


Consultant Psychiatrist in Old Age Psychiatry

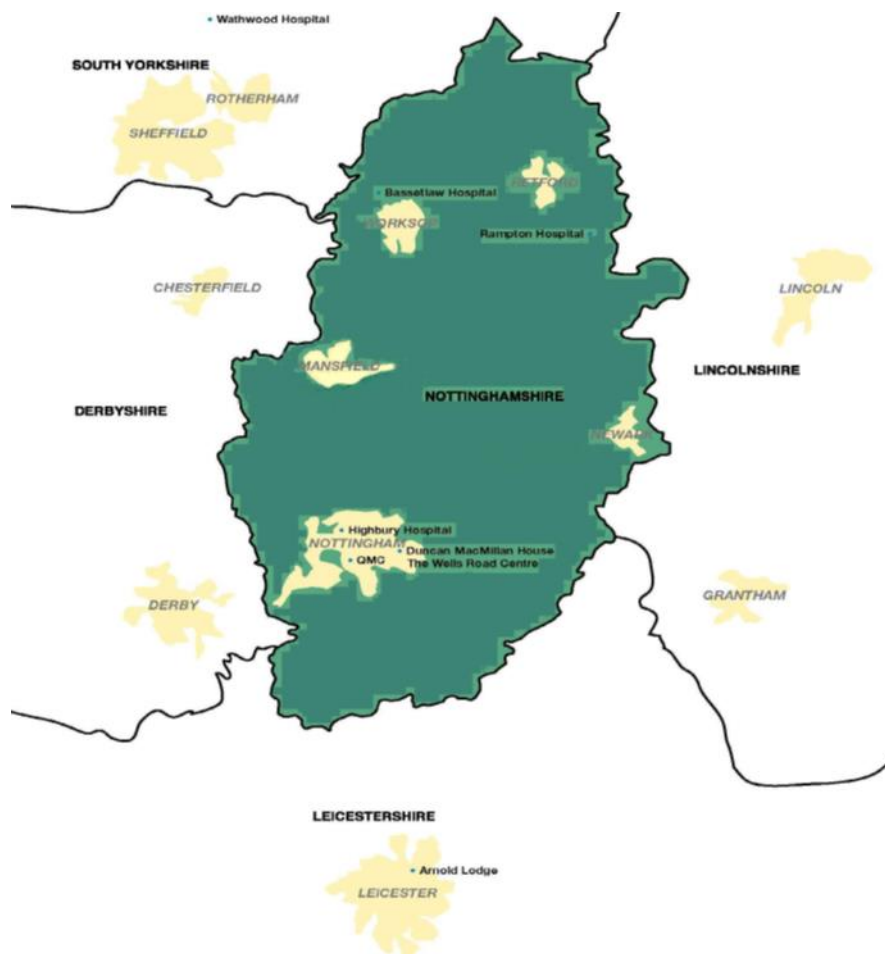
Job Description and Person Specification

Post and specialty:	<p>Consultant Old Age Psychiatrist - Inpatient</p> <p>This is a replacement inpatient post, suitable for an Old Age Psychiatry colleague who will assume responsibility for diagnosis and treatment of patients admitted to Orchid ward</p> <p>The post holder will be expected to provide senior medical input to the team, as described elsewhere in the job description. They will also be expected to participate in local leadership meetings and work with local operational leads on service development and the improvement of quality of services locally.</p>		
Royal College of Psychiatrists approval details:	<p><i>Approval details to be completed by RCPsych</i></p> <p>TRENT-CO-NTH--2023-01073</p> 		
Base:	<p>Orchid Ward Millbrook mental health unit, Kings Mill Hospital, Mansfield Road, Sutton-in-Ashfield, Nottinghamshire – NG17 4 JT Telephone: 01159560847</p>		
Contract:	<p>This is a permanent role at 6 PAs with specific commitments detailed elsewhere in this job description. The salary for the post will be as per the Consultant National Terms and Conditions (2021) England.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>		
	Total PAs: 6	DCC: 4	SPA: 2
Accountable professionally to:	Dr Sue Elcock, Executive Medical Director		
Accountable operationally to:	Clinical Directors: Rebecca Foxhall and Dr Sujata Das, Clinical Directors Mental Health Services for Older People (MHSOP)		
Key working relationships and lines of responsibility:	<p>Clinical Director: Rebecca Foxhall and Dr Sujata Das</p> <p>Associate Medical Director: Dr Kiran Jeenkeri Medical Director/Responsible Officer: Dr Sue Elcock Lead Consultant: Dr Katie Ward</p> <p>General Manager: Emma Hutton Ward Manager: Suzanne Forman Director of Medical Education: Dr Kehinde Junaid Trust SAS Tutor: Dr Vaishali Kogje</p>		

