

HUMBER TEACHING NHS FOUNDATION TRUST JOB DESCRIPTION

Post and Speciality: Consultant Psychiatrist in Older People's Mental Health

This is an established post.

This post covers Bridlington and Driffield. This post is one of Seven posts within the Humber Teaching NHS Foundation Trust. This is a substantive Community post and the post holder will work as part of the multi-disciplinary team providing clinical leadership within the Older People's Mental Health Services in Hull.

Royal College of Psychiatrists approval details:

NY YORK-CO-NTH-2022 00239 (Approved)



Base: East House, 38 St John's Avenue, Bridlington, East Yorkshire, YO16 4NG

Contract: Number of programmed activities: 10

Accountable professionally to: Clinical Director / Medical Director

Accountable operationally to: Care Group Director / Clinical Director / Chief Operating Officer

Key working relationships and lines of responsibility:

Line Manager: Dr Sarita Dasari

Clinical Lead: Dr Sarita Dasari

General Manager: Sarah Bradshaw

Service Manager: Alison Couch

Responsible Officer and Medical Director: Dr Kwame Fofie

Deputy Medical Director: TBC

Director of Operations/COO: Lynne Parkinson

Chief Executive: Michele Moran



1. Introduction

Humber Teaching NHS Foundation Trust provides a broad range of community and inpatient mental health services, community services (including therapies), learning disability services, healthy lifestyle support and addictions services to people living in Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. We provide care to a population of 765,000 people of all ages who live within areas of more than 4,700 square kilometres, which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.

The Trust also runs Whitby Hospital, a community hospital providing inpatient, outpatient and community services to Whitby and the surrounding area, and three GP practices in the East Riding of Yorkshire.



2. Trust Details

The Trust employs approximately 2,800 staff across more than 79 sites at locations throughout Hull, the East Riding of Yorkshire and Whitby, Scarborough and Ryedale.

As a Teaching Trust, we work closely with our major academic partners, Hull York Medical School (HYMS) and the University of Hull, nurturing a workforce of tomorrow's doctors, nurses and other health professionals.

Our budgeted income for 2022/2023 is £186m, with the majority of this coming from the following providers: NHS England, NHS Humber and North Yorkshire Integrated Care Board (ICB) and Hull & East Riding Local Authorities. The area has communities ranging from those living in the Wolds and rural farming areas around Driffield and Market Weighton to the busy coastal towns of Bridlington, Hornsea and Withernsea.

Our Vision

The Trust is a multi-speciality health and social care teaching provider committed to Caring, Learning and Growing. We aim to be a leading provider of integrated health services, recognised for the care compassion and commitment of our staff and known as a great employer and a valued partner.

Caring for people whilst ensuring they are always at the heart of everything we do

Learning and using proven research as a basis for delivering safe, effective, integrated care

Growing our reputation for being a provider of high-quality services and a great place to work

Our Values and What They Mean

The way we deliver our services has a direct bearing on our patients and carers' experience of the Trust and, most importantly of all, their health. It also affects the morale of our staff and their job satisfaction. The following values shape the behaviour of our staff and are the foundation of our determination to:

- Foster a culture in which safe, high quality care is tailored to each person's needs and which guarantees their dignity and respect;
- Achieve excellent results for people and communities.
- Improve expertise while stimulating innovation, raising morale and supporting good decision making;
- Unify and focus our services on early intervention, recovery and rehabilitation;
- Engage with and listen to our patients, carers, families and partners so they can help shape the development and delivery of our healthcare;

Work with accountability, integrity and honesty; nurture close and productive working relationships with other providers and our partners.

We accept that this requires acting with courage at times

We focus on learning and developing an open culture

We aim to provide the best services we can and constantly look at how we can improve them aspiring to excellence and be the best that we can be. We believe in the need to innovate and develop new models of care based on evidence, research and best practice. We are a teaching Trust and seek to improve standards of care and clinical effectiveness, value each other and develop teamwork. We believe in multi-disciplinary work, bringing together the right people, with the right skills, to care for our patients. We work across boundaries to deliver seamless service provision on behalf of our patients and their carers. We recognise, reward and celebrate success.

