treatment of patients in your clinical area.
- 14.17 To support the team in providing and achieving excellence in care and treatment through regular audit and review of clinical practice.
- 14.18 To support the work of the other relevant clinical teams in the community, especially during the discharge process, and to address interface issues in a constructive and cordial manner.
- 14.19 To relate to the relevant inpatient clinical team regarding your patients to ensure smooth transfer of care and best outcomes.
- 14.20 To provide clinical care/assessments in other clinical areas (including inpatient settings) if requested/directed to do so in an emergency and exceptional circumstances in the interest of patient safety and in the interest of the Trust.
- 14.21 To participate in team governance meetings and accept a shared responsibility for smooth and effective functioning of your clinical team along with the Team Leader.
- 14.22 To help achieve Trust and National targets in order to provide an efficient, clinically effective and evidence-based accessible seamless service to avoid any risk to the Trust's reputation and business.
- 14.23 To liaise with other directorates in the Acute General Hospital and staff within the employing Trust, if relevant, and in the interest of mutual patients.

15.0 Training duties

- 15.1 There is currently a Psychotherapy Core Psychiatry Trainee (CT) and a dual ST trainee training in Psychotherapy and General Adult Psychiatry, who rotate into the Psychotherapy Service for 3 out of their 5 years of training. In addition there are also several other CT trainees and other grades of doctors attending psychotherapy supervision and Balint groups. The post holder will be expected to be involved in the training of junior staff by provision of training through leadership of the Balint groups and providing supervision through the supervision groups.
- 15.2 The post holder will receive any necessary training as provided by Health Education North West in order to achieve trainer status, which will allow them to act as a clinical supervisor to trainees. Once approved the post holder will have the opportunity to take on the role of clinical and educational supervisor responsibility for the trainees on placement.
- 15.3 The Trust has a well-respected and active Medical Education Department, led by the Director of Medical Education. Related to this the Trust has 4-5 site tutors supporting the CT trainees in their posts. The **current** Medical Psychotherapists provides the RCPsych role of Psychotherapy Tutor for the Trust, organising the psychotherapy training for CT and ST trainees. -There may be also a future possibility for Medical Students placements in the psychotherapy department.
- 15.4 The post holder will be able to attend the Wednesday afternoon Postgraduate Programme as part of their SPA sessions. This is the local Trust part of the wider Health Education North West MRCPsych Local Education Programme. This is well attended by consultants and is a lively meeting. It includes a clinical case presentation, journal presentation and expert led session; which the post holder will lead when the content relates to psychotherapy/personality disorder, alongside the other psychotherapy consultant.
- 15.5 A joint ST academic seminar programme is run between the East and West HENW Psychotherapy Programmes, based at Gaskell House in Manchester each Thursday afternoon during term time. The post holder will be encouraged and supported to join the rota of consultants leading this regional postgraduate programme for trainees.
- 15.6 The post holder will have access to the library facilities in the Lantern Centre.
- 15.7 Medical undergraduate students: the Trust provides training for undergraduate students from Manchester and Lancaster Universities and the post holder is expected to actively participate in their training programme.

16.0 Clinical governance and quality improvement

- 16.1 Consultants are expected to be aware of the principles of clinical governance and to work towards achieving continuing improvement in all aspects of service delivery in line with the aims of Lancashire and South Cumbria NHS Foundation Trust.
- 16.2 Consultants have the opportunity to contribute to development of guidelines, clinical policies, monitoring and reviewing procedures through membership of the Medical Advisory Committee, Drugs & Therapeutic Committee and Local Negotiating Committee.

- 16.3 The post holder will be expected to ensure, together with other professionals in the service, that clinical audits are carried out as required and that the work is regularly evaluated and reviewed.
- 16.4 The Trust supports the view that whilst clinical audit is fundamentally a quality improvements process it also plays an important role in providing assurances about the quality of services.
- 16.5 The Trust considers that the prime responsibility for auditing clinical care lies with the clinicians who provide that care.

17.0 General duties

- 17.1 To manage, appraise and give professional supervision to junior medical staff as agreed with consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- 17.2 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.
- 17.3 To undertake the administrative duties associated with the care of patients.
- 17.4 To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- 17.5 To participate in service and business planning activity for the locality and as appropriate for the whole mental health service.
- 17.6 To participate in annual appraisal for consultants.
- 17.7 To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- 17.8 To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- 17.9 To participate annually in a job plan review with the clinical manager, this 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.
- 17.10 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.
- 17.11 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.

18.0 External duties, roles and responsibilities

- 18.1 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.

19.0 Other duties

19.1 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.

20.0 Work programme

20.1 It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting within three months with the clinical manager to review and revise the job plan and objectives of the post holder.

20.2 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).