	General Manager: Emma Hutton Executive Director Local MH: Dr Becky Sutton Chief Executive: Ifti Majid
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1. Introduction

Nottinghamshire Healthcare is one of the largest mental health trusts in the country, serving a population of over one million people across Nottinghamshire, including the provision of healthcare services from Rampton Hospital, one of the country's three high-secure hospitals. This provides interested trainees with unique training opportunities in forensic psychiatry. The Trust also has strong academic links with the University of Nottingham and the Institute of Mental Health, home of the Mental Health Research Network hub for East Midlands and South Yorkshire.



2.Trust Details

Nottinghamshire Healthcare provides integrated healthcare services, including mental health, intellectual disability, and physical health services. Over 9000 dedicated staff provide these services in a variety of settings, ranging from the community through to acute wards, as well as secure settings. The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham, and a high secure Rampton Hospital near Retford. It also provides healthcare in prisons across the East Midlands. Its budget for 2022/23 is £590m.

The Trust is committed to a sustainable future and works hard to reduce its carbon footprint and environmental impact across all of its many services.

3. Board Level Directors

Chair of the Board: Paul Devlin (supported by 9 Non-Executive Directors)

Chief Executive: Ifti Majid

Executive Medical Director: Dr Sue Elcock

Executive Director of Nursing, AHPs and Quality: Tabettha Darmon

Executive Director of Finance and Estates: Alison Wyld

Executive Director of Forensic Services: Dr Sue Elcock

Executive Director of People & Culture: Jennifer Guiver

Executive Director of Mental Health: Becky Sutton

Director of Corporate Affairs: Vacant

Executive Director of Partnerships and Strategy: Jan Sensier

Executive Director of Community Health Services: Keely Sheldon

4. Service Details

The Trust covers the whole of the county of Nottinghamshire in the provision of mental health services to children, adults and older people. This is an exciting time to come and join our medical work force and have the opportunity to shape the provision of care to patients within the community.

Services currently provided by the Trust are divided into 3 directorates with sub-specialties featuring within including:

- **Local Mental Health Services**
 - Adult Mental Health Services (AMH)
 - Specialist Services Directorate (SSD)
 - Mental Health Services for Older People (MHSOP) (*this post*)
- **Forensic Services**
- **Community Healthcare**

The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham as well as the high secure Rampton Hospital near Retford. The following Psychiatric Services serve the Nottingham and Nottinghamshire area:

- Alcohol & Addiction

- Child and Adolescent Mental Health Services
- Forensic Mental Health Services
- Adult Mental Health
- Mental Health Services for Older People
- Psychotherapy
- Perinatal Psychiatry
- Specialist Eating Disorders Service
- Personality Disorders Network
- Specialist Gender Clinic
- Intellectual and Developmental Disabilities Service
- Integrated Offender Healthcare
- Community Healthcare via Health Partnerships and Bassetlaw Health Partnership.

About MHSOP

Mental Health Services for Older People Nottinghamshire Healthcare is a major provider of specialist mental health services for older people in Nottingham City and the wider county. The service caters to the needs of all people suffering from dementia, regardless of age and those presenting with severe and enduring mental health illnesses, such as depression.

