

CONSULTANT PSYCHIATRIST
Community Children and Young People Services
Community Team North East Hampshire
Aldershot Centre for Health, Aldershot

Post and Specialty:	Consultant Psychiatrist Community Children and Young People Services North East Hampshire Aldershot Centre for Health, Aldershot		
Royal College of Psychiatrists approval details:	<i>Awaiting RCPsych Approval</i> RCPsych Ref No: XXXXXXXXXX (to be advised by RCPsych upon submission) <i>RCPsych to insert Approval Stamp</i>		
Base:	Aldershot Centre for Health, Hospital Hill, Aldershot, Hampshire, GU11 1AY		
Contract:	Full-Time salary will be set by the new Consultant Contract £99,532 - £131,964 Per Annum, and Part-Time will be pro-rotta		
	Total PAs: 10	SPA: 2	DCC: 8
Accountable professionally to:	Chief Medical Officer		
Accountable operationally to:	Associate Medical Director		
Key working relationships and lines of responsibility:	Service Manager: Kerry Pilbeam Divisional Medical Lead: Dr Aaron Vallance Associate Director: Sharon Dean Associate Medical Director: Dr Phil Ferreira-Lay Divisional Director: Justine Leonard Chief Medical Officer: Dr Emma Whicher Chief Executive: Graham Wareham		

1 Introduction

The current Postholder is a Consultant Psychiatrist responsible for providing clinical input and leadership to Community Children and Young Peoples Services North East Hampshire at Aldershot Centre for Health, Aldershot, working alongside a multidisciplinary team in line with New Ways of Working.

2 Trust Details

Surrey and Borders Partnership NHS Foundation Trust is the leading provider of health and social care services for people of all ages with mental health problems, drug and alcohol problems and learning disabilities in Surrey and Northeast Hampshire for people of all ages.

We provide various community services, integrated health and social care, early intervention, and detection programmes, and highly specialised therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery. Over 3,132 people, on average, work with us substantively at Surrey and Borders Partnership to provide our services, which equates to an average of 2,926 whole-time equivalent (WTE) staff. Many of these are highly skilled professionals who work with various partners in the private, public, and voluntary sectors to ensure we deliver high-quality care to our local population of 1.3 million. In addition, we seek to involve and engage people who use our services and their families in our community, and we have just over 7,000 public members of our Foundation Trust.

The Trust has hosted core trainees in psychiatry from HE KSS. There are also HST 4–6-year trainees on rotation from HEKSS, and the trust hosts GPVTS and foundation trainees. In addition, there are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. In April 2005, we were established as a health and social care partnership Trust and in May 2008, we became an NHS Foundation Trust, the first mental health and learning disability Trust in the Southeast Coast NHS region to gain this status.

Our Trust's projected 2023/24 financial year income is about £320 million. In previous years, we reported the income for Children and Family Health Surrey; this service now trades within the Trust. We deliver high-quality care across our 140 services registered with the Care Quality Commission. Our services are provided in community settings, hospitals, and residential homes, emphasising local treatment and support close to people's homes wherever possible.

The M25 and M23 pass through the area, giving easy access to both Gatwick and Heathrow airports and the south coast.

3 Service Details

CYPS Community Team North East Hampshire sees young people aged 5 up to their 18th birthday, regardless of educational status. We access national and local voluntary, statutory and private providers with proven track records in delivering services to children and young people in meet their needs.

Frimley ICB – which plan and buy local services – have invested money in order to improve the services, and recently aligned the North East Hampshire locality to be provided by Surrey and Borders Partnership NHS Foundation Trust, seeking to benefit children's and young people's mental health and well-being within the area.

One of the fundamental changes is creating a single point of contact for referrals to CYPS Community Team North East Hampshire and booking appointments. This is open 9am – 5pm Monday to Friday and called Early Help North East Hampshire. It will take referrals from health, education and social care practitioners and advise young people and their families.

Our partnership model provides services to meet young people's complex needs and early support in various ways, including guided self-help and online counselling.