The Trust is divided in to four Care Groups:

1. Community and Primary Care
2. Children's and Learning Disability Services
3. Secure Services
4. Mental Health Services – Planned and Unplanned

3. Service Details

Community Mental Health Services for Bridlington and Driffield are based at East House. The population to be served has a total practice population of approximately 122,500 of which an estimated 17,500 of these are people over the age of 65 of which 4,300 are aged 80 and above. However, there are several existing services within the trust which have the effect of significantly reducing the dependence of the catchment population on the CMHT (See below).

The Consultant will have access to three inpatient facilities serving the populations of Hull and East Riding based. The first of these is based at Maister Lodge, Maister Court in East Hull. Maister Lodge is a 9 bedded inpatient unit which predominantly cares for patients with dementia and Maister Court has 5 functional beds. The third is Mill View Lodge a 10 bedded inpatient unit at Castle Hill hospital which predominantly cares for patients with functional illnesses. All inpatients are managed during their admissions by one of two dedicated inpatient consultants. There is therefore no inpatient responsibility attached to the advertised post.

Both Inpatient units have allied Intensive Home Care Teams. These teams provide crisis and home-based treatments as an alternative to hospital admission and act to facilitate the early discharge of patients from the inpatient units. The consultant appointed would carry responsibility for the medical management of patients seen by each intensive home care team that are already known to the CMHT in their locality (Bridlington and Driffield). Patients at high risk of being admitted to inpatient units or those being discharged to the community following an inpatient admission will remain the responsibility of the corresponding inpatient consultant.

We have an active Older People's Liaison Psychiatry service attached to the department of psychological medicine at Hull Royal Infirmary (HRI). This consists of a multidisciplinary team including dedicated medical time by an old age consultant psychiatrist attached to the team. All patients within the acute trust are seen by this team. There is therefore no liaison responsibility attached to the advertised post.

There is currently a Primary Care focused Multi-disciplinary Memory Clinic serving the city of Hull and East Riding based at Coltman Street Day Hospital in Hull. This clinic includes ten sessions of dedicated medical time and the majority of early memory problems are assessed within this clinic.

There is therefore no responsibility for the assessment of early memory problems attached to the advertised post.

The Trust has recently introduced a Single Point of Access for referrals for working age adults and older adults within the city of Hull. Referrals are triaged at this Single Point of Access, before being passed on to the appropriate point for further assessment.

4. Local Working Arrangements

The Trust is seeking a consultant psychiatrist to join the Bridlington and Driffield Older Peoples Services. The Trust regards this as an opportune moment to develop the functioning of the team. The service covers Bridlington and Driffield and the postholder will cover the Bridlington and Driffield CMHT Area. The post holder will carry no responsibility for inpatients.

The new post holder will not have the responsibility for the in-patient units, however will be expected to liaise with the In-patient Consultant for their patients. The post holder will also be expected to undertake urgent assessments when required and provide input to the Crisis Team if/when their own patients access this team. This is a rare occurrence and we would not expect this more than twice a month.

Hull Clinical Commissioning Group serves approximately 247,900 patients registered with approximately 60 practices and covers the City of Hull. This CCG has the responsibility for a budget of approximately £310 million.

East Riding of Yorkshire Clinical Commissioning Group serves approximately 306,600 patients who are registered with approximately 50 practices. Its location includes the area west of Hull, along the North Bank of the Humber, Goole and Howdenshire, Haltemprice and Beverley. It covers an extensive rural area which includes the coastal strip from Spurn Point to the North of Bridlington, across the Yorkshire Wolds to Pocklington and Holme-on-Spalding-Moor. The area has communities ranging from those living in the Wolds and rural farming areas around Driffield and Market Weighton to the busy coastal towns of Bridlington, Hornsea and Withernsea. This CCG has the responsibility for a budget of approximately £210 million.