Services are provided in an in-patient and community basis and comprise of the following teams:

- Intensive Home Treatment Team (IHTT)
- Rapid Response Liaison Psychiatry (RRLP)
- Community Mental Health Teams
- Memory Assessment Services (MAS)
- Young Onset Dementia Service (YOD))
- Dementia Outreach Services (Residential and Nursing Homes) (DOS)
- Psychological Therapies

There are 90 assessment and treatment beds. There are 40 beds at Highbury hospital (20 organic and 20 functional beds), Millbrook Mental health Unit is undergoing a process of transformation, it currently has 35 beds (15 organic and 20 functional beds) a further 15 beds will be opened on Orchid Ward (March 2023) this is following a transfer of bed stock from Bassetlaw to Millbrook, Orchid ward (this post) has been designed to enable the flexibility of beds for Functional & organic patients.

Millbrook is undergoing an exciting and significant transformation over the next 12 months to create a MHSOP hub with 3 brand new wards designed to meet the needs of older adults with Mental Health Issues.

Older Adult Division Medical Staff:

Name	Role	Catchment Area / Ward	Base
Dr Rob Tomlinson	Consultant Psychiatrist	Rapid Response Liaison Psychiatry SFH / Newark & Sherwood CMHT	Kings Mill Hospital / Byron House, Newark Hospital
Dr Sujata Das	Clinical Director and Consultant Psychiatrist	Rapid Response Liaison Psychiatry SFH / Silver Birch	Kings Mill Hospital / Highbury Hospital
Vacant	Consultant Psychiatrist	Mansfield and Ashfield CMHT	Heather House, Kirkby in Ashfield
Dr Catherine Gordon	Consultant Psychiatrist	Mansfield and Ashfield CMHT	Heather House, Kirkby in Ashfield
Dr Laura Davis	Consultant Psychiatrist	Newark and Sherwood CMHT	Byron House, Newark Hospital

Dr Margaret Kuklewicz	Consultant Psychiatrist	Bassetlaw CMHT	Bassetlaw Hospital
Dr Hassenein	Speciality Doctor	Bassetlaw CMHT	Bassetlaw Hospital
Dr Bagheri	Locum Speciality Doctor	B1	Bassetlaw Hospital
Dr Katuwawela	Consultant Psychiatrist	Kingsley Ward	Millbrook Mental Health Unit
Dr Rajamani	Consultant Psychiatrist	Amber Ward	Millbrook Mental Health Unit
Dr Tarrant	Consultant Psychiatrist	Rapid Response Liaison Psychiatry SFH	Kings Mill Hospital
Dr Kehinde Junaid	Consultant Psychiatrist	Rapid Response Liaison Psychiatry NUH/ YOD	Queens Medical Centre
Dr Catherine Andrews	Consultant Psychiatrist	Gedling & Hucknall CMHT	Hazelwood House, Highbury Hospital
Dr Daisy Wiley	Consultant Psychiatrist	Broxtowe CMHT	Stapleford Care Centre
Dr Ola Junaid	Consultant Psychiatrist	City CMHT	Hazelwood House, Highbury Hospital
Dr Bala Ganesa	Consultant Psychiatrist	Rushcliffe CMHT	Lings Bar Hospital
Dr Nisha Mokashi	Consultant Psychiatrist	Cherry Ward	Highbury Hospital
Dr Shan Chatterjee	Consultant Psychiatrist	City CMHT	Hazelwood House, Highbury Hospital
Dr Bipin Ravindran	Consultant Psychiatrist	Gedling & Hucknall CMHT	Hazelwood House, Highbury Hospital
Dr Sarah Wilson	Consultant Psychiatrist	Rapid Response Liaison Psychiatry NUH	Queens Medical Centre
Dr Omar Manzar	Consultant Psychiatrist	Cherry Ward	Highbury Hospital
Prof Tom Denning	Consultant Psychiatrist	City CMHT	Hazelwood House, Highbury Hospital
Prof Martin Orrell	Consultant Psychiatrist	Rapid Response Liaison Psychiatry NUH	Queens Medical Centre
Dr Erica Bailey	Speciality Doctor	Broxtowe CMHT	Stapleford Care Centre
Dr Manisha Ray	Consultant Psychiatrist	City CMHT & Rapid Response Liaison Psychiatry NUH	Hazelwood House, Highbury Hospital / QMC
Dr Katie Ward	Consultant Psychiatrist	City & South IHTT	Hazelwood House, Highbury Hospital
Vacant	Senior Specialist	MAS City and City South	Lings Bar Hospital
Vacant	Senior Specialist	MAS Mansfield and Ashfield, Newark and Sherwood	Millbrook Mental Health Unit
Vacant	Consultant Psychiatrist	Orchid ward	Millbrook Mental Health Unit

There is a Core Trainee attached to Orchid ward. The post holder will be expected to take on Clinical Supervisor role for the trainee.