The team delivers a highly specialist intervention based on NICE Guidelines and current evidence-based practice to children and young people presenting with an mental health concerns. Additional support comes from our Surrey and North East Hampshire Children's Eating Disorder Service, the Crisis Intervention Service and CYPS Crisis Line, which offers support to children, young people, families, and carers over a 24/7 period. Occasionally, the Early Intervention in Psychosis team provides intervention for psychosis (covering people between the ages of 14 – 35 with emerging or apparent psychosis). CYPS Crisis Line is a different service from the Crisis Intervention Service and provides support for children, young people, families, and carers over a 24/7 period.

We provide a comprehensive range of services in the community and hospital settings: talking therapies, mental health services for adults, children and adolescents, drug and alcohol, learning disabilities, eating disorders, Foetal Alcohol spectrum disorder clinic, forensic and other mental health.

4 Local Working Arrangements

The Consultant is employed by Surrey and Borders Partnership NHS Trust and based at Community Children and Young Peoples Services, joining the multidisciplinary team. Therefore, the rationale for appointment to this post is to maintain a consultant role in this service alongside the existing consultants.

They will be responsible to the Associate Medical Director for all managerial issues, including job planning.

4.1 Staff within the CYPS North East Hampshire Establishment consists of,

Role	Band	WTE
Team Manager	B8a	1
Consultant Psychiatrist		0.4
Consultant Psychiatrist		0.3
Consultant Psychiatrist		0.2
Consultant Psychiatrist		1.4
Family & Systemic Practitioner	B8a	0.6
Child & Adolescent Psychotherapist	B8a	0.8
Senior Clinical Psychologist	B8a	0.6
Child & Adolescent Psychotherapist: Children in Care	B8a	0.6
Child & Adolescent Psychotherapist: Children in Care	B7	1
Family & Systemic Practitioner	B7	0.6
Art Therapist	B7	0.4
Counselling Psychologist	B7	0.6
Psychologist: vacancy	B7	0.6
Paeds Nurse & NMP	B6	0.8
LD Practitioner	B6	1
Mental Health Practitioner 1yr fixed term	B6	0.8
Registered Mental Health Nurse	B6	1.8
Healthcare assistant	B4	1
Right to Train CBT trainee	B6	0.8
Senior Assistant Psychologist	B5	1
Support Time and Recovery Worker	B4	1.6
Administrator Team Lead	B4	1
Administrators	B3	1.25

- 4.2 A full-time consultant would do 2-3 monthly assessments and holds a caseload of roughly 60 in our service. Patients have a consultant review after 6 weeks of treatment in the team and then every 2-3 months.
- 4.3 The team will support the Consultant Psychiatrist with,
- Participating in triaging of referrals daily.
 - Completing initial assessments.
 - Liaising and collaboratively working with other professionals.
 - Making referrals to acute services where indicated.
 - Social workers are providing safeguarding support.
 - Occupational therapists provide assessments and interventions to facilitate holistic care.
 - Ongoing monitoring of mental state and risk management.
 - Offering parent-infant observations and, where indicated, intervention from nursery nurses.
 - Offering 1:1 and group psychology interventions.

All caseloads are reviewed through MDT. The Team Leader/Service Manager is pivotal in ensuring appropriate referrals are accepted within the team in liaison with professional leads and Consultants.

4.4 Management Structure:

Graham Wareham is the Chief Executive at the Surrey and Borders Partnership NHS Trust. Clinical services and staff are managed through a Directorate system. Locality and Divisional Managers support Team Leaders and are responsible for running their directorate for its clinical, financial and operative performance. Clinical Governance issues are the responsibility of Clinical Governance Committees headed jointly by the Chief Medical Officer and Chief Nursing Officer.

5 Continuing Professional Development (CPD)

- Undertake training and continuing professional development as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process.
- To be registered with the Royal College of Psychiatrists for Continuing Professional Development. This includes achieving and maintaining good standing for CPD in line with the requirements of the Royal College of Psychiatrists.
- It is expected that all consultants are members of a CPD peer group. These are typically organised locally, and new consultants can join a local group conveniently for their main base. Meetings usually are monthly or bi-monthly.
- The Trust supports consultant CPD activities by providing a local CPD peer group structure, access to study leave, and a study leave budget alongside a local academic programme the post holder is expected to attend. The Department of Medical Education supports these functions.
- Study leave is provided per the Consultant Terms and Conditions of Service. It is applied through the Department of Medical Education, authorised by the CPD peer group in line with Trust guidance.