Referral rates:

	2021 to 2022
April 2021	33
May 2021	24
June 2021	34
July 2021	24
August 2021	22
September 2021	13
October 2021	16
November 2021	21
December 2021	12
January 2022	11
February 2022	13
March 2022	12

Current case load numbers:

78 patients on caseload within the whole team managed by care coordinators.

Number of clinics per week:

Bridlington	Driffield	ADHOC/CRISIS VISITS
2	1	Space left for the above

The team consists of:

The Bridlington and Driffield Community mental health team currently consists of the following staff.

Staffing

Band 7 Team Leader/Non Medical Prescriber 0.5 WTE

Band 7 Clinical Lead Nurse 0.5 WTE

Band 6 Specialist Nurse 1.8 WTE

Band 6 Specialist Occupational Therapist 1.8 WTE

Band 5 Community Nurse 1.0 WTE

Band 3 Healthcare Assistant 2.0 WTE



The following resources also provide a service across the whole team;-
Physiotherapy
Psychology- Referrals to Psychology are made on a direct referral basis.

4.2 Junior Medical Staff

The successful applicant will be expected to have or to obtain formal educational supervisor status (recognized by the Yorkshire deanery) and will be responsible for formal clinical/educational supervision of the trainee if allocated. This team would become part of the training program placement list were it could be possible for a trainee to be allocated in February or August each year for a six-month placement.

1.3 Secretarial Support

A Medical Secretary will be available to support the Consultant and Medical Team for 26.25 hours per week. The Secretary is currently based at East House.

4.4 Office Facilities

Individual Office space is currently available at East House.

Continuing Professional Development (CPD)

CPD is supported by the Trust and all Consultants are encouraged to be in good standing with the CPD requirements of the Royal College of Psychiatrists. Time and funding is available to provide 10 days study leave in a year or 30 days over a 3 year period. Time is also given to complete mandatory training leave. The appointee will be required to participate in CPD peer review.

5. Clinical Leadership and Medical Management

The Trust currently comprises of 4 Care Groups, each of which has a Clinical Lead / Associate Medical Director. The clinical leadership and medical management structure is currently subject to review.

6. Appraisal and Job Planning

All doctors employed by the Trust are required to participate in an annual appraisal by a trained appraiser which will be pre-allocated to them. The Trust has a network of trained medical appraisers. The outcome of the appraisals forms the basis of the decision by the Responsible Officer (Medical Director) to recommend revalidation to the General Medical Council. The appraisal process is in accordance with the Trust's Medical Appraisal & Revalidation Policy.

A formal job plan will be agreed between the appointee and the Clinical Director approximately three months following the commencement date of the appointee. The proposed 10 PAs job plan is to be used as a guide for the first three months. Thereafter job planning is held annually. This is a prospective agreement that sets out the consultant's duties, responsibilities and objectives for the coming twelve months. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, continuing professional

development and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external to the employing organisation. In addition, it should include personal objectives, including the link to the wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The Trust recommends mentors for newly appointed consultants and will make arrangements for providing a mentor from within the organisation or will support a Consultant who wishes to engage in mentoring external to the Trust.

7. Teaching and training

7.1. Post Graduate Training

The Trust runs a successful Core training programme in psychiatry with 16 trainees rotating through various sub-specialties across the East Riding of Yorkshire and NE Lincolnshire Rotation. The scheme is fully approved by the Royal College of Psychiatrists.

Core trainees attend the preparation course at the University of Leeds for one day a fortnight during the academic year, and actively participate in the Wednesday morning local teaching programme which includes invited speakers as well as journal clubs. Consultants are encouraged to attend to support their trainees and to promote their own continuing professional development. Trainees gain experience of psychotherapy under the guidance of Psychotherapy tutors and supervising psychologists. They will also attain ECT competencies during the first 3 years of their training.