Junior doctors participate in an induction course; have half day release to attend foundation courses; attend the Wednesday case presentation / journal club in addition there is an established psychotherapy training programme. Dynamic psychotherapy training is based in Nottingham. Training in cognitive and behaviour therapy is available

The MHSOP Directorate upholds the principle of person-centred care in all its services and supports staff to provide dignified and respectful care that meets assessed individual needs, supports choice and enhances wellbeing. All services provide a multidisciplinary team approach including Medical, Nursing, Psychology, Allied Health Care Professionals and Admin.

The Executive Director in Mental Health is Dr Becky Sutton, and the Clinical Directors are Dr Sujata Das and Rebecca Foxhall. There is a well-established countywide professional body of Consultants in Old Age Psychiatry providing expertise and expert opinion across the county.

Mental Health Services for Older People has been successful in developing new community focused specialist services such as the Memory Assessment Service (MAS), Dementia Outreach Service (DOS), Young Onset Dementia service (YOD) and Intensive Home Treatment Team (IHTT).

The Trust is the major provider of Mental Health Services for Older People to the populations served by Nottinghamshire County, Nottingham City and Bassetlaw CCGs. The service caters to the needs of all people suffering from dementia, regardless of age and those presenting with functional illnesses who are over the age of 65 years.

Liaison Service for Older People with Mental Health Problems, Rapid Response Liaison Psychiatry (RRLP) team, provide a comprehensive, standardised, multi-disciplinary approach for the management of older people with psychiatric illness in acute hospital. The Liaison teams are based at Kings Mill Hospital, Sutton-in-Ashfield and at Nottingham University Hospitals NHS Trust, Nottingham.

5. Details of the role

This is a 6 PA post based on Orchid Ward, a 15 bedded mixed sex ward. There are 10 beds for dementia patients and 5 beds for patients with functional illnesses. The Consultant Psychiatrist will provide clinical and medical leadership to the MDT and will lead the assessment and treatment of patients under their care. The post holder will alongside an MPAC (multi professional approved clinician), Dr David Connelly. Dr Connelly will share the responsibility for patients on the ward and will provide cover on the days the Consultant is not on the ward. He is on the ward for two and half days and will take overall responsibility for 6 patients.

The Multi-professional Approved Clinician (MPAC) Role: Where the approved clinician role is held by anyone other than a Psychiatrist, then the Trust refers to them as MPACs. The MPAC role has been in existence since the last major reform of the Mental Health Act (MHA) in 2007. It granted appropriately qualified clinicians most of the powers outlined in the Mental Health Act. An MPAC has 5(2) holding powers, can complete section 17 and 23 forms and apply for a CTO. The exceptions to the MPACs powers are:

- Initial recommendations for detention under sections 2 & 3.
- Management of treatments that the individual is not qualified or competent to oversee, such as medications and depots.

For medications and ECT, an MPAC may still act as Responsible Clinician (RC) but would need an Approved Clinician (AC) to oversee those aspects of the treatment plan. The spirit of the 2007 reforms was to match the RC role, as much as possible, to the needs of particular service user. Clearly any MDT is still going to need access to a range of professional opinion such as nursing, OT and specialist prescribing and input regarding physical health issues. However, an MPAC may still retain the RC role and overall responsibility for a particular service user. As per

current practice, an MPAC would also remain as the specified Consultant and Care Coordinator for informal and voluntary service users.

The post holder will be expected to work with a well-established, cohesive and enthusiastic MDT to maintain a high standard of clinical care for our patients.

