

**CONSULTANT JOB DESCRIPTION**  
**COMMUNITY GENERAL ADULT PSYCHIATRY**  
**BOURNEMOUTH WEST (TURBARY PARK SECTOR)**

1. INTRODUCTION

- 1.1 This is a post for a full-time General Adult Psychiatrist, working in Bournemouth. The post has become vacant as a result of an internal transfer within our services. The postholder will work full time within the Bournemouth West Locality Community Mental Health Team, which provides comprehensive community based services to patients registered with general practitioners within Bournemouth.

2. GENERAL INFORMATION

- 2.1 Dorset HealthCare University Foundation Trust is a £220M organisation providing mental health and community services to 766,000 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 general adult mental health services are organised in the following way:-

- 3.11 Community Mental Health Teams. There are eight locality community mental health teams across the County: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne & Purbeck, Weymouth & Portland, Dorchester & Bridport and North Dorset. These typically consist of two or three consultant-led sector teams, with rotas for urgent care and some specialist roles provided at a locality level..

- 3.12 Home Treatment & Crisis Team. There are two 24 hour Crisis and Home Treatment Teams (CHTT), one for East Dorset based at St Ann's Hospital, Poole and one for West Dorset based at Forston Clinic, Dorchester. These teams are consultant led, acting as the gate-keeper for inpatient care and providing intensive community treatment.

- 3.13 Inpatient Care. There are inpatient wards for working age adults, including a PICU, at St Ann's Hospital (59 beds) and smaller units at Forston Clinic (14 beds) and Westhaven Hospital, Weymouth (15 beds).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.

- 3.14 Inpatient Rehabilitation. There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and the Glendinning Unit, Dorchester. The rehabilitation service works closely with Assertive Outreach and Community Mental Health teams to facilitate discharge..

3.15 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
- Psychiatric Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
- Community Adult Asperger's service

#### 4. CLINICAL DUTIES

##### CMHT Work

- 4.1 The postholder will be one of three consultants working within the Bournemouth West Community Mental Health Team. These three consultants will between them provide medical leadership to the multidisciplinary team, which provides comprehensive community mental health services to a locality population of 79,000 patients aged 18-65.
- 4.2 The Bournemouth West Community Mental Health Team consists of the Turbary Sector, which will be clinically led by the postholder and a 0.8wte consultant, and the Hahnemann Sector, which is clinically led by a full-time consultant, with support from a senior trainee. The two sectors join in duty and emergency rotas for medical and non-medical staff.
- 4.3 The postholder will be expected to provide assessment and ongoing care for patients within the Sector, along with advice and guidance for GPs and clinical leadership of the multiprofessional team.. The Hahnemann and Turbary sectors receive a mean of 35 referrals per week. The two sectors share an assessment sub-team which acts as the single point of entry to the service and current treatment protocols will be consolidated by the introduction of condition specific care pathways across the Trust this year.
- 4.4 The team base is currently at the Turbary Park Centre, where outpatient facilities are located. Some work takes place in community settings,, such as primary care and patients' homes
- 4.5 There is a plan to co-locate the two sector teams at a single base at Hahnemann House and capital is available for the required redesign of the premises.
- 4.6 The postholder will be expected to work with colleagues in the multi-disciplinary community team to keep waiting lists within the Trust agreed limits. This has been within four weeks for routine referrals since April 2011.
- 4.7 The Bournemouth West CMHT has a duty system which involves non-medical staff. This is supported by a duty rota for section 12 doctors in the team, in which the post holder will participate.
- 4.8 The postholder will have the option of participating in the senior out of hours on-call rota which is currently 1 in 20. This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior on-call rota which is supported by Senior Trainees and specialty doctors. There is also a non-resident junior doctor on-call. On-call consultants provide advice and support to doctors on these other on call rotas and

to 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 of new admissions to St Ann's Hospital.

- 4.9 The postholder will be part of cross cover arrangements for annual, study and emergency sick leave with the other two consultants in Bournemouth West CMHT.

## 5. CONTINUING PROFESSIONAL DEVELOPMENT

- 5.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit). In addition, the consultant body holds two Peer review days per year.
- 5.2 The postholder will participate in Peer Review Groups 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 Trust Education Meetings and Quality Improvement 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 strongly supports consultant involvement in research and development. There is a consultant with a lead role for research, Dr Paul Walters and excellent links with Bournemouth University. The postholder will be given time and support, if they wish, to develop their own research interests or become a Principal Investigator on NIHR portfolio studies.
- 5.7 The postholder will be encouraged and helped to identify a mentor and given time for this activity.