There are a number of higher trainees (ST 4-6) across the Trust's services, including CAMHS, Forensics, Learning disability, General adult and Older people services. Higher trainees can also choose to undertake special interest in niche areas, such as Substance misuse, perinatal psychiatry or PICU. In addition, the Trust also trains GP trainees and Foundation Doctors. The post holder will need to be registered/trained by the Deanery as an Educational Supervisor for Core, Foundation and GP trainees. To support training orchestration and trainees, the Trust has dedicated members within the department of medical education; including Director of medical education, Head of Medical Education & Medical Directorate Business, College Tutor, Higher training tutor, psychotherapy tutors, IMG champion and Guardian of safe working.

The Knowledge Management and Library Services work in partnership with the Libraries of Hull Royal Infirmary, Castle Hill Hospital and the local NHS Commissioners. All staff are entitled to full membership of these libraries and also to membership of Brynmor Jones Library, University of Hull. The Librarian provides inter-library loans, current awareness service, mediated literature searches and guidance in 'information retrieval skills'.

The Trust emphatically support additional personal development and CPDs. Appropriate and approved course can be claims through the relevant study leave process. The Trust also holds an active account with Andre Sims and MIAD, where a number of useful courses including S12/ AC status, communications skills and leadership masterclasses, and many more can be discovered.

7.2. Undergraduate Medical Teaching

The Trust is a Teaching Trust and therefore considers the active participation of consultant and other medical staff in teaching and training to be part of core activities. Not all consultants will have regular and substantial teaching commitments but all will be involved in related activities from time to time. It is therefore expected that all consultants will be familiar with the principles of effective teaching and will enable the service and colleagues to fulfil their obligations to learn and teach about effective care.

Our Trust is an active partner of the Hull York Medical School (HYMS) for teaching medical undergraduates and all consultant medical staff are expected to participate to the level agreed within their service.

Where it is agreed by the Associate Director of Clinical Studies (ADoCS), and Clinical Director that the post holder will be significantly involved in delivering undergraduate medical teaching, the following requirements have been agreed with Hull York Medical School:

In accordance with its Policy on Honorary Titles, the Hull York Medical School will award the title of Honorary Senior Lecturer to the Consultant appointed to the role in recognition of their willingness to participate in undergraduate teaching in support of these arrangements. The honorary title will be awarded for a period of 5 years and renewable thereafter as appropriate.

This honorary title will entitle the consultant to request access to the Hull York Medical School, and University premises and facilities, including the use of the Medical School's IT systems and the Universities' library services.

In accepting the role, the appointee will undertake to satisfy the criteria for the award of an Honorary University title, which will include:

- a) Contribution to teaching and assessment (including examinations) of medical students as agreed with the Associate Medical Director and Associate Director of Clinical Studies (ADoCS).
- b) Attend the Hull York Medical School tutor induction course or equivalent within the first 2 years (not required for renewals).
- c) Show a commitment to learning and teaching by having attended at least 2 relevant courses over 5 years (as identified on an individual basis and as relevant in that particular field). This may include, for example, training in lecturing, student assessment or, peer reviewing.
- d) Participate in peer reviews or a similar review of teaching, as advised by the Trust Associate Director of Clinical Studies (ADoCS)."

The Trusts Director of Medical Education is Dr Soraya Mayet, and our College Tutor is Dr Doug Ma.

8. Research

Humber Teaching NHS Foundation Trust has a well-established Research Department which sits within the Medical Directorate and is managed by the Assistant Director Research & Development. Our Trust recognises the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health and Social Care Research Clinical Research Network ((NIHR CRN) for Yorkshire and Humber and can support you with various opportunities, including taking on local Principal Investigator roles in research projects, with support from our research team as required, or even leading on and generating research as a Chief Investigator in your own right. The Trust has been very successful in recruiting participants for various NIHR 'Portfolio' studies and has a team of researchers who promote, facilitate and support these studies in collaboration with clinicians. Links have been established with various higher education institutions and new ones are being formed for future collaboration on research studies.