The ward operates a 'Red, Amber, Green' system for patient management and facilitating discharge. This meeting helps the MDT review the progress and risks of every patient, provides an opportunity for the MDT to discuss treatment plans and allocate any tasks. The Consultant Psychiatrist is expected to attend this meeting wherever possible. They are required to review any new admissions to the ward to determine the holistic treatment strategy and then continue to review these patients regularly to monitor their progress. They are also expected to attend any relevant patient meetings (e.g. Admission/Discharge Planning Meetings, CPAs, etc.) and maintain good relationships with patients families and carers. The Consultant Psychiatrist will also assess and treat their patients in line with evidence based clinical practice and in keeping with the Trust clinical pathways and governance procedures. The Consultant will model good prescribing practices for this patient group in line with national guidance. The Consultant Psychiatrist will be the named clinical supervisor for a core trainee.

The post holder will be expected to have a familiarity with important relevant legislation affecting the care of older people with mental illness. The post-holder is expected to be the Responsible Clinician for 9 patients on the ward and will undertake any such duties that are specified by the Mental Health Act 1983 and in the accompanying Code of Practice (including, but not limited to working with the SOAD service, and preparing for and attending Mental Health Tribunals). The post-holder is expected to prioritise Mental Health Act Assessments for their own patients during working hours. Occasionally, there may be Section 49 Mental Capacity Act reports to prepare, but these are shared evenly amongst the consultant body and non-medical professionals.

The Trust is eager to support the development of special interest, and this is negotiable either at the time of employment or at the Annual Job Plan Review meeting which takes place with the Clinical Directors/Lead Consultant for MHSOP.

Duties and Responsibilities of this Post

- Provide medical leadership for the multi-disciplinary team leadership on Orchid ward
- Provision of medical/psychiatric assessments to inform care planning and risk assessment
- Completion of administrative tasks related to clinical responsibilities
- Maintain good clinical records using Trust's electronic record system
- Maintain a revalidation portfolio and participate in annual appraisal
- Undertake a job plan review with the Clinical Directors annually
- Maintain professional registration with the GMC and approval as an Approved Clinician and Section 12(2) approved doctor
- Attendance at team and governance meetings
- Comply with Trusts agreed policies and procedures
- Participation in the MHSOP out of hours on call rota
- Clinical supervision of junior medical staff
- Participation in the teaching of undergraduate medical students

6. Commitment to continuing professional development (CPD)

Continuing Professional Development (CPD) is highly valued within the Trust. The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists, or if not a member of the Royal College of Psychiatrists' CPD scheme, to have carried out an equivalent amount of CPD (i.e., at least 50 hours of CPD per year, 30 hours of which should be under the clinical domain) and to evidence this at their annual appraisal

The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules. It is expected that the Consultant will participate fully in this and keep up to date with mandatory and statutory training in line with Trust requirements.

The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal.

The annual study leave entitlement for Consultants is £1,200 per year and 10 days per year (30 days every 3 years), subject to approval by the Clinical Director.

The trust has a mentoring scheme for new Consultants and the post holder is encouraged to access a mentor through this scheme.

7. Clinical Leadership and Medical Management

Medical management across the Trust is led by Dr Sue Elcock, Medical Director who is supported by Associate Medical Directors, Clinical Directors, Lead Consultants, and a Chief Pharmacist. The Trust will also be recruiting to the newly created SAS Advocate post, who will promote and improve support for SAS doctors' health and wellbeing across the Trust.

There is a trust wide medical management meeting called the Mental Health Senior Medical Staff Committee that the post holder will be encouraged to attend. The post holder will be expected to;

- Be a member of the Directorate of MHSOP and attend relevant management meetings and contribution to medical advice to the Trust.
- Participation in the 1 in 13 on-call rota with Consultant colleagues (middle tier cover is always available).
- To undertake undergraduate teaching duties as required and to take an active part in the post graduate teaching programme. Attendance at the weekly journal club is expected.
- Research is encouraged, and audit activity is required. It is expected that the post holder will be involved in audit and research that is particularly relevant to the services for the elderly.
- To contribute to the running of the department and to ensure that the high quality of the service is maintained.

