

CONSULTANT JOB DESCRIPTION

Permanent Peripatetic Consultant Psychiatrist

1. INTRODUCTION

- 1.1 This is a post for a full-time peripatetic Psychiatrist working in General Adult and Older Persons Mental Health Services for the Trust. It provides variety of work and excellent opportunities to develop clinical and leadership skills. The postholder will work full time and responsibilities will vary according to organisational and service need. The post holder must be on or eligible for inclusion on the specialist register for either general adult or old age psychiatry prior to taking up appointment.

2. GENERAL INFORMATION

- 2.1 Dorset HealthCare University Foundation Trust is a £220M organisation providing 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.

3. ORGANISATION OF CLINICAL SERVICES

- 3.1 The Trust's mental health services are organised in the following way:-
- 3.2 Community Mental Health Teams. There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne & Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided team wide as appropriate. In West Dorset there are three locality community mental health teams; North Dorset, Dorchester & Bridport and Weymouth & Portland.
- 3.3 Inpatient Care. The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Crisis/Home Treatment service functions as the gate-keeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment and Crisis Team or if their illness requires a longer period of care, they will move to one of the treatment wards.
- 3.4 Inpatient Rehabilitation. There is an inpatient rehabilitation and recovery service with inpatient beds on the Alumhurst Road site and in the West of the county at the Glendenning unit. The rehabilitation service works closely with the Assertive Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.
- 3.5 Home Treatment & Crisis Team. There are 24 hour Crisis/Home Treatment Teams (CHTT) for East Dorset and for West Dorset. The CHTT in East Dorset provides care for 32 places at any one time. This team is consultant

led. The teams also provide some out of hours support for the community mental health teams when required.

3.6 Specialist Teams. There are specialist inpatient and community teams in place covering the subspecialties which include:-

- Early Intervention in Psychosis Service
- Assertive Outreach Teams
- Forensic Team
- Perinatal Service
- Eating Disorders Service
- Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester.
- Community Adult Asperger's service

4. CLINICAL DUTIES

4.1 The postholder will provide consultant clinical input to medical vacancies within the Trust's General Adult and Older Person's Mental Health Services. A job plan at any time will be agreed with the lead Consultant and/or Medical Director.

4.2 When working in community posts, the postholder will be expected to carry out urgent and emergency work, keep waiting lists within the Trust agreed limits and provide clinical advice and leadership to the community team, in partnership with the team leader. Daytime emergency cover in community teams is provided by a duty system involving non-medical staff and separate provision for medical cover, usually on a rota basis, in which the post holder will participate.

4.3 When working in inpatient or home treatment teams, the postholder will be expected to provide clinical advice and leadership to the teams and to assess patients on entry to the service and when their care plan requires consultant review.

4.4 The postholder will act as Responsible Clinician for detained patients receiving care from the team with which the postholder is working.

4.5 The postholder will have the option of participating in the senior on-call rota which is currently 1 in 11 in the west, and 1 in 20 in the east of the county. This is a joint general adult, learning disability and old age psychiatry senior on-call rota which is supported by Specialist Registrars and Associate Specialists. There is also a non-resident junior doctor on-call rota in the east of the county. When on-call the postholder is expected to provide advice and support to junior colleague's on-call, out of hours nursing and social work colleagues. When necessary, it is expected that the on-call consultant will review patients personally. At weekends and on bank holidays there is a consultant led inpatient review for newly admitted patients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.

4.6 The postholder will provide cross cover for annual, study and emergency sick leave within the area that they are working. These cover arrangements will take account of the other medical staff in the locality team.

4.7 The postholder will be expected to work as part of one multi-disciplinary mental health team at a time. The post will demand particular flexibility and autonomy, clinical and personal maturity.

4.8 Exact responsibilities will vary depending on organisational need and may involve managing patients in a variety of inpatient and outpatient settings. The postholder will take part in multidisciplinary case conferences and reviews as required by the clients' clinical needs and the Trusts operational policies.

5. CONTINUING PROFESSIONAL DEVELOPMENT

5.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).

5.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.

5.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.

5.4 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.

5.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.

5.6 The Trust supports research and development and has strong academic links with Bournemouth and Southampton Universities. The postholder, if they wish, will be supported to participate in National Institute of Health Research portfolio studies and to develop their own research interests.

5.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

6.0 SUPPORTING CLINICAL STAFF

6.1 Supporting and allied staff will vary according to the vacancy or vacancies being covered.

7. MANAGEMENT STRUCTURES

7.1 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets monthly and provides medical advice and support to management.

7.2 There is a strong medical involvement in management led by the Medical Director and Deputy Medical Directors and Clinical Directors, supported by Clinical Leads in various clinical areas.

7.3 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

8. CLINICAL GOVERNANCE

8.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.

8.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.

8.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

9. TEACHING AND TRAINING

9.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Deanery standards.

9.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students. Medical students are regularly attached to the psychiatric teams.

10. SECRETARIAL SUPPORT

10.1 The postholder will have a full time or part time secretarial support, depending on local arrangements. There will also be adequate administrative time available to facilitate the smooth running of outpatient clinics and timely written communication with clinicians, referrers and patients. The postholder will have a designated office at the location of work.

11. POSTGRADUATE FACILITIES

11.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

12. TERMS AND CONDITIONS

12.1 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.

