

Job description and person specification

Consultant Forensic Psychiatrist

Post and Specialty:	<p>One post -</p> <p>Consultant Forensic Psychiatrists</p> <p>One consultant post has been created following the success of the Trust in securing a competitive tender in partnership with Practice Plus Group (PPG) to provide secondary mental health care to prisons in the Yorkshire area.</p> <p>The consultant forensic psychiatrist will provide clinical leadership to the mental health teams serving the population of the HMP Leeds, together with the possibility to support HMP Wealstun.</p>
Base:	The designated base will be within HMP Leeds, 2 Gloucester Terrace, Stanningley Road, Leeds, LS12 2TJ
Contract:	Consultant (2003)
Accountable professionally to:	Medical Director
Accountable operationally to:	<p>Regional Lead (Inclusion)</p> <p>Cluster Lead (Inclusion – working across 5 Yorkshire Prisons)</p>
Key working relationships and lines of responsibility within MPFT and Inclusion:	<p>Line Manager: Mrs Avril Culley</p> <p>Medical Lead: Dr Matt Tovey</p> <p>Head of Service: Mr Danny Hames</p> <p>Director of Operations: Mrs Alison Bussey</p> <p>Medical Director (RO): Dr Abid Khan</p> <p>Chief Executive : Mr Neil Carr</p>

Introduction

- One consultant post has been created following the success of the Trust in securing a competitive tender in partnership with Practice Plus Group (PPG) to provide mental health care in prisons within Yorkshire.
- The clinical role will cover the prisons detailed below. The posts are offered on a full time basis although there are opportunities to work part time and for job sharing.
- The post holder must be willing to undertake prison and counter terrorism clearance. They should also have section 12 (2) approval.
- Although the post holder will work primarily within HMP Leeds, there is the possibility to also undertake work at HMP Wealstun; all within around 20 miles of Leeds, with a nominated office base at HMP Leeds. Inclusion's Headquarters are at St George's Hospital in Stafford and it may be necessary to attend HQ periodically. Further to recent developments, there may also be the opportunity to undertake some clinics via the HMPSS video conferencing software, Visionable, subject to local agreement.
- Although the post holder will avail themselves of peer support locally, there will be regular opportunities for peer group support from Forensic Psychiatry colleagues based at the Hatherton Centre (Stafford), Ellesmere House (Stafford) and the Clee Building (Shrewsbury). There is also the opportunity to participate within the Trust's teaching programme and to make use of our Learning Centre; all of which is being undertaken virtually. Regular supervision will be arranged between Yorkshire and Stafford. The post holder will link in with the Medicines Optimisation Team and Pharmacy based at Trust HQ in Stafford and will be able to access the Trust's online training, policies and procedures. Regular supervision will ensure that the post holder is up to date with Trust news and is made aware of changes within the organisation and also changes to processes / structures.
- Administrative support to the post holder will be provided within the prison. The post holder will be provided with a laptop and a mobile phone and IT support will be provided by HQ.
- The post holder is expected to model their role to provide for those prisoners whose mental health needs reach the threshold normally requiring specialist secondary care.

Trust Profile

South Staffordshire and Shropshire Healthcare NHS Foundation Trust merged with Staffordshire Stoke on Trent Partnership Trust to form the Midlands Partnership NHS Foundation Trust, which is based in Stafford with excellent links to M6 (at J13 and J14) and is well served by major rail networks.

SSSFT and SSOTP formally became one trust on 1 June 2018 and the creation of Midlands Partnership NHS Foundation Trust (MPFT) has been an important milestone for local health and social care services.

Midlands Partnership NHS Foundation Trust provides physical and mental health, learning disability and adult social care services across Staffordshire, Stoke-on-Trent and Shropshire. Trust provides a vast range of community services for adults and children and specialised services such as rheumatology and rehabilitation, which are delivered in venues ranging from health centres, GP practices, community hospitals and people's own homes.

The Trust also provides services on a wider regional or national basis including perinatal, eating disorder and forensic services. It also delivers out of area sexual health services and Inclusion offer psychological and drug and alcohol services in the community and in prisons and have contracts across the country.