- The duties of the post are subject to review on an annual basis and in the light of the changing requirements of the service.

The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future leadership post such as medical management, education roles, appraisal roles, mentor roles etc.

8. Appraisal, Revalidation and Job Planning

The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance. The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.

Medical Appraisal is undertaken annually and administrated by the Medical Workforce department. Support and training will be available through the Trust's Clinical Appraisal Lead, Dr James Ellison to help the Consultant become acquainted with the appraisal process and system.

The Trust uses an electronic platform for Appraisal and Job Planning called SARD. The Medical Director is the named Responsible Officer for the Trust, and all medical staff are expected to participate fully in the process, to support Revalidation with the General Medical Council.

The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions. It emphasizes a partnership approach being taken by the doctor and their manager in this process.

The Consultant will be expected to undertake the annual Job Planning process which is carried out in collaboration with Clinical Directors. They will bring relevant data on workload to the meeting. It is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities, and accountability arrangements have changed or need to change significantly within the year.

The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules. It is expected that the Specialist will participate fully in this and keep up to date with mandatory and statutory training in line with Trust requirements.

9. Teaching and training

The Trust has a progressive Medical Education Team that supports high quality patient-centered training across the organisation. The Director of Medical Education is Dr Kehinde Junaid. The Trust runs a weekly postgraduate academic programme, consisting of case presentation and a journal club. The post-holder will be encouraged to attend and participate.

The post holder will be expected to participate in teaching the undergraduate medical students from the University of Nottingham, who attend for their regular old age psychiatry attachments. Medical students are placed regularly for the University of Nottingham Health Care of the

Elderly modular teaching. This is a module combining Old Age Psychiatry and Geriatric Medicine. The post holder will be encouraged to take part in increasing undergraduate teaching in Nottingham. During this period, they have a mixture of clinical teaching as well as tutorials and other related sessions. There are online resources for the students to access, which are supplemented with direct clinical sessions and opportunities for the students.

Teaching within the directorate, is well established with required Medical education admin support as needed. There are opportunities to get involved with taking on more Medical Education based roles as desired also.

Teaching when delivered face to face is in designated locations and on Microsoft Teams, with relevant IT support available. All consultants are expected to participate in teaching, and this is reviewed at appraisal and factored in as part of the job planning process. There are two Clinical Teaching Fellows and a team of non-medical educators to support undergraduate placement.

10. Research



We have close links with the Institute of Mental Health (IMH) and the University of Nottingham. Since its formation in 2006, the Institute has established a track record of success, with achievements in pioneering education provision and innovative, service-facing, inter-disciplinary research.

The IMH currently receives approximately £34 million in external research grants and is one of the UK's prime locations for interdisciplinary research in mental health with 33 full time and associate professors. Particular strengths of the Institute are reflected in its eight Centres of Excellence:

- ADHD and neurodevelopmental disorders across the lifespan – advancing the translation of research into practice
- Dementia – tackling one of the biggest health challenges facing the population
- Education – providing accredited and non-accredited training delivered by experts in their field
- Health and Justice – improving the understanding of and provision for mentally disordered offenders
- Mental Health and Human Rights – officially launched in 2018.
- Mood Disorders – advancing leading edge research into conditions such as depression and bipolar disorder
- Social Futures – transforming how service users, carers and professionals work together in a new community of understanding
- Translational Neuroimaging – building on recent advances in neuroscience, diagnosis and treatment

The Institute also hosts:

- The Cochrane Schizophrenia Group for the evaluation of the prevention, treatment and rehabilitation of people with psychotic illnesses

- MindTech – a National Institute for Health Research (NIHR) Healthcare Technology Co-operative focused on the development of new technology for mental healthcare.
- The NIHR Collaboration for Leadership in Applied Health Research and Care East Midlands (CLAHRC-EM)

There are a number of clinical lecturer posts for anyone intending to pursue a career in academic psychiatry. This post has no specific research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for clinical and other basic research through the University of Nottingham, and the Institute of Mental Health.

11. Mental Health Act and Mental Capacity Act requirements

The post holder would be expected to be approved as a Responsible Clinician **and Section 12(2) approved** and will be expected to renew their approval according to agreed procedures.