6 Clinical Leadership and Medical Management

- To show a commitment to New Ways of Working and provide consultation and supervision to team members.
- To work with consultant colleagues and local managers to develop safe, clinically effective, cost-effective service in Surrey.
- The post holder will be expected to work constructively with SABP Trust managers (including the Associate Medical Director), work with local commissioners, and deliver and develop a strategy to ensure that the Trust remains the provider of choice for liaison services.

- To develop leadership capability aligned with the Trust approach to leadership development for all staff.

There are opportunities for clinical leadership at the local primary care interface meetings attended by local Consultant colleagues and GP mental health leads.

7 Appraisal and Job Planning

- To take part in annual appraisal and job planning processes. Currently, the Associate Medical Director conducts the annual job plan review in association with the team coordinator and appraisal is arranged with a trained peer appraiser by mutual agreement.
- Job planning for consultants is undertaken annually, generally during the 1st three months of the year. It is preceded by an appraisal, usually completed by all medical staff in the last three months of the year.
- Appraisal is undertaken by a panel of trained appraisers and is supported by the SARD (Strengthened Appraisal and Revalidation Database) software.
- All consultants must have five sessions of managerial supervision per year and evidence of clinical and administrative management must be presented and discussed as part of the annual appraisal.
- Additionally, the post holder must provide line management to identified staff, ensuring staff have set objectives and personal development plans and appraisals are regularly undertaken.

8 Teaching, Training and Research

The Trust has significantly increased the number of core trainees (CT1-3) in psychiatry from 17 to 40 from Kent, Surrey, and Sussex Deanery. Several ST 4-6 trainees from Southwest London and St. George's Trust are also rotating. However, the management of the higher trainees has now been transferred to the KSS Deanery from London. In addition, there are GPVT trainees. There are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. There is a robust academic programme under the direction of the Director of Medical Education, Dr Jeremy Mudunkotuwe. Library facilities and links with the Academic Department of Psychiatry at St. George's Hospital Medical School are available for research and training.

Consultants are encouraged to participate in research. Further information is available from Professor Ramin Nilforooshan, Associate Medical Director for Research in the Trust. If agreed, the Trust will offer support and resources to consultants with research interests that they wish to pursue.

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

9 Quality Improvement

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

10 Mental Health Act and Responsible Clinician Approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

11 Administrative Support and Office Facilities

There is office provision for the consultant psychiatrist on site and access to IT. In addition, administrative support is shared with other team members.

Administrative support for the consultant is provided by a team administration function overseen by a lead administrator and managed by the team manager in collaboration with the consultant psychiatrist. This, therefore, enables consultant administration needs to be prioritised as appropriate.

- Library facilities are available at the hospital, and there are links with the Academic Department of Psychiatry at St. George's Hospital Medical School for research and training purposes.
- The trust is moving to mobile working, with most medical practitioners having dedicated use of a trust-approved laptop with remote access and smartphone usage.
- Flexible working practices and dedicated administrative support will assist with clinics, enabling you to focus on what you do best to deliver high-quality care to children and young people.
- The Trust has standardised on Microsoft Office software, and all clinicians are strongly encouraged to develop computer skills.
- The Trust uses SystemOne for its clinical electronic record-keeping system. Training will be provided if required.
- Bookable and drop-in rooms will ensure that all practitioner office areas offer privacy for activities requiring higher confidentiality.

