


Consultant Psychiatrist

Job description and person specification

Post and specialty:	<p>Consultant in General Adult Psychiatry in Horsham ATS</p> <p>This is a newly developed post, developed to support the existing services. The post holder will provide Consultant input to General Adult Services in West Sussex in a community setting.</p>
Royal College of Psychiatrists approval details:	<p>SED-KSS-CO-STH-2023-01130 (Approved)</p> 
Base:	<p>New Park House North Street Horsham West Sussex RH12 1RJ</p>
Contract:	<p>Number of programmed activities: 10</p>
Accountable professionally to:	<p>Chief Responsible Officer, Dr Peter Aitken</p>
Accountable operationally to:	<p>Deputy Service Director Adult West Sussex : Paul Beynon</p>
Key working relationships and lines of responsibility:	<p>Line Manager: Dr Claire Tanner</p> <p>Clinical Lead North West Sussex Community: Dr Ram Kamat</p> <p>Clinical Director: Dr Claire Tanner</p> <p>Service Director: Ruth Hillman</p> <p>Chief Delivery Officer: John Child</p> <p>Chief Medical officer: Dr Peter Aitken</p> <p>Responsible Officer: Dr Peter Aitken</p> <p>Chief Executive: Dr Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our partners in the Sustainability and Transformation Partnership, we have developed a compelling case for change in mental health services across the STP which is comprised of 24 organisations and strives to improve the links between health and social care to better serve our communities. In January 2018 the Trust was awarded an overall rating of *Good* by the Care Quality Commission (CQC) and was assessed as *Outstanding* for caring. This was maintained in February 2019.



2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

The Trust delivers services via 5 Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. Each CDS is led by an operational director and a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model supports continuous service improvement for patients and carers, is supported by Clinical Academic Groups and aligns with our Trust Values, Organisational Strategy and Clinical Strategy. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisation

3.0	Service details
3.1	<p>West Sussex is situated in the south east England between the sea and the South Downs with a population of around 848,000. The county offers good access to London and is in close proximity to Gatwick Airport. West Sussex is one of the 20% least deprived counties/unitary authorities in England, however about 11% (15,500) of children live in low-income families. Life expectancy for both men and women is higher than the England average. The health of people in West Sussex is generally better than the England average.</p> <p>Horsham ATS supports patients living in Horsham and the surrounding areas have a diverse index of affluence and social deprivation. The weighted population serving Horsham ATS is about 70,000.</p>
3.2	<p>The Trust is seeking a Consultant Psychiatrist to join the Horsham Assessment and Treatment services in West Sussex. This vacancy has arisen due to a couple of existing consultant psychiatrists opting to work part-time. The creation of this post will enhance the medical time available to patients within the Horsham area and the Trust regards this as an opportune moment to develop the service.</p> <p>The post holder will cover the Horsham ATS providing assessment and treatment for patients and working closely with other services in the community (Early Intervention in Psychosis, perinatal psychiatry service, and Crisis response and hoe treatment team) and the local inpatient unit (Langley Green Hospital) where severely ill patients from the catchment area are admitted.</p> <p>This post is part of the commitment of the Trust to provide excellent service in an area with a growing population in challenging times. This post completes the medical establishment of the team. At Horsham ATS, there are 3 (not all WTE) Consultant Psychiatrists and 2 GP trainees. A higher psychiatry trainee is also attached to the team from time to time. There are a total of 11 community consultants in Adult Mental Health in North West Sussex based across Crawley, Horsham, Haywards Heath and East Grinstead. Additional consultants are based in the Assertive Outreach Team, Early Intervention in Psychosis services plus other consultant colleagues in Dementia Services, Learning Disability and Forensic Healthcare Services.</p> <p>Our Adult Mental Health Services are divided into 3 Care Delivery Services in East Sussex, Brighton and Hove and Coastal & North West Sussex. Additional CDS's comprise Forensic Healthcare Services, Children's and Young Peoples Services, Primary Care Services and Learning Disability Services. This post is based within the Coastal & North West Sussex Care Delivery Service.</p> <p>Adult Care Delivery Services are further divided into acute and community services, the latter named Assessment and Treatment Services (ATS).</p> <p>The acute service in Coastal & North West Sussex consists of inpatient units at Worthing, Chichester and Crawley. There are Crisis Resolution Home Teams, Mental Health Liaison Teams, Street Triage Teams and Dementia Crisis Services at these sites and Section 136 suites at Worthing and Crawley.</p>