12. Secretarial Support and Office

The Trust strives to maximise clinical time for doctors by reducing the amount of time they spend on administrative duties as far possible and a clear structure for admin support is being developed. As such the service benefits from an established administrative support team and the post holder will have access to administrative support.

The Consultant will have access to their own desktop, laptop and mobile phone and any additional software; the functioning of both devices is supported by a centralised IT service. Similarly, they will have designated office space to consider the need for confidentiality, security of information and supervision requirements of the post. The Consultant will have administrative support to ensure that letters and reports are typed up and sent out within the time limits agreed.

13. Clinical Duties

- Provide medical leadership for the multi-disciplinary team leadership on Orchid ward
- Provision of medical/psychiatric assessments to inform care planning and risk assessment
- Completion of administrative tasks related to clinical responsibilities
- Maintain good clinical records using Trust's electronic record system
- Maintain a revalidation portfolio and participate in annual appraisal
- Undertake a job plan review with the Clinical Directors annually
- Maintain professional registration with the GMC and approval as an Approved Clinician and Section 12(2) approved doctor
- Attendance at team and governance meetings
- Comply with Trusts agreed policies and procedures
- Participation in the MHSOP out of hours on call rota
- Clinical supervision of junior medical staff
- Participation in the teaching of undergraduate medical students

14. Training Duties

An integral part of the post holder's duties will be consultation to medical colleagues and teaching and supervision of doctors in both recognised training and unrecognised service level roles. There are also medical students placed in the department with opportunities for support and development in this area. There are also opportunities for:

- Trust-wide teaching
- Participation in undergraduate and postgraduate clinical teaching
- Formal appointment to roles such as Senior Tutor, Clinical Teaching Fellow
- Participation in the training of other disciplines
- Providing educational supervision of trainees and other disciplines
- Taking part in continuing medical education within statutory limits

15. Clinical governance and quality improvement

The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the General Manager, Lead Consultant and Clinical Director.

The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with service objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.

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. **Any change to the advertised role would need consultation as well as job plan review to ensure mutual agreement.**

18. Work Programme

It is envisaged that the post holder will work 6 programmed activities over 3 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 to be devoted to Direct Clinical Care (DCC) is 4 and to Supporting Professional Activities (SPA) is 2 as per the Royal College of Psychiatrists recommendation.

Job Plan

The timetable is provision, subject to agreement with the Clinical Director and reviewed after 3 months if necessary.

Day	Time	Location	Work	Category	No of PAs
Monday	AM	Millbrook	Ward round	DCC	1
	PM	Millbrook	Journal club / Junior doctor supervision / Audit	SPA	1
Tuesday	AM	Millbrook	Ward round/ Clinical Admin	DCC	1
	PM	Millbrook	MHA related work	DCC	1
Wednesday	AM	Highbury Hospital/ Millbrook	Management meetings / CPD activities	SPA	1
	PM	Millbrook	Family meetings	DCC	1
Thursday	AM			DCC	1
	PM			SPA	1
Friday	AM			DCC	1
	PM			DCC	1
Total PAs	Direct clinical care				4
	Supporting professional activities				2

There is an opportunity to work from home half day a week, to be agreed on commencement of the post with the clinical director. Following appointment there will be a meeting at no later than three months with the clinical director to review and revise the job plan and objectives of the post holder.

A formal job plan will be agreed between the post holder and clinical director three months after commencing the post and at least annually thereafter. The timetable is indicative only.

Travel expenses can be claimed for attending courses and academic programme off-site and for home visits to see patients in the community when necessary. If the post-holder does not have a vehicle for use, post holder needs to be able to arrange their own transport by other means.

Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.

19. On-call and Cover Arrangements

Consultants share an on-call rota (currently on a 1 in 13 basis) across North Nottinghamshire at night, weekends and public holidays which includes cover for old age psychiatry and adult mental health but not learning disabilities or child and adolescent services. There is a second senior tier of on call rota provided by Specialist Trainees. This is remunerated at a rate of 1%.