20.3 A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

20.4 There will be regular timetabled meetings between the post holder and the other Medical Psychotherapist.

JOB PLAN

Suggested draft timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	9am -1pm	West Strand House	Referral/assessments meetings	DCC	1 (4 hours)
	1pm –3pm	West Strand House	Referral/assessment meetings	DCC	0.5(2hours)
	3pm-5pm	West Strand House	Supervision group	DCC	0.5 (2 hours)
Tuesday	9am-11am	West Strand House	Supervision group	DCC	0.5(2 hours)
	11am-12pm	West Strand House	External supervision	DCC	0.25 (1 hour)
	12pm – 1pm	West Strand House	Appraisal/Audit	SPA	0.25 (1 hour)
	1pm – 5pm	West Strand House	Admin	DCC	1 (4 hours)
Wednesday	9am – 12pm	West Strand House	MDT meeting	DCC	0.75 (3 hours)
	12pm – 1pm	Lantern Centre	Consultants Meeting	SPA	0.25 (1 hour)
	1pm – 5pm	Lantern Centre	Teaching programme	SPA	1 (4 hours)
Thursday	9am-11am	West Strand House	Supervision Group	DCC	0.5(2 hours)
	11am – 1pm	West Strand House	Admin	DCC	0.5 (2 hours)

	1pm – 5pm	TBC	CPD / Gaskell Seminars (rota)/research	SPA	1 (4 hours)
Friday	9am – 12pm	West Strand House	Departmental peer supervision	DCC	0.75 (4 hours)
	12pm – 1pm	West Strand House	Admin	DCC	0.25 (1 hour)
	1pm – 5pm	West Strand House	Referral/assessments meetings	DCC	1 (4 hours)
Total PAs	Direct clinical care				7.5 (30 hours)
	Supporting professional activities				2.5 (10 hours)

21.0 On-call and cover arrangements

- 21.1 The post holder will be expected to take part on the on-call rota out of hours and weekends. This will be remunerated appropriately. The rota covers the general adult psychiatry and older adult psychiatry specialities within the Pennine Lancashire locality. The current rota is a minimum of 1:17. This attracts a 3% availability supplement and 0.5 PA.
- 21.2 The post holder will be treated at par with existing consultants for on-call remuneration.
- 21.3 There is no requirement to be resident on call. You will be supported by a 1st tier rota (comprising doctors in the CT grade, GPST, FY2 trainees and equivalent Trust grades). These doctors cover the ‘Pennine’ locality and provide cover to other sites as well. You will also be supported by the middle tier cover which comprises of Speciality doctors and the STs in the North Western Deanery.
- 21.4 It is accepted that the consultant will be asked with other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies. This is not a reciprocal arrangement and it is aimed to provide continuity of care. Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

22.0 Contract agreement

- 22.1 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.

23.0 Leave

- 23.1 Annual leave is in accordance with that detailed in the Consultant Contract Terms and Conditions (2003). Leave cover is provided on a reciprocal basis with colleagues.
- 23.2 The post holder is entitled to 10 days study leave per annum, an allowance which can be utilised over a period of three years with prior approval of the Associate Medical Director and Director of Medical Education. The Trust has an allocated budget for Consultant training that can be utilised by following the appropriated procedures in the study leave policy.

24.0 Visiting arrangements

Applicants or prospective applicants are strongly encouraged to visit the Trust and to meet prospective colleagues.

Informal discussions to discuss the job or arrangements for visiting may be made with:

Dr Swapna Kongara, Consultant Medical Psychotherapist, Psychotherapy Services (01772 401370)

Chief Medical Officer	Dr David Fearnley (01772 773513)
Deputy Chief Medical Officer	Dr Gareth Thomas (01772 520886)
Locality Medical Director	Dr Manoj Rajagopal (01253 447993)

Lancashire and South Cumbria NHS Foundation Trust
Sceptre Point, Sceptre Way
Walton Summit, Bamber Bridge, Preston, PR5 6AW

Telephone: 01772 773513

25.0 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 15/05/2024.

26.0 GENERAL TERMS AND CONDITIONS

- 26.1 All terms and conditions of service are in accordance with those detailed in the Consultant Contract Terms and Conditions (2003), Hospital Medical and Dental Staff (England and Wales), General Whitley Council and where applicable those of the Trust. These may vary from time to time.
- 26.2 The appointee will be expected to work with local managers and professional colleagues in the efficient running of services, and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, he/she is expected to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. The appointee will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of their patients, to be able to contact a Consultant when necessary.
- 26.3 The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.

27.0 Residence/Removal Expenses

27.1 The appointee will be required to live within 10 miles or 30 minutes of their clinical base unless the MD and CEO agree to a greater distance. If the appointee is required to move house to meet the residential clause of the contract, removal expenses may be payable. Terms and Conditions of service state that the “removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner’s home is required and that the arrangements proposed are reasonable”. Therefore, successful candidates are advised not to enter into contractual agreement until such time as the formal approval of the Trust is confirmed in writing.

28.0 Health & Safety

28.1 The Trust recognises its duties under the relevant Health and Safety at Work legislation and to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

29.0 Rehabilitation of Offenders Act 1974

29.1 Due to the nature of this work, the post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975.

29.2 Applications for the post are not entitled 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 disciplinary action or dismissal by the Trust. Any information given will be treated in the strictest confidence and will be considered only in relation to an application for a position to which the order applies.

30.0 Professional Standards

30.1 The AMD is managerially responsible for all activity in which the consultant works. The Chief Medical Officer has overall responsibility for the professional performance of consultants, employed by the Trust. All consultants are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council’s “Maintaining Good Medical Practice”, and to be accountable to the Trust for their actions and the quality of their work.

31.0 Maintaining medical excellence/Responding to Concerns

31.1 LSCFT is committed to provide safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about conduct, performance or health of medical colleagues (Chief Medical Officer 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and should apply it.

Employer vacancy reference number	351-MED088CW-23
Royal College JD reference number	NW NW-CO-NTH-2024-01792
Name of Royal College RSR	Dr Vikram Lutha
Name of Royal College RA/DRA	Dr Nieves Mercadillo
Date of Final Approval	15/05/2024

Appendix 1: Person specification/selection criteria for consultant psychiatrist

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