	The community services within the CDS are based at Crawley, Horsham, Haywards Heath and East Grinstead. The Assertive outreach team and Early Intervention service are based at Horsham.																		
3.3	The post covers patients in the community of Horsham.																		
3.4	<p>The current multidisciplinary team establishment across the whole of Mid-Sussex is as follows:</p> <table border="1"> <thead> <tr> <th>WTE</th><th>Job Title</th></tr> </thead> <tbody> <tr> <td>1.0</td><td>Locality Manager</td></tr> <tr> <td>2.7</td><td>Consultants (including post holder)</td></tr> <tr> <td>2.0</td><td>Clinical Psychologist</td></tr> <tr> <td>4</td><td>Nurses</td></tr> <tr> <td>3.0</td><td>Mental health liaison practitioners</td></tr> <tr> <td>2.0</td><td>Occupational Therapist</td></tr> <tr> <td>3.0</td><td>Administrators</td></tr> <tr> <td>2.5</td><td>Support workers</td></tr> </tbody> </table>	WTE	Job Title	1.0	Locality Manager	2.7	Consultants (including post holder)	2.0	Clinical Psychologist	4	Nurses	3.0	Mental health liaison practitioners	2.0	Occupational Therapist	3.0	Administrators	2.5	Support workers
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3.5	<ul style="list-style-type: none"> The substantive consultants in Horsham ATS are Dr Sanjay Jain and Dr Isabelle Akin-Ojo. 																		
3.6	<p>Our Crisis Team (CRHTT), Mental Health Liaison Team, Acute Services (Langley Green Hospital), Assertive Outreach (AOT) and Early Intervention in Psychosis (EIS) teams have dedicated Consultants and other medical cover and our Specialist Older Adult Mental Health Services (SOAMHS) has its own dedicated medical resource. The postholder would not be expected to provide input to any of these teams.</p> <p>Additional Consultant resource is linked to Specialist Services (Eating Disorder (WSED); Perinatal), Learning Disability and Forensic Services.</p> <p>The Assessment and Treatment Centre is comprised of:</p> <ul style="list-style-type: none"> Mental Health Liaison Practitioners who provide short term intervention work and are aligned to practices; A Recovery & Wellbeing Team who provide assessment, treatment and care to patients with a range of mental health problems requiring short term and long term support; <p>These teams are currently ageless integrated multidisciplinary teams who provide assessment, treatment and care in geographically defined areas to meet the health and social cares needs of their population.</p>																		
3.7	The Crawley Crisis Resolution Home Treatment Team (CRHTT) gate-keeps all admissions to the inpatient beds from the community. The Crisis Resolution Service at present does not receive direct referrals from primary care.																		