Cover for leave will be provided by inpatient Consultants on Kingsley ward and Amber ward and community Consultants in Mansfield and Ashfield and Newark and Sherwood CMHT's.

20. Leave arrangements

The post holder is entitled to 19.2 days (32 days for full time posts) of annual leave plus bank holidays for the first 7 years of their service and will be eligible for 20.4 days (34 days for full time posts) days plus bank holidays thereafter.

There is an allowance of 30 days study leave over three years (10 days per year) for approved courses for which appropriate expenses up to to £1,200 maximum a year are paid with authorisation of the Clinical Director. Annual leave will be calculated pro-rata for less than full time posts. Sick leave, compassionate leave and professional leave can be used as per outlined in Trust policy.

21. 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.

22. Wellbeing

We work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being. The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff. Contact Information and services provided by Occupational Health can be found on the Trust intranet following commencement in post. Or on the internet prior to this point [Staff Health and Wellbeing Service | Recruitment \(nottshc.nhs.uk\)](https://nottshc.nhs.uk/Staff-Health-and-Wellbeing-Service)

Wellbeing support and 1-1s are available and encouraged with the Clinical Directors and with team leads. The trust has a staff wellbeing team and a robust occupational health and staff counselling offer. These services are confidential and are accessible via self-referral or referral from line managers. The Freedom to Speak Up Guardian is Simbi Sibanda.

The service promotes a positive, open, and engaging culture that is supportive and facilitative, there are clear communication channels and escalation processes should support be needed that is not felt to be forthcoming. If workload changes in relation to Job Plans this can be discussed, and scheduled job planning meetings can be brought forwards to support these discussions. We recognise the importance of ensuring a healthy work/ life balance in supporting positive well-being and where appropriate to service need flexibility around working hours/ clinic times can be negotiated. Where these changes happen when there isn't a job planning meeting scheduled, we are able to bring these meetings forwards as needed.

There are monthly medical staff meetings for peer support, supervision and learning. We offer regular mindfulness courses to staff and have regular wellbeing 'pop up' events offering a range of holistic therapies. The Trust also operates a trauma informed way of working and as such offer diffusion and debriefing to staff involved in critical incidents.

A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.

23. Equality and Diversity

All members of staff are required to support the Trust's vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.

24. Visiting Arrangements

Candidates are encouraged to learn more about the Trust [Home | Nottinghamshire Healthcare NHS Foundation Trust](#) and welcome to visit our services and meet the team using the below contact details. Main contacts are.

- Dr Sujata Das, Clinical Director Tel: 0115 9691300 Ext 10659 and Rebecca Foxhall, Clinical Director Tel: 0115 9691300 Ext 10098
- Dr Kiran Jeenkeri, Associate Medical Director Tel 0115 9691300
- Dr Sue Elcock, Medical Director, Tel: 01159691300

Person specification/selection criteria for Consultant

Abbreviations for when assessed:
from application form

S: Screening prior to short listing
P: Presentation to formal panel

A: Short-listing

F: Formal Appointments Committee Interview

R: References

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification. MRCPsych with CCT in Old Age Psychiatry	S	Qualification or higher degree in medical education, clinical research or management. Additional clinical qualifications.	A S A
ELIGIBILITY	Fully registered with the GMC with a licence to practice at the time of appointment. Included on the GMC Specialist Register OR within six months. Approved clinician status OR able to achieve within 3 months of appointment. Approved under S12 OR able to achieve within 3 months of appointment.	S S S S	In good standing with GMC with respect to warning and conditions on practice.	S
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	S		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL KNOWLEDGE AND EXPERIENCE	Excellent knowledge in speciality. Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	A F R A F R A F R F	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service.	A F

	<p>Excellent oral and written communication skills in English.</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>	<p>F</p> <p>F</p>		
ACADEMIC SKILLS AND LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training.</p> <p>Participated in continuous professional development.</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit.</p>	<p>A P F</p> <p>A F</p> <p>A F</p> <p>A P F</p> <p>A F</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 serviced evaluation.</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.</p>	<p>A F</p> <p>A F</p> <p>A F</p> <p>A</p> <p>A F</p>

Unclassified