Our Research Conference is a sell-out event each year. In 2022 over 460 people registered, from a huge range of organisations and professional groups. Speakers covered a wide variety of topics, from many different specialties and varied professions.

We view research as a core component of our clinical services, enhancing our offer to those who access our services, but also making Humber Teaching NHS Foundation Trust an excellent place for staff to work, learn and innovate. Our Research team welcome contact from practitioners who are interested in getting involved in research.

A research strategy, approved by the Trust's Board, is in place and includes the following priorities:

1. Research embedded as a core component of clinical services
2. Enhanced community involvement and awareness
3. Growing our strategic research presence and impact

9. Mental Health Act and Responsible Clinician Approval

The post holder will 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 the approval according to agreed procedures.

10. Secretarial support and office facilities

- There is a dedicated office at East House & secretarial support. The Secretary is currently based at East House. A Medical Secretary will be available to support the Consultant and Medical Team for 26.25 hours per week.
- The post holder will be provided with a personal computer which will be networked with the Trust's information systems.

- A smart phone will also be provided.
- The Trust Health Informatics Service provides access to training and direct support in relation to information technology. A full range of infra-structure services are also available within the trust to support the post holder and the service

The administrative support for the postholder meets the guidelines set out in the College's position statement PS06/2016 (<https://www.rcpsych.ac.uk/pdf/PS0616.PDF>) on this matter.

11. Clinical duties of post holder

In fulfilling the clinical duties of the post the Consultant will be expected to undertake the following:

Clinical Leadership –

The post holder will be expected to provide the highest level of clinical leadership and practice in the Assessment and Treatment of Mental Health problems in Older peoples service in Bridlington and Driffield. This involves directly supporting and providing supervision and leadership to the multi-disciplinary team, both within the service and also the provision of clinical leadership within the Trust in relation to this speciality.

In fulfilling the clinical duties of the post, the Consultant will be expected to undertake the following:

- To contribute to Multi-Disciplinary and Multi-Agency team working arrangements within the service.
- To hold responsible clinician status, and be an approved clinician as defined within the Mental Health Act for patients within the service. (The consultant will not have inpatient responsibilities but will be expected to act as RC for detained patients on the inpatient units while on call).
- To work within the principles of the Care Programme Approach.
- The post holder will be expected to provide clinical leadership within the service area. This will include the supervision and leadership to the medical team within the service.
- To take part in the Consultant on-call rota for Old Age Psychiatry and Learning Disability. This is a joint rota with a 1 in 7 frequency. It is shared between LD and Old Age Consultants with a ratio of 2:5 whole time

equivalent consultants. Provision is made by the trust to ensure training is provided to allow consultants working on the rota to maintain competencies necessary for the work this rota entails.

f) To provide a comprehensive mental health service for older people, their family and carers in a defined catchment population, based on GP practices. The patient groups served includes:

People who develop a new mental illness in old age (both functional and organic illness)

Patients with enduring mental health problems under the care of General Psychiatric colleagues who develop or are assessed to have needs more appropriately provided by an Old Age Psychiatric Service as defined within the Trust's Needs-Led Service Policy document.

Younger people who have developed an organic illness and are assessed to have needs more appropriately provided by an Old Age Psychiatrist. (for example cases of early onset dementia)

h) To work closely with the Multi-Disciplinary Teams within the service, in order to provide a 'seamless' service for referred patients and their families. The post holder would be expected to provide medical leadership and support to the Multi-Disciplinary Team, to enable the effective and flexible use of team skills in the assessment and treatment of patients.

i) To provide short-term cover for authorized periods of absence and duty of Consultant's colleagues, particularly within the city of Hull and East Riding.

To contribute to postgraduate teaching and supervision of junior doctors. The appointee will be encouraged to participate in undergraduate teaching of HYMS students.

Opportunities to provide additional teaching may be available subject to job plan.

To participate in continuing professional development according to Royal College of Psychiatrists guidelines.

To comply with all Trust policies and procedures, drawn up in consultation with the profession on clinical matters.