	<p>Local in-patient beds are at Langley Green Hospital in Crawley. There are 2 acute wards for working age adults, Jade and Coral wards. There is one integrated older persons ward, Opal Ward. There is a mixed PICU, Amber ward. The crisis team work from the hospital.</p> <p>Each ward has a separate dedicated in-patient consultant. The successful post holder is expected to liaise closely with them.</p>
3.8	<p>The Horsham ATS has a caseload of approximately 1050 patients. The post is based at New Park House in Horsham and the post-holder will be expected to work with patients in the community. This will include clinical work with admin support provided at New Park House. The post-holder may be expected to do home visits as and when necessary.</p> <p>Referrals are made to the team from GPs, community psychological treatment services (IAPT), inpatient services, other community teams, Crisis team and mental health liaison teams. The ATS works closely with the Crisis team and inpatient wards to provide advice in planning early discharge from acute units and support rehabilitation in the community. ATS also works closely with GP and other community services such as the Recovery college.</p> <p>Carrying out Mental Health Act assessments and reviewing community treatment orders are important roles of the post-holder. The post-holder must be AC approved. The post holder is likely to have an average caseload of 50 to 80 patients and will provide support to other ATS staff (lead practitioners for respective patients). The post-holder will have 2-3 CTO patients on their caseload on average.</p>
3.9	<p>The postholder would be expected to attend local consultants meetings (Medical Advisory Committee) held at Langley Green Hospital or virtually. They would be expected to network with local consultants at the academic programme, held weekly at Langley Green Hospital or virtually.</p> <p>Newly qualified consultants will be assisted to identify a suitable mentor and to attend the new consultants group, chaired by the Chief Medical Officer.</p>
3.10	<p>The post holder will be community-based working 10 PAs in the Horsham ATS and provide reciprocal leave cover for medics within service. The post holder has no clinical role in the inpatient setting. The post holder will support the Mental Health Liaison Practitioners, Assessment and Treatment function and the Recovery and Wellbeing Team. The ATS provides a service during core working hours only (9am to 5pm). There is one MDT member on duty each day, to manage urgent or emergency situations.</p> <p>Adult Mental Health Services provide an ageless model for functional mental illness though there is separate Consultant Psychiatrist input for older people with physical complexity or dementia. All job plans will be subject to review as part of service development and career progression.</p> <p>Team members are able to carry out comprehensive initial assessments, and are able to formulate initial treatment plans with medical input when necessary. There will be an expectation that the post holder will work closely with other senior medics and managers.</p>
3.11	<p>This post is within the Coastal and North West Sussex Care Delivery Service (CDS). The CDS is responsible for the delivery of high-quality services across West Sussex. The service director for adult mental health is Ruth Hillman. The Clinical Director is Dr Claire Tanner.</p>

3.12	<p>The post holder will be expected to provide senior medical input to the team, as described elsewhere in the job description.</p> <p>They will also be expected to participate in local leadership meetings and work with local operational leads on service development and the improvement of quality of services locally.</p>
3.14	<p>Referrals are made to the team from GPs, community psychological treatment services (IAPT), inpatient services, other community teams, Crisis team and mental health liaison teams.</p> <p>The ATS works closely with the Crisis team and inpatient wards to provide advice in planning early discharge from acute units and support rehabilitation in the community.</p> <p>ATS also works closely with GPs and other community services such as the Recovery College.</p> <p>Carrying out Mental Health Act assessments is an important roles of the post-holder.</p>
3.15	<p>The role of the post holder in the ATS team will be to see new assessments, providing detailed assessments, formulation and risk assessments, to develop management plans and review these in an outpatient setting.</p> <p>The post holder will be expected to review patients already known to the ATS as required, during their journey through the ATS system. The post holder will direct these patient's treatment. The post holder will liaise with local primary care services and provide advice and guidance. They will provide supervision of junior medical staff and provide advice to other members of the team including the duty worker. They will provide senior clinical leadership to the ATS, with fellow consultants.</p> <p>The post holder will be expected to provide medical leadership in the development of the team and wider working age services, in line with the CDS and Trust goals, in order to provide high quality mental health care for patients.</p>
3.16	<p>The ATS team works in line with the current clinical strategy. The clinical strategy is focused on developing teams, implementing new roles, working towards providing a single point of access for people in crisis, working more effectively with communities, and more integration between community, crisis and acute services with the aim of providing high quality mental health care. The post holder will be expected to work towards these Trust goals.</p> <p>Mental Health services in mid Sussex have close links with primary care and third sector partners.</p>
3.17	<p>The Trust has been rated 'outstanding' in caring by the CQC and 'good' in all other domains. The Trust has strong links with Brighton and Sussex Medical School and regularly hosts students of various disciplines.</p> <p>The Trust website can be found here: https://www.sussexpartnership.nhs.uk/</p>
3.18	<p>Horsham ATS is a part of the North West Sussex community services. It has close links to Crawley and Mid-Sussex ATSS.</p> <p>The team also works with crisis and in-patient services to support patients during their journey through services.</p>

