

CONSULTANT JOB DESCRIPTION
ADOLESCENT/ADULT TRANSITION CONSULTANT
MENTAL HEALTH
WEST DORSET

1. **INTRODUCTION**

- 1.1 This post is for either a consultant child and adolescent psychiatrist, or a consultant adult psychiatrist who wants to develop and lead clinical services for people with severe mental illness aged 16 to 20 years. This age range will represent the first stage in the Trust's ambition to develop a more comprehensive transition service for young people aged up to 25yrs.
- 1.2 The post will be based in Dorchester and cover the west of Dorset, which consists of three localities – Weymouth & Portland, Dorset Central and Dorset North.
- 1.3 The only fixed clinical commitment at the start of the post will be to take on the assessment and management of 16 and 17 year olds currently carried out by consultants in our CAMHS teams for the above localities, based in Weymouth, and Dorchester and to offer continuing care up to the age of 20 to those with severe mental illness.
- 1.4 Alongside this work, the post holder will take a lead role in developing age appropriate community services for adolescents and young adults with severe mental illness.
- 1.5 The post holder will need to be innovative and able to work flexibly across traditional service and agency boundaries. They will be given a high level of support to deliver what is a key priority for the Trust.
- 1.6 The post is suitable for a doctor on the specialist register for General Adult Psychiatry, or Child and Adolescent Psychiatry, who can bring expertise in the manifestations and challenges of severe mental illness in early adulthood to a service that aims to give young people the best chance of developing the life they want.
- 1.7 It is envisaged that once a service model for this group of patients is established in the west of Dorset, it will be expanded to cover the whole of the County and include at least one more consultant, with either a CAMHS or General Adult training.

2. **GENERAL INFORMATION**

- 2.1 Dorset HealthCare University Foundation Trust provides mental health and community services to 750,000 people living in Dorset. There are 5,500 staff providing complex services with an emphasis on holistic, integrated care that is delivered as near the patient's home as possible. The Trust has an annual income of £220m and a good financial track record. It has a good relationship with GPs, the emerging Federations, Dorset Clinical Commissioning Group and the Local Authorities.

3. ORGANISATION OF CLINICAL SERVICES

- 3.1 CAMHS teams based in Weymouth, Dorchester and Blandford provide a Tier 2 and Tier 3 service for the three localities of west Dorset. There are Community Mental Health teams for working age adults in each locality, with a Transition Protocol to support the transfer of care around the age of 18 years and good working relationships between the relevant consultants and multidisciplinary teams.
- 3.2 There is an Early Intervention in Psychosis Service for people aged 14 years and older across Dorset, with some staff based primarily in the west of the County.
- 3.3 Crisis workers are integrated into CAMHS Community Teams. There is a Crisis and Home Treatment team for people living in the west of Dorset aged 18 years and over, based at Forston Clinic, Dorchester.
- 3.4 There is an established adult mental health liaison team at Dorset County Hospital, Dorchester and an adolescent liaison clinician in post since Sept 2016
- 3.5 For patients from the west of Dorset requiring acute inpatient care, we provide a 10 bed NHS England commissioned CAMHS inpatient unit, Pebble Lodge, on our Alumhurst Road site in Bournemouth and acute inpatient units for working age adults at Forston Clinic, Dorchester and Westhaven Hospital, Weymouth.
- 3.6 The Trust also provides community CAMHS teams and CMHTs for working age adults in the east of Dorset and adult inpatient services at St Ann's Hospital in Poole, along with a range of other mental health services that include perinatal mental health services, an all age eating disorders service, learning disability services for children and adults, inpatient psychiatric rehabilitation and the Dorset Forensic team.

4. CLINICAL DUTIES

- 4.1 The post holder will assess patients aged 16 and 17 years and follow up those with severe mental illness. These appointments will usually take place in the CAMHS bases in Weymouth, Dorchester and Blandford, with some home visits. The post holder will also participate in care planning meetings for patients aged 16 and over receiving treatment for severe mental illness in the adolescent inpatient unit, Pebble Lodge.
- 4.2 These clinical duties will expand as services for people with severe mental illness aged 16 to 25 years develop. The post holder will have a key role in the clinical leadership of the evolving service.
- 4.3 The post holder will have the option of participation in the west of Dorset consultant on call rota.