To complete all relevant clinical administration associated with this post.

The appointee must be able to travel around the facilities served by this post.

These duties are subject to review from time to time in light of the changing requirements of the service. If alterations to the described duties are required, these will be mutually agreed between the appointee and the Trust.

Other Responsibilities

To work with Consultant colleagues to provide effective medical input for the shaping and developing of Older peoples Mental Health services within the Trust and to work closely with others in developing other services in the Trust.

To be involved in reciprocal cover for Consultant colleagues within the Older peoples Mental Health Service during annual and study leave. Annual Leave entitlement will depend on the seniority of the applicant and the number of years of service within the NHS.

Further job specific details to be included as required through the job planning process.

12. Training Duties

These will include:

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory limits

13. Clinical governance and quality assurance

Each consultant is responsible for the management of their practice. This includes the supervision, appraisal performance management and discipline of junior doctors who are attached to them. Doctors are expected to cooperate in using the best available evidence and up to date guidelines in order to achieve best clinical practice and cost-effective care. All consultants are required to participate in the agreed clinical governance agenda, which includes clinical audit. An established programme of continuous quality improvement including clinical audit exists within the Adult Mental Health service and the appointee will be expected to participate in this.

HTFT staff must be aware of the individual professional responsibilities to develop their practice and deliver care through a clinical governance framework, i.e., Continuing Professional Development, Audit and Supervision.

All staff should understand the role of the national agendas and systems for improving quality of care provision (National Service Frameworks, strategies, National Institute for Clinical Effectiveness, Strategic Health Improvement).

14. Quality improvement

Consultants are encouraged to promote and participate in Quality Improvement which includes:

- To lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.

- To utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- To support the empowerment of the team to resolve local issues on a daily basis using the tools and methods of quality improvement without staff having to seek permission.
- To promote awareness and understanding of quality improvement, and share learning and successes from quality improvement work.

15. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competencies under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder, operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

16. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

17. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected

that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

18. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months 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 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

19. On-call and cover arrangements

The post holder will be expected to participate in emergency cross cover arrangements with the other Consultant colleagues in the OPMH Service.

To provide short term cover for authorised periods of absence from duty of Consultant colleagues.

To take part Consultant on call rota for Older People and Learning Disability Service. Currently 1:7. (assessed as category A intensity 5%). This will be pro-rata. On some nights there is a ST4-6 second on-call until midnight. First on-call is provided by one of three junior doctors' rotas. The ID Service has a Community Nurse on-call system out of hours in addition to the IST who work 8AM to 8PM and a comprehensive Crisis Intervention and Treatment for Older Persons Service provides a triage service for referrals to the older adult service

20. Equality, Equity, Diversity, and Inclusion

The Humber Teaching NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity. This also goes as far as recognising that we do not all start from the same place and must acknowledge and make adjustments to such imbalances to ensure both fairness and social justice.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. Because of this the Humber Teaching NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

21. Wellbeing

- The Occupational Health Service is an independent confidential service that provides an impartial advisory service to both employers and employees. The OH service provides advice on health effects on work and work effects on health which is both independent and fair, recognising the needs of the employers and the rights of employees. The post holder can self-refer or be referred through their manager for Physiotherapy Services, Wellbeing Services and Health Services; offering blood pressure checks, flu jabs, general health and advice. The post holder will have access to a 24 hour employee assistance service, which provides free Counselling, CBT and Wellbeing resources, including face to face, online and legal and financial support. Information relating to OH and employee assistance will be disseminated at Induction and regularly when in post to ensure the post holder has timely access to the details whilst seeking help if necessary.