3.19	<p>The post holder would be expected to be involved in and support service development projects occurring locally and to work within the Trusts clinical strategy and towards CDS aims and objectives.</p>
3.20	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p>Continuing Professional Development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement is £650 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk.</p> <p>There are locally occurring peer groups of consultants and the post holder would be expected to join one, this providing peer supervision and support. In addition SPFT are rolling out individual professional supervision for all consultants, the post holder will benefit from this in future.</p> <p>All Consultants have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. Consultant peer groups are established which the post holder will be expected to join. The Trust is committed to supporting CPD activities both internally and externally.</p>
5.0	<p>Clinical Leadership and Medical Management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>Local medical management is undertaken by the Clinical Lead for North West Sussex Community, Dr Ram Kamat.</p> <p>The post holder will become a member of the local Medical Advisory Committee, attending monthly virtual or face to face meetings with consultant peers.</p>

	<p>The post holder will attend a weekly multi-disciplinary team meeting within the ATS and provide senior medical input to this meeting.</p> <p>The post holder will be expected to work collaboratively with managers to achieve the most efficient and effective use of resources.</p> <p>Quality Improvement is the chosen improvement methodology for this organisation and the post holder will be expected to:</p> <ul style="list-style-type: none"> • Develop a clinical leadership role within the multidisciplinary team and across the service as a whole and work with colleagues and management to ensure optimal service delivery. • Participate in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust. • Lead the improvement of the quality of care within the team and contribute to improving quality across the system. <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</p> <p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Aruna Wijetunge, Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new Consultants.</p>
7.0	<p>Teaching and Training</p> <p>The post holder will be supported via group and individual job planning processes to provide dedicated time in their job plan to:</p>

	<ul style="list-style-type: none"> • Provide training to junior medical staff, and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate. • Participate in the Trust's core education and training programme on Wednesday afternoons, which take place at various sites across the Trust, as well as regional Foundation and Speciality doctor training schemes as required. • Remain in good standing in relation to CPD & revalidation. • Provide supervision to junior medical staff in line with the Trust's supervision strategy. • At times be responsible for individual supervision of a GP vocational Trainee. • Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body. • Contribute to corporate training initiatives within the Trust.
8.0	<p>Research</p> <p>Sussex Partnership is committed to the design, delivery and translation of high-quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the regional Clinical Research Partnership Board.</p> <p>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
9.0	<p>Mental Health Act and Responsible Clinician Approval</p>

	<p>The post holder will be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.</p>
10.0	<p>Secretarial Support and Office Facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned 0.5 WTE of named admin support.</p> <p>The consultant will have access to their own laptop, mobile phone and functioning of both devices are supported by a centralised IT service. The post holder will have access to a private room in which to hold consultations.</p> <p>The consultant will have access to a consultant office with lockable storage shared with another consultant psychiatrist.</p> <p>Private bookable rooms are available for supervision.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space.</p>
11.0	<p>Clinical duties of post holder</p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> • The post holder will work closely with other Consultants in the Horsham ATS and other colleagues in the North West Sussex area. • The post holder will provide specialist psychiatric assessment, treatment and aftercare services to people aged 18 and above referred to the ATS. • The post holder will provide specialist psychiatric assessment, treatment and aftercare services to people aged 18 and above under the recovery team. • The Post holder will participate into a weekly multi-disciplinary clinical meeting with the other members of the ATS at New Park House. • The Post holders work will involve assessing new referrals, diagnosing and formulating management plans and risk assessments of newly referred patients and offering advice on treatment and risk management of patients who have confirmed diagnosis. • The Post holder will be expected to undertake urgent assessments of new or current patients in crisis. • The Post holder will be expected to attend professionals' meetings of complex patients on their caseload.

	<ul style="list-style-type: none"> • The post holder will participate in planning and service development of local Mental Health Services in line with the CDS aims and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Foundation Trust. • The Post holder will be expected to liaise with other agencies in a professional capacity. The Post holder will be expected to form good working relationships with the local GP surgeries covered by their caseload. • The Post holder will be also expected to have AC approval and to take the role of Responsible Clinician for patients discharged under Community Treatment Order. The team averagely has 6 to 8 patients on CTO's. • It is expected that the Post holder will take a clinical leadership role in the team. It is expected that the Post holder will contribute to the clinical leadership of the north west Sussex locality of West Sussex CDS.
12.0	<p>Clinical Governance and Quality Improvement</p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	<p>General Duties</p> <ul style="list-style-type: none"> • To manage, appraise and give 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. This may include assessing competences under the Modernising Medical Careers framework.