12.2 The post holder must be Mental Health Act Section 12 approved at 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 and

his/her private residence must be within ten miles of Alderney Hospital or St Ann's Hospital and maintain contact with the public telephone service.

- 12.3 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.

13. JOB PLAN

- 13.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the consultant's appraisal.

- 13.2 The components of a typical job plan for a consultant in a community mental health team, including 8 programmed activities for direct patient care (DPC) and 2 programmed activities for supporting professional activities (SPA), are shown below:-

Outpatient clinics/community visits	5.0 programmed activities (DPC)
Community and emergency work	2.0 programmed activities (DPC)
Team Meeting	0.5 programmed activity (DPC)
Training & Supervision	0.5 programmed activity (SPA)
CPD and audit (revalidation)	1 programmed activity (SPA)
Administration, teaching, management	1 programmed activities (SPA)
On-call (optional)	3% + 0.75 programmed (DPC)

The detailed timetable will be drawn up in consultation with the postholder depending on the organisational requirements.

- 13.3 The postholder will be line managed by the Lead Clinician within the service who will keep the job plan under review.

14. COMMENCEMENT OF DUTIES

- 14.1 The post is available from 1 Feb 2018.

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

15. INFORMAL DISCUSSIONS / VISITS

- 15.1 Candidates are encouraged to discuss the position with Dr Nick Kosky, Medical Director (01202 277011) or Dr Ian Rodin, Deputy Medical Director (01305 361433). Visits can be arranged via Lynda Pearce, Senior Medical HR Administrator (01202 277184). Please note the Trust will reimburse expenses for up to two pre-interview visits in respect of shortlisted candidates.

DORSET HEALTHCARE UNIVERSITY NHS FOUNDATION TRUST

Peripatetic Consultant in General Adult/Old Age Psychiatry

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>1. <u>QUALIFICATIONS/TRAINING</u></p> <p>a) Professional Qualifications</p> <p>b) General Professional Training</p>	<p>1. General medical qualification e.g. MBBS, or equivalent and hold a Licence to Practise.</p> <p>1. Must be in possession or within 6 months of possession of a CCT in Psychiatry or on Specialist Register in Psychiatry</p> <p>2. Section 12(2) approval and Responsible Clinician approval or ability to obtain approval before starting post</p>	<p>1. MRCPsych or recognised equivalent, e.g. membership of a psychiatry college in another country.</p> <p>2. Further academic qualifications such as MRCPGP, MRCP or research degree/diploma.</p> <p>1. On Specialist Register in general adult or old age Psychiatry.</p> <p>2. Experience of medicine outside psychiatry e.g. general practice, medicine.</p>

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>2. <u>PREVIOUS EXPERIENCE</u></p> <p>a) Work Experience required</p> <p>b) Other than Psychiatry</p>	<ol style="list-style-type: none"> 1. Experience in general adult or old age Psychiatry for two years at senior /specialist registrar level plus at least one year of psychiatric experience at this level. (general adult, old age or other experience) 2. 3 years core training in psychiatry or equivalent 3. Experience of work in the NHS for at least two years. 	<ol style="list-style-type: none"> 1. More extensive experience e.g. in medicine, or General practice. 1. Teaching experience 2. Research Experience 3. Management Experience
<p>3. <u>SKILLS AND KNOWLEDGE</u></p> <p>a) Leadership Skills</p>	<ol style="list-style-type: none"> 1. Able to provide clinical leadership to a multi-disciplinary team. 2. To understand principles of leadership and give examples of leadership in own practice. 3. To be able to prioritise work to meet competing clinical demands. 	<ol style="list-style-type: none"> 1. Able and willing in due course to fill extra roles e.g. Clinical Tutor.

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>b) Organisation Skills</p> <p>c) Team Work</p> <p>d) Clinical Governance</p> <p>e) Management Skills</p> <p>f) Self Awareness</p>	<ol style="list-style-type: none"> 1. Have good organisational skills and able to organise own work and direct junior staff. 1. To understand principles of multi-disciplinary team working. 2. To demonstrate ability to work as a member of a team and participate actively in team building 1. To understand and actively support the principles of Clinical Governance including audit and outcome measures. 2. To demonstrate a good understanding of continuing professional development needs and revalidation. 1. To understand the importance of working with managers in the interest of good patient care. 1. To have an understanding of own strengths and weaknesses and how these attributes affect professional functioning. 2. To have an understanding of the stresses involved in being a consultant psychiatrist and how to manage these appropriately 	<ol style="list-style-type: none"> 1. Interest in undertaking management roles e.g. Lead clinician

REQUIREMENTS	ESSENTIAL	DESIRABLE
g) Working with patients and carers	1. Demonstrate a good understanding of how to work in partnership with patients and carers.	
4. <u>NHS VALUES</u>	1. To demonstrate implementation of the values of care compassion and respect for patients in everyday practice.	
5. <u>OTHER REQUIREMENTS</u> a) GMC Registration b) Appraisal c) Driving d) Communication e) Supervision of junior medical staff	Full GMC Registration. Must demonstrate satisfactory compliance with annual appraisal process Car owner with current driving licence – unless unable to drive because of disability. All applicants have high level skills in written and spoken English to enable them to carry out their role effectively. A knowledge of requirements for supervision and appraisal of junior medical staff	