The post holder will have access to Humber Teaching NHS Foundation Trust, Occupational Health (OH) Department, based at Skidby House, Willerby Hill Business Park, Beverley Road, Willerby, HU10 6ED; Telephone: 01482 389335 / 01482 389333; Email: hnftr.occupationalhealthdepartment@nhs.net

- The Trust has proactive local organisational systems to support doctors' wellbeing following Serious Incidents and Significant Events that involve patients in their care.
- The Trust identifies that Job Planning is a professional as well as contractual obligation for consultants, and employers. Regular reviews of the efficient and effective use of consultant's time are critical during a busy period. When there are changes in the pre-agreed workloads, for example, unexpected cover of a different unit/service outside of the casual cross-cover arrangement, a timely job planning review will be arranged with the line manager before cover starts. This will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A suitable job plan adjustment will be agreed if a new working arrangement is to proceed.
- The Trust invests in staff health and wellbeing and actively supports and encourages a good work-life balance. Peer group arrangements are in place for each specialty and Balint groups take place on a regular basis led by a consultant. There are arrangements in place for staff to have individual risk assessment with regards to covid, the use PPE and working arrangements including support for remote working if required.

22. Contract agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

23. Leave

The post-holder is entitled annual leave in line with Consultants National Terms and Conditions of Service and 30 days study leave over three years. The leave entitlements of consultants in regular appointment are additional to eight public holidays and two statutory holidays or days in lieu thereof.

Visiting arrangements (key contact numbers, trust website etc.)

Applicants are encouraged to visit the Trust. Further information and visits can be arranged through:

Michele Moran Tel: 01482 389107
Chief Executive

Dr Kwame Fofie Tel: 01482 301701
Medical Director

Dr Sarita Dasari Tel: 01482 226226
Clinical Lead
Older Peoples Mental Health Services

Sarah Bradshaw Tel: 01482 389243
General Manager
Mental Health Services – Planned Care

Website

The website for HFT is www.humber.nhs.uk

The website for MHARG is <https://www.york.ac.uk/healthsciences/research/mental-health/>

Suggested Draft Timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	East House	Out-Patient Clinic & Clinical Activity	DCC	1
	PM	East House	Admin	DCC	1
Tuesday	AM	Online	MDT	DCC	1
	PM	Alfred Bean Clinic	Out-Patient Clinic & Clinical Activity	DCC SPA	0.5 0.5
Wednesday	AM	Online / lecture theatre	CPD, and peer group meetings	SPA	1
	PM	East House	Clinical work/ adhoc home visits	DCC	1
Thursday	AM	East House	Out-Patient Clinic & Clinical Activity	DCC	1
	PM	East House	Admin, including peer support sessions and audit time	SPA	1
Friday	AM	East House	Clinical work/ adhoc home visits	DCC	1
	PM	East House	Clinical admin	DCC	1
Unpredictable / emergency on-call work			O/C consultant Rota for MHA / Urgent Assessments		
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

Appendix 1: person specification/selection criteria for consultant

Abbreviations for when assessed:

Scr: Screening prior to short-listing SL: Short-listing from application form AAC: Advisory Appointments Committee

Ref: References Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

Person Specification

	Essential	Desirable	How assessed
Qualifications and Knowledge	MB BS or equivalent medical qualification.	Qualification or higher degree in medical education, clinical research or management MRCPsych Additional clinical qualifications.	SL, SCR

<p>Eligibility</p>	<p>Fully registered with the GMC with a licence to practise at the time of appointment.</p> <p>Included on the GMC Specialist Register OR within six months.</p> <p>Approved clinician status OR able to achieve within 3 months of appointment (the Trust will appoint a section12(2) to provide this role in the sector during the transition)</p> <p>Approved under S12 OR able to achieve with 3 months of appointment</p>	<p>In good standing with GMC with respect to warning and conditions on practice</p>	<p>Scr</p>
<p>Clinical Skills, Knowledge and Experience</p>	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>Scr, SL, AAC, Ref</p>



	<p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>		
Personal qualities			
Academic skills and lifelong learning	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p>	SL, Pres, AAC



	<p>Able to use and appraise clinical evidence.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	
Transport	<p>Holds and will use valid UK driving licence OR provides evidence of proposed alternative.</p>		Scr