12 Clinical Duties of Post Holder

- Clinical
 - To provide a diagnostic, assessment and treatment service for children and adolescents with mental health problems.
 - To adopt a multi-disciplinary approach to care, promoting high-quality multidisciplinary working and relationships.
 - To provide psychiatric support and consultation to other team members.
 - To provide consultation and liaison with other services, including paediatrics, children's services, adult psychiatry and education, as appropriate.
 - To hold clinical responsibility for the Consultant's care of patients where the Consultant is directly involved.
 - To promote the development of close and effective working relationships with colleagues in allied agencies, notably children's services and education.
 - To record clinical activity accurately and comprehensively both in case records and supporting data entry for service data systems.
 - To provide health information to other agencies where appropriate under the Trust's confidentiality and information-sharing policies.
 - To participate in an emergency out-of-hours rota, which provides back-up for junior doctors and professionals in assessing young people seen in A&E (see the on-call section below).
 - On average, A full-time consultant would do 2-3 monthly assessments and holds a caseload of approximately 60 in our service. Patients have a consultant review after 6 weeks of treatment in the team and then every 2-3 months.
- Professional
 - To receive regular clinical and managerial supervision per the Trust policy of Supervision.
 - To undertake all necessary statutory and mandatory training.
 - To keep updated with the latest research and participate in the study as appropriate and

negotiated through Job Planning.

- To undertake annual appraisals for all team members under your supervision, ensuring feedback on performance is given at regular intervals throughout the year.
 - To take part in annual Appraisal and Job Planning processes. Currently, the Medical lead conducts the annual job plan review in association with the sector manager and appraisal is arranged with a trained peer appraiser by mutual agreement.
 - To actively contribute to quality improvement through personal and service development, encouraging a research ethos, implementing best practices and developing audit projects to measure clinical effectiveness.
 - It is anticipated that the successful candidate will be recognised (or eligible for recognition) under Section 12(2) of the Mental Health Act and will be an approved clinician.
- **Managerial**
 - To undertake the administrative and managerial duties associated with the care of their patients.
 - To cover colleagues during daytime hours, supporting annual leave and absences for short-term sickness and study leave as far as possible.
 - To participate in Trust-wide activities as a fully committed member of the Consultant body, contributing to achieving performance targets for the service.
 - To work closely with the Sector manager to maintain clinical standards.
 - To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
 - To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.
 - Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect each individual to take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

12.1 Further aspects of the post

- All Consultants must devote most of their time to supporting professional activities. Therefore, the postholder must allocate weekly SPA sessions according to the trust guidelines.
- To participate, with other Consultants, in management and administrative work as necessary. This will include participation in audits and other aspects of clinical governance.
- To encourage and take on clinical research on negotiation through job planning.
- To attend the weekly Academic Program and provide training and supervision for junior Medical Staff.
- The postholder will ideally be approved under Section 12 of the Mental Health Act (1983) and may be expected to carry out appropriate Mental Health Act responsibilities.
- The Trust provides appraisal training and appraisers to support the postholder's appraisal programme. The post holder will also be expected to develop arrangements for CPD supported by the educational opportunities offered by the Trust. They are also expected to join a CPD peer group with college guidance.

13 Clinical Governance and Quality Assurance

Local clinical governance activities are supported by local Quality Action Groups (QAGs), which provide a monthly forum for locality-based teams to review joint working on clinical governance initiatives and can include a review of serious incidents, learning from complaints and interface issues. Local QAGs are supported by a divisional QAG, which has a role in identifying clinical governance themes across the Division and ensuring dissemination and learning. The post holder must also participate in clinical audits and other clinical governance activities.

14 General Duties

Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect everyone to be responsible for promoting open, inclusive, accessible service provision, staff development and a culture that values and respects difference.

We recognise that everyone is different, and we are committed to achieving equality and fairness for our staff and people who use our services, including those with disabilities, people who are lesbian, gay, bisexual or transgender and those from minority backgrounds. Our Trust is passionate about developing a culture that values human differences and similarities at every level of the organisation.

We are also committed to ensuring that we:

- Provide accessible and inclusive services to all.
- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between other groups.

We have teamed up with Disabled Go to help disabled people plan visits to Trust services with information on our sites and accessibility details. Visit our pages on the Disabled [Go website](#).