## 6. SUPPORTING CLINICAL STAFF

- 6.1 The Trust supports the training of doctors. Within the Bournemouth West Locality CMHT there is a ST4-6 doctor who works with Dr Stephens and a GP trainee, whose clinical supervision will be provided by one of the consultants in the Turbary Sector.
- 6.2 The post holder will provide support and advice to other members of the multi-professional team.
- 6.3 The Bournemouth West Locality Community Mental Health Team (Turbary & Hahnemann sectors) comprises the following:-

|                                  |  |
|----------------------------------|--|
| Integrated Manager               | 1.0 WTE (also responsible for Old Age) |
| Team Leader                      | 1.0 WTE                                |
| Community Mental Health Nurses   | 8.5 WTE                                |
| Community Occupational Therapist | 1.6 WTE                                |
| Psychologist                     | 1.1 WTE                                |
| Social Workers                   | 2.3 WTE                                |
| Senior Practitioner              | 1.0 WTE                                |
| Assistants/Care Managers         | 2.2 WTE                                |
| Carer's Officer                  | 0.6 WTE                                |

There is currently one nurse prescriber in the team working predominantly in the Hahnemann sector. There are plans to develop additional nurse prescriber roles for the locality.

## 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 bi-monthly and provides medical advice and support to management.
- 7.2 The postholder will be encouraged to attend the Adult Psychiatrists Meeting that also meets bi-monthly and contributes to quality and service development within the Trust.
- 7.3 There is a strong medical involvement in management led by the Medical Director, Dr Nick Kosky, supported by the Deputy Medical Director, Dr Ian Rodin, and Clinical Leads in Community General Adult Psychiatry, Acute Mental Health care, Old Age Psychiatry, Community services, Frail Elderly and Child & Adolescent Psychiatry. There may be changes to these medical management arrangements, so that they are better aligned to a recently reconfigured Trust management structure.
- 7.4 The Trust has close relationships with Dorset Clinical Commissioning Group and the three Local Authorities to which we relate (Borough of Bournemouth, Borough of Poole and Dorset County).
- 7.5 The postholder will be encouraged and supported in developing 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 their team to ensure high quality standards for patient care are set and monitored.
- 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. Medical students are regularly attached to the general adult psychiatric teams and the post holder will be expected to contribute to their training.

## 10. SECRETARIAL SUPPORT

10.1 The postholder will share a full time secretary with the other consultant in the Turbarry Sector. There will also be a team assistant for the CMHT and 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 Turbarry Park Centre.

## 11. POSTGRADUATE FACILITIES

11.1 There are Postgraduate 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 postholder 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 their private residence is expected to be within ten miles of the Turbarry Park Centre or St Ann's Hospital and maintained with the public telephone service.

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

## 13. JOB PLAN

13.1 Job plans will be drawn up in agreement with the successful candidate and will be reviewed each year.

13.2 The components of a job plan are likely to include 8 programmed activities for direct patient care (DPC) and 2 programmed activities for supporting professional activities (SPA) as shown below:-

|                                      |                                 |
|--------------------------------------|---------------------------------|
| Outpatient clinics/community visits  | 5.0 programmed activities (DPC) |
| Community and emergency work         | 2.5 programmed activities (DPC) |
| Community Mental Health Team Meeting | 0.5 programmed activity (DPC)   |
| Training, teaching & Supervision     | 0.5 programmed activity (SPA)   |
| CPD and audit (revalidation)         | 1 programmed activity (SPA)     |
| Service development, management      | 0.5 programmed activities (SPA) |
| On-call (optional)                   | 3% + 0.25 programmed (DPC)      |

A provisional timetable is given below:

|      | Monday  | Tuesday  | Wednesday   | Thursday             | Friday                  |
|------|---|--|---|----------------------|-------------------------|
| a.m. | OPC   | OPC  | OPC   | CPD and Revalidation | OPC                     |
| p.m. | 1-3 – Admin & management<br><br>3-5 – Urgent & Community work | 1-3 – Education & management meetings<br><br>3-5 – Urgent & Community work | 1-3 – CMHT Meeting<br><br>3-4 – Supervision of medical staff<br><br>3-5 – Urgent & Community work | OPC                  | Urgent & Community work |

13.3 The postholder will be line managed by the Lead Clinician for Community Adult Mental Health, who will keep their job plan under review.

14. COMMENCEMENT OF DUTIES

14.1 The post is available from 1<sup>st</sup> July 2017.

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 277000), Dr John Stephens, Lead Consultant Adult Mental Health and Consultant Psychiatrist in Bournemouth West CMHT (01202 584441), Mr Nathan Hanney, Service Manager for Bournemouth West CMHT (01202 584440). 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.