5. CONTINUING PROFESSIONAL DEVELOPMENT

- 5.1 There will be one programmed activity per week for Revalidation activity.
- 5.2 The post holder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations.
- 5.3 There are monthly psychiatry education meetings in the west of Dorset.

- 5.4 The post holder will be expected to maintain Section 12 (2) approval and Approved Clinician Status.
- 5.5 The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and to remain in good standing for CPD with the Royal College of Psychiatrists.
- 5.6 The Trust supports research and development and there will be opportunities for the post holder to develop academic links with Bournemouth and Southampton Universities.
- 5.7 It is hoped that the post holder will be identify a mentor; time will be provided for this activity.

6. MANAGEMENT STRUCTURES

- 6.1 There is a strong medical involvement in management, led by the Medical Director, Nick Kosky, supported by a Deputy Medical Director for Mental Health Services (Ian Rodin), Deputy Medical Director for Community Services (Riaz Dharamshi), Associate Medical Director and Lead for Revalidation (Denise Cope) and Lead Consultants for Child & Adolescent Psychiatry (Catherine O'Callaghan), Adult Community Services (John Stephens), Adult Inpatient and Specialist Services (Sudipto Das).
- 6.2 All consultants are members of the Medical Advisory Committee

7. CLINICAL GOVERNANCE

- 7.1 The Trust has developed clinical dashboards, which consist of quality indicators that help clinical teams monitor and improve the service they offer. These quality indicators are collated to provide managers and the Trust Board with oversight of clinical services.
- 7.2 The Trust has a robust clinical audit programme to which all consultants contribute.
- 7.3 There is a quality assured system of annual appraisal of consultants. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan is produced. The appraisals are carried out by consultant colleagues, who have completed training from the Royal College of Psychiatrists and receive ongoing support and training in the role. In 2015, the Trust received a positive review from NHS England of the quality of its consultant appraisal processes. There will be opportunities for the postholder to develop a role as a medical appraiser.

8. TEACHING AND TRAINING

- 8.1 The post holder will acquire expertise in a new and specialised area of mental health service provision and in service development, which will offer many opportunities for training and teaching of colleagues. Training of colleagues in the 16-25 Mental Health Service will be an essential part of the job.
- 8.2 There are opportunities to teach foundation year, core trainee and GP trainee doctors placed across the Trust.
- 8.3 The Trust has long, well established links with Southampton University School of Medicine and there will be opportunities to contribute to the teaching of medical students.

9. SECRETARIAL SUPPORT

9.1 The post holder will have dedicated secretarial support

10. TERMS AND CONDITIONS

10.1 The contract will be based on the Terms and Conditions of Service, 2003, agreed between the BMA and the Department of Health for consultants in England. The Trust will also implement the Code of Conduct for Private Practice and the Consultant Job Planning Standards agreed in September 2003.

10.2 Applicants must be Mental Health Act Section 12 approved on appointment and be registered with the General Medical Council. The applicant must be eligible for inclusion on the Specialist Register in Psychiatry. The successful candidate must hold a current driving licence unless exempted on health grounds. The post holder's private residence must be within reasonable travelling distance of the clinical base for the post.

10.3 As a Consultant the postholder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

11. JOB PLAN

11.1 A Job Plan will be drawn up in agreement with the successful candidate and will be reviewed each year.

11.2 In recognition of the developmental nature of the post, the initial job plan will consist of the following programmed activities:

Direct Clinical Care	8.0 PAs
Service development	2.0 PAs
CPD/Revalidation	1.0 PA
On-call (optional)	3% + 0.75 PA

11.3 Objectives for different parts of the Job Plan will be agreed at Job Planning meetings.

12. COMMENCEMENT OF DUTIES

12.1 The post is available from April 2018

12.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

13. INFORMAL DISCUSSIONS / VISITS

13.1 Candidates are encouraged to discuss the position with Dr Nick Kosky, Medical Director (01202 277061), Dr Ian Rodin, Deputy Medical Director (01305 361433) and Dr Catherine O'Callaghan, Lead Consultant for Child and Adolescent Mental Health (01202 545421). Visits can be arranged through Lynda Pearce, Senior Medical HR Administrator (01202 277184) The Trust will reimburse expenses for up to two pre-interview visits by applicants shortlisted for interview.