- The Trust encourages establishing mentoring arrangements where appropriate, particularly for new consultants. Several experienced medical mentors are in the Trust, and access to this network can be activated following an initial discussion with the medical manager.
- Undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. The Trust is committed to participating in several national audit programs, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.
- To achieve and demonstrate agreed personal and professional development standards within agreed timescales. In addition, to undertake any other duties at the line manager's request, commensurate with the role, including project work and absence cover.
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.

15 External Duties, Roles and Responsibilities

Developing a Special Interest will be encouraged where it is compatible with the priorities of the Trust and the Locality and can be seen as part of the development plan supporting the National Health Service Plan and the National Service Framework for Mental Health. In recent years, the organisation has developed specialist ASD, FASD, ADHD, forensic gatekeeping, and other services such as Affective Disorder and Primary Care Network. These roles can be encouraged through the specialist interests of clinicians. The development of special interest must be discussed with the Associate Medical Director and Clinical Director / Divisional Medical Leads in the first instance.

- No external duties or responsibilities are included in this post. Such responsibilities can be formed through discussion with the medical manager and revision of the job plan.
- No special interest clinical activities are included in this job description. Requests to undertake clinical activities of this type can be made to the responsible medical manager with adjustments made to the job plan in the usual way.

16 Other Duties

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

17 Work Programme

It is envisaged that the post holder will work on 10 programmed activities over 5 days. Following the appointment, there will be a three-month meeting 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 8 to be devoted to direct clinical care and 2 to support professional activities (as per the Royal College of Psychiatrists recommendation). However, the timetable is indicative only. A formal job plan will be agreed upon between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually after that.

17.1 Timetable (Provisional)

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Aldershot Centre for Health, Aldershot	Leading clinic (supervision of staff and training)	DCC	1
	PM	Aldershot Centre for Health, Aldershot	Leading clinic and admin (supervision of staff and training)	DCC	1
Tuesday	AM	Aldershot Centre for Health, Aldershot	MDT clinical meeting (Supervision of staff and patient care and training, with management function)	DCC	1
	PM	Aldershot Centre for Health, Aldershot	SPA time Supervision	SPA	1
Wednesday	AM	Aldershot Centre for Health, Aldershot	Main Clinic and Admin	DCC	1
	PM	Aldershot Centre for Health, Aldershot	Complex clinical cases and reviews of the clinic and Audits	DCC	1
Thursday	AM	Aldershot Centre for Health, Aldershot	Main clinic (supervision of staff and training)	DCC	1
	PM	Aldershot Centre for Health, Aldershot	Leading clinic and admin (supervision of staff and training)	DCC	1
Friday	AM	Aldershot Centre for Health, Aldershot	MDT clinical meeting (Supervision of staff and patient care and training, with management function)	DCC	1
	PM	Aldershot Centre for Health, Aldershot	SPA time Supervision	SPA	1
Unpredictable / emergency on-call work					
Total PAs	Direct clinical care				8
	Supporting professional activities				2

The timetable is indicative only. A formal job plan will be agreed upon between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually after that.

Full-time consultant posts at SABP are job planned routinely with 7.5 PAs DCC and 2.5 PAs SPA. However, subsequent annual or interim job planning enables re-balancing to 7.5/2.5 and other sessional allocation if additional SPA activities are required that need extra time in the timetable (for example, additional supervisory responsibility, regular additional committee/meeting attendance, enhanced audit role, research investigator responsibilities etc.). Similar provisions apply to part-time consultant posts.

18 On-Call and Cover Arrangements

The consultant must be on the Surrey-wide CYPS Consultant on-call Rota, approximately 1:12. A partial Trust-wide Higher Specialist Trainee Rota supports this.

On-call activity is recognised in the job by paying an availability supplement (category A/low frequency). In addition, work on call (principally Mental Health Act assessment work) is separately remunerated through the usual collaborative arrangements mechanism (referring to the position that a doctor can take on behalf of local authorities in this case relating to Section 12 responsibilities with fees agreed and payable through local CCGs). All medical staff working arrangements are subject to the requirements of the European Working Time Directive and related instruments. Compensatory rest for breaches of rest requirements whilst on call can be claimed directly after on-call periods through application to the responsible medical manager.