	<ul style="list-style-type: none"> • 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 the administrative duties associated with the care of patients. • To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department. • To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service. • To participate in annual appraisal for consultants. • To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme. • To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct. • To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation. • To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management. • To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.
14.0	<p>External Duties, Roles and Responsibilities</p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>
15.0	<p>Other Duties</p> <p>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.</p>
16.0	<p>Work Programme</p> <p>It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment a meeting will take place no later than three months from appointment with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per Royal College of Psychiatrists recommendation). 1 programmed activities are allocated for CPD and 1.5 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.</p>

	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA
Mon	AM	New Park House	Clinical Work	DCC
	PM	New Park House	Clinical Work/admin	DCC
Tues	AM	New Park House	Clinical Work	DCC
	PM	New Park House	Clinical Work/admin 2hours 2 hours SPA time - teaching/research	DCC/SPA
Wed	AM	New Park House	Clinical Work	DCC
	PM	Langley Green Hospital/Virtual	Academic programme and CPD activities. 1 hour supervision	SPA
Thurs	AM	New Park House	SPA activities -audit/QI projects etc	SPA
	PM	New Park House	Clinic/ Admin time	DCC
Fri	AM	New Park House	Clinical Work	DCC
	PM	New Park House	Clinical Work/admin	DCC

Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.

17.0 On Call and Leave Cover Arrangements

The post holder will take part in the team based daily rota for emergencies, together with Consultant colleagues and the team speciality doctor. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be contacted if required.

The post holder will be expected to take part in the out of office hours on call rota as second on call. A trainee doctor is first on call. This is a not less than 1 in 9 week commitment, undertaking one week at a time with appropriate allowance for compensatory rest agreed during contracted hours during each on-call week. Please note we are currently in consultation with the consultant body to change this to single 24 hour on calls, rather than one week at a time. This change will not change the number of on-call duties per year, but will alter the pattern of on-calls.

An availability supplement of a category A, 3% of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan.

	<p>The Sussex Mental Health Line telephone service accessed by patients is available 24-hours. It provides support and information and is staffed by nurses and support workers.</p> <p>A Trust operational manager is on call each day.</p>
18.0	<p>Leave and Cover Arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of consultants and is agreed and authorised using electronic unavailability management software.</p>
19.0	<p>Contract Agreement</p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
20.0	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p>
20.1	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
20.2	<p>The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties,</p>

	responsibilities and accountability arrangements have changed or need to change significantly within the year.
20.3	<p>A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.</p> <p>The Trust believes fairness, equity and above all values diversity in all dealings, both as provider of health services and employers of the people.</p>
21.0	<p>Visiting Arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p><i>Dr Ram Kamat, Clinical Lead, North West Sussex, ram.kamat@spft.nhs.uk</i></p> <p><i>Dr Claire Tanner, Clinical Director, West Sussex CDS, claire.tanner@spft.nhs.uk</i></p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality, Diversity & Inclusion Statement</p> <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p> <p>At Sussex Partnership, we care deeply about hiring, retaining, and developing a workforce that reflects the communities we serve. Our staff networks play a crucial role in exploring relationships trust-wide and advancing opportunities for all staff, helping underrepresented communities continue to feel they belong here.</p> <p>More information on our staff networks can be found on our careers portal using the following link: Diversity and Inclusion SPFT Recruitment (sussexpartnership.nhs.uk)</p>
23.0	<p>Approval of Job Description by the Royal College of Psychiatrists</p> <p>This job description and person specification has been approved by the Royal college of Psychiatrists.</p>

Person specification/selection criteria for Consultant Psychiatrist

ASSESSMENT STAGE ABBREVIATIONS	SCR Screening prior to short-listing SL Short-listing from application form	AAC Advisory Appointments Committee REF References	PRES Presentation to AAC panel
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As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

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

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	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	Experienced in clinical research and / or service evaluation.	SL, AAC
	Participated in continuous professional development	SL, AAC	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL
	Participated in research or service evaluation.	SL, AAC	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC

	Able to use and appraise clinical evidence.	SL, AAC, PRES		
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, PRES		
	Ability to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.	SL, AAC, PRES		