

**CONSULTANT JOB DESCRIPTION**  
**GENERAL ADULT PSYCHIATRY**  
**CRISIS AND HOME TREATMENT TEAM**  
**EAST DORSET**

1. **INTRODUCTION**

- 1.1 This is a post for a full-time General Adult Psychiatrist in the Crisis and Home Treatment for the east of Dorset, based at St Ann's Hospital, Poole.
- 1.2 The Crisis and Home Treatment Team (CHTT) provides assessment, intensive community based treatment and referral on to other services for people aged 18 years and over with functional mental illness requiring acute psychiatric intervention. The purpose of the team is to provide an alternative to hospital admission, decide when admission is needed and to facilitate early discharge from hospital. The team has the capacity to work with 36 patients.
- 1.3 Referrals to the team are typically made by community mental health teams, psychiatric liaison teams in the local general hospitals, out of hours primary care services and psychiatric inpatient teams. Outside routine working hours, the team takes phone calls from patients and those involved in their care.
- 1.4 The post holder is supported by a part-time Consultant Psychiatrist, Senior Trainee (ST4-6) and a Core Trainee (CT1-3) in Psychiatry.
- 1.5 The establishment of other staff in the team is as follows:
- 0.5 WTE 8a Service Manager – 1 WTE covering both Liaison and Crisis
  - WTE band 7 Team Leaders
  - 15.78 WTE band 6's
  - 7.0 WTE band 5's which includes 1.4 WTE for telephone support line
  - 7.4 WTE band 3'ss which includes a 1.4 WTE for telephone support line.
- 1.6 The post consists of 10 programmed activities and will be available immediately following 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 mental health services for working age and older adults are organised in the following way:-

Community Mental Health Teams. Community services are provided by large multi-consultant locality teams. Within these, most care is provided by individual consultant

led sector teams, with some care being shared across the locality, for example emergency care and care for particular patient groups. There are separate teams for working age and older adults. The CHTT for the east of Dorset relates mostly to the community mental health teams based in Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne and Wimborne & Purbeck. In West Dorset there are three locality community mental health teams, in North Dorset, Dorchester & Bridport and Weymouth & Portland.

Crisis and Home Treatment Teams. There are 24 hour Crisis/Home Treatment Teams for the east of the Dorset, within which this post is located, based at St Ann's Hospital, Poole, and for the west of the County, based at Forston Clinic, near Dorchester.

Intensive Care & Support for Dementia Team. This team works during the day and evenings with people living in the east of Dorset, who have a diagnosis of dementia and acute needs that would otherwise require hospital admission.

Inpatient Care. There are acute inpatient wards for people with functional mental illness at St Ann's Hospital, Forston Clinic and The Linden Unit, Weymouth. Admissions of people with functional mental illness are coordinated by a bed manager based at St Ann's Hospital. Inpatient care for people with dementia is provided at Alderney Hospital in Poole and Chalbury Ward, Weymouth.

Inpatient Rehabilitation. There is an inpatient rehabilitation and recovery service for people with severe and enduring functional mental illnesses, with inpatient beds at the Glendenning unit in Dorchester and on the Alumhurst road site in Bournemouth.

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
- Memory Assessment Service

#### 4. CLINICAL DUTIES

- 4.1 The post holder will provide medical leadership to the East Dorset Crisis and Home Treatment Team, with personal assessment and management of many patients and discussion of all patients on the team caseload at regular handover and review meetings.
- 4.2 The postholder will play a lead role in the daily management of workload of the CHTT, which will include liaison with colleagues in community mental health teams and inpatient units.
- 4.3 The postholder will be expected to ensure a senior medical review of the care of each person taken onto the team caseload within 72 hours.
- 4.4 The postholder will be expected to work in a multidisciplinary way and to help develop the skills of medical and non-medical members of staff.

4.5 The postholder will be expected to maintain good working relationships with colleagues in the inpatient, psychiatric liaison and community mental health teams and be flexible and available in liaising with the wide number of clinical teams that refer patients for home treatment.

4.6 Cross-cover of leave is with the consultant psychiatrist working on the Acute Assessment Unit (AAU) at St Ann's Hospital. The post-holder and this consultant cannot take annual or study leave at the same time and there must be at least two senior doctors (consultant or senior trainee) available to work in the AAU and the CHTT each day. The post holder will become the Responsible Clinician for patients on the AAU when the AAU consultant is away, unless there is another Approved Clinician working on the ward

## 5. CONTINUING PROFESSIONAL DEVELOPMENT

5.1 There will be one programmed activity per week for Revalidation activity.

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 attend a good number of the weekly Education Meeting at St Anns Hospital.

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

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. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.

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

## 6. SUPPORTING CLINICAL STAFF

6.1 There is a full-time Senior Trainee (ST4-6) and a full-time Core Trainee (CT1-3) in the CHTT, for whom the post holder will be the clinical supervisor.

## 7. MANAGEMENT STRUCTURES

7.1 The post holder will be a member of the Medical Advisory Committee, which is the professional group for career grade doctors within the Trust, and will attend the Adult Psychiatry Specialty Meeting. These two forums are a means by which senior doctors can contribute to strategic and operational management of the Trust.

7.2 There is a strong medical involvement in management led by the Medical Director, Dr Kosky supported by Deputy Medical Directors and Lead Consultants in General Adult Psychiatry, Old Age Psychiatry and Child & Adolescent Psychiatry.

7.3 The post-holder will be encouraged and supported in developing the appropriate management skills to fully participate in service developments.

## 8. CLINICAL GOVERNANCE

8.1 Robust Quality Clinical Governance arrangements are in place within the organisation, with which the post-holder is expected to comply.

8.1 It is expected that the postholder will play a full part in the clinical governance of care delivered by the CHTT, to ensure that high quality standards are set and monitored. This will include personal participation in audit and quality improvement.

8.2 There is a 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 will be produced. The appraisals are carried out by consultant colleagues, who have been trained to do so by The Royal College of Psychiatrists.

## 9. TEACHING AND TRAINING

9.1 It will be expected that the postholder will, where required, provide training and support to non-consultant grade doctors and, on occasion, to colleagues from other professional backgrounds.

9.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to contribute to the teaching of medical students.

## 10. SECRETARIAL SUPPORT

10.1 The post-holder will have dedicated secretarial support and a designated office at St Ann's Hospital.

## 11. POSTGRADUATE FACILITIES

11.1 The Trust has an academic centre at St Ann's Hospital which includes library, study and research facilities. 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 post holder must be Mental Health Act Section 12 approved by 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.

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.
- 13.2 The Job plan will include 7½ programmed activities for direct patient care (DPC) and 2½ programmed activities for supporting professional activities (SPA).
- 13.3 A provisional timetable is given below:

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
9-1 Clinical work	9-1 Clinical work	9-1pm Clinical work	9-1pm Clinical work	9-1pm Clinical work
12-1 Supervision senior trainee				12-1 Supervision core trainee
1-5 Clinical work	1-5 Education Meeting/ MAC/ Adult consultants Meeting  Service development	1-5pm Revalidation activity	1-5 Clinical work	1-5 Clinical work

- 13.4 The post holder will be line managed by the Lead Clinician for Adult Mental Health who will keep the job plan under review.
14. COMMENCEMENT OF DUTIES
- 14.1 The post is available immediately following appointment.
- 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 277061), Dr Ian Rodin, Lead Consultant Adult Mental Health (01305 361433) and Dr Sudipto Das, Clinical Lead for Inpatient and Specialist Services (01202 705641). Visits can be arranged through 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.