19 Wellbeing

Occupational health

Our occupational health service aims to promote and maintain the health of all colleagues and prevent work-related health problems. Optima Health will provide our occupational health service and employee assistance programme.

Information about the different services and how they can be accessed is provided below. If you have any concerns about your physical or mental health, please talk to your manager in the first instance. They can then refer you to Optima Health for support.

The Workplace Wellbeing Platform and Optimise offer colleagues a range of resources to promote well-being and identify signs of ill health.

Optima Health will be responsible for providing the following:

- pre-employment health assessments
- Vaccinations
- Managing infection control Risks
- Sharps injuries
- Infection Control
- Pandemic 'Flu, Covid-19 and other pandemic requirements
- Health surveillance and fitness for the task
- Proactive health and well-being support: physio

Vaccination Clinic Locations

Vaccinations are offered at 18 Mole Business Park, Leatherhead and Fern Lodge, Guildford.

Contact the Team

Access occupational health and wellbeing services plus a range of internal resources through the Surrey and Borders dedicated Workplace Wellbeing website. <https://sabp.workplacewellbeing.com/>

Customer Service Helpdesk

The customer service desk is based at the Occupational Health and Safety department and is available from 09:00 to 17:00, Monday to Friday (excluding Bank Holidays).

Telephone: 03300 084 367

Email: SABP@optimahealth.co.uk

The customer service help desk can be contacted to assist in myOHportal, tracking cases, clarifying medical opinions, general health care advice and general pre-employment and pre-referral advice.

Local OH Support Contact Details:
Jane Mountain
Occupational Health Manager
Fern Lodge, Farnham Road Hospital
Jane.mountain@sabp.nhs.uk

20 Contract Agreement

The appointment is subject to the 2003 Consultant Contract and is non-residential. The Salary will be per the Terms and Conditions for Consultant pay scales, and the starting point depends on seniority. Annual leave and study leave are granted according to national conditions. The Post-holder will be expected to follow the Trust's Policies and procedures relevant to the post.

The appointment will be subject to a satisfactory medical clearance and enhanced CRB disclosure before commencement in post.

Access to a mentor will be available for anyone in their first Consultant post.

21 Leave

The post-holder is entitled to 27 days of annual leave per year and 30 days of study leave over three years. Annual leave will increase to 32 days based on years in the NHS.

The consultants cover each other during short periods of annual and study leave. Dedicated cover can be arranged with adequate notice for more extended periods of leave.

22 Visiting Arrangements

The Consultant Psychiatrists within the team are Dr Sumudu Ferdinando, Dr Jyoti Vendana, Dr Nishchint Warikoo.

23 Approval of this job description by the Royal College of Psychiatrists

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

24 Appendix 1: Person Specification / Selection Criteria for Consultant

Abbreviations for when assessed: Scr: Screening before short-listing

SL: Short-listing from the application form.

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	<ul style="list-style-type: none"> • MB BS or equivalent recognised medical qualification. 	Scr	<ul style="list-style-type: none"> • Relevant higher degree, e.g. MD, PhD, MSc or other additional clinical qualifications 	SL
	<ul style="list-style-type: none"> • Full medical registration with a license to practice. 	Scr	<ul style="list-style-type: none"> • MRCPsych or equivalent 	Scr
	<ul style="list-style-type: none"> • Approval under Section 12 of the Mental Health Act (or within 6 to 12 months of the time of interview/assessment) or equivalent 	Scr	<ul style="list-style-type: none"> • Management qualification or evidence of an interest in developing leadership skills. 	Scr
Eligibility	<ul style="list-style-type: none"> • Fully registered with the GMC with a licence to practise at the time of appointment. 	Scr	<ul style="list-style-type: none"> • In good standing with GMC concerning warnings and conditions on practice 	Scr
	<ul style="list-style-type: none"> • Included on the GMC Specialist Register OR within six months. 	Scr	<ul style="list-style-type: none"> • Approved clinician status OR able to achieve within three months of appointment 	Scr
Transport	<ul style="list-style-type: none"> • Holds and will use valid UK driving license OR provides evidence of proposed alternative. 	Scr		
	<ul style="list-style-type: none"> • Access to a vehicle for work purposes 	Scr		
	<ul style="list-style-type: none"> • Transport to travel between locations and ability to fulfil all duties of the post, 	Scr		

	including on-call, both within the parameters of the Equality Act 2010			
Clinical Skills, Knowledge & Experience	<ul style="list-style-type: none"> Knowledge of Risk Management 	Scr	<ul style="list-style-type: none"> Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service. 	SL
	<ul style="list-style-type: none"> Knowledge of legislation, Department of Health Guidance and literature and its implications for clinical practice. 	Scr		
	<ul style="list-style-type: none"> Knowledge of NHS strategic vision in the Next Stage Review (High-Quality Care for All) 	Scr	<ul style="list-style-type: none"> Experience in management 	Scr
	<ul style="list-style-type: none"> Ability to use IT, including email and the internet 	Scr		
	<ul style="list-style-type: none"> Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge 	Scr	<ul style="list-style-type: none"> Ability to develop and use complex multimedia materials for presentation in public, professional and academic settings 	Scr
	<ul style="list-style-type: none"> Excellent oral and written communication skills in English 	SL		
	<ul style="list-style-type: none"> Ability to manage clinical complexity and uncertainty 	SL	<ul style="list-style-type: none"> Specific training qualification/certificate or attendance on a recognised teaching course. 	Scr
	<ul style="list-style-type: none"> Make decisions based on evidence and experience, including the contribution of others 	Scr		
	<ul style="list-style-type: none"> Ability to meet duties under MHA and MCA 	Scr	<ul style="list-style-type: none"> Peer review or research publications 	Scr
	<ul style="list-style-type: none"> Experience working with various patient groups presenting with the full range of clinical severity across different care 	Scr		

	settings, including community, inpatient, and specialist teams.			
	<ul style="list-style-type: none"> Evidence of active participation in Continuous Professional Development 	Scr	<ul style="list-style-type: none"> Published audit or research projects 	Scr
	<ul style="list-style-type: none"> Evidence of effective multidisciplinary team involvement and experience 	Scr		
	<ul style="list-style-type: none"> Knowledge of psychiatric provision 	Scr		
	<ul style="list-style-type: none"> Commitment to and experience in undergraduate and postgraduate teaching 	Scr		
	<ul style="list-style-type: none"> Ability to critically appraise published research. 	Scr		
	<ul style="list-style-type: none"> Experience in carrying out a range of audit projects. 	Scr		
Academic Skills & Lifelong Learning	<ul style="list-style-type: none"> Ability to take a clinical leadership role in a multidisciplinary team, ensuring high-quality care. 	Scr	<ul style="list-style-type: none"> Ability to plan and deliver undergraduate and postgraduate teaching and training relevant to this post 	SL
	<ul style="list-style-type: none"> Skills in managing time and prioritising clinical work 	Scr		
	<ul style="list-style-type: none"> Ability to appraise own performance as a Speciality Doctor and reflect on development needs 	Scr		
	<ul style="list-style-type: none"> Skills and sensitivity in negotiating with patients, relatives, and other professionals where opinions differ. 	Scr	<ul style="list-style-type: none"> Reflected on the purpose of CPD undertaken 	Scr

	<ul style="list-style-type: none"> Skills in providing consultation to other professional groups under New Ways of Working 	Scr		
	<ul style="list-style-type: none"> A high-level ability to effectively communicate complex and clinically sensitive information to patients, their families, carers, and a wide range of lay and professional people within and outside the NHS at both written and oral levels. 	Scr		
	<ul style="list-style-type: none"> Participated in continuous professional development 	SL	<ul style="list-style-type: none"> Evidence of achievement in education, research, audit, and service improvement: awards, prizes, presentations, and publications. 	Scr
	<ul style="list-style-type: none"> Participated in research or service evaluation 	SL		
	<ul style="list-style-type: none"> Has actively participated in clinical audit and quality improvement programmes. 	SL		