As an organisation the Trust serves a population of 1.5 million, over a core geography of 2,400 square miles, and employs around 8500 members of staff.

It has close links with local universities including Keele, Wolverhampton and Staffordshire.

The Trust Board is supported by five Managing Directors who are in charge of the different services and geographies we cover.

- Staffordshire Care Group
- Shropshire Care Group
- Specialist Services
- Children and Family Services

The Trust provides services across Staffordshire and Shropshire, including the city of Stoke on Trent and Telford and Wrekin. This is a big area, with a mix of rural and urban populations, both of which bring their own challenges and complexities. It also, largely through its Inclusion service, provides drug and alcohol, and IAPT (Improving Access to Psychological Therapies) services across the country, in communities and in prisons; and offers Genitourinary Medicine services in Leicestershire, as well as in Staffordshire and Shropshire.

A Keele University Teaching Trust

The Trust has close links with Keele University and has been a Keele University Teaching Trust since 2010. In 2014, the Trust recruited a world renowned Chair of Psychiatry, Professor Athula Sumathipala, and the university has also recruited to honorary senior clinical lecturer roles from amongst our body of consultant psychiatrists. The Trust has a well-developed Research and Innovation Department and the post holder will be encouraged to develop research interests.

Service Details - Inclusion Directorate

- Inclusion run a wide range of community, residential and prison based services throughout England. Services are characterised by:
 - A high level of service user involvement
 - Well trained and motivated staff
 - A respect for diversity
 - A culture of continual improvement
 - A culture which promotes partnerships
 - An understanding that harm reduction approaches are effective in improving health and reducing offending.
- These principles, together with the building of an entrepreneurial culture have underpinned the development of innovative and effective drug and alcohol services.
- Although Inclusion's headquarters are in Staffordshire, we provide substance misuse services for service users from the Isle of Wight, the Home Counties and the West Midlands. With this broad geographical base, we view Inclusion as a local provider of services both in the South, East and Midlands. Our Psychological therapy services (IAPT) are delivered to the people of the Wirral and to Thurrock in Essex.

Working arrangements

- The post holder will be expected to clinically lead multidisciplinary mental health teams delivering secondary care mental health services to the prison populations of the aforementioned Yorkshire prisons. Each prison has an integrated primary and secondary mental health team with a team leader and access to psychology and IAPT practitioners. The mental health teams within each prison comprise primary and secondary care mental health nurses, as well as IAPT workers, health care assistants, administrators and psychologists. The nursing structure is Lead Mental Health Nurse, Senior Nurses and then Staff Nurses. Because of the integrated model, there is also support to the Mental Health Team from Substance Misuse services within the prisons.

- Mental health services within HMP Leeds receive 300 new referrals per month of which 25 are referred for psychiatric assessment. It is expected that within each 3 hour clinic the post holder will be able to see 2 new cases or 4 follow up cases, or any combination thereof. The post holder will be expected to be core member of the MDT and a weekly MDT meeting will be held where new referrals and ongoing cases will be discussed, and care coordinators allocated for ongoing management.
- It is essential to build links with local acute (Leeds & York Partnership NHS Foundation Trust) and secure (South West Yorkshire Partnership NHS Foundation Trust) mental health providers to ensure continuity of care for our patients.
- MPFT (Inclusion) has a subcontract with Practice Plus Group within their healthcare contract in five Yorkshire prisons – New Hall, Wakefield, Leeds, Wealstun and Askham Grange. The subcontract is to provide psycho-social substance misuse services, Psychiatry and Psychology. Primary and secondary care mental health including administrative support is provided by Practice Plus Group. Psychiatrists working for MPFT work with Mental Health Teams from Practice Plus Group and receive administrative support from those teams. Psychiatrists, however, primarily receive clinical supervision, support with CPD and management support from MPFT. The model which was tendered for was an integrated model; this means the integration of primary and secondary care mental health as well as substance misuse. Within this model all staff work as one team, and will provide elements of all types of provision although people retain their specialisms. The effect is that all staff feel that they are working as a healthcare team as opposed to either working for Practice Plus Group or MPFT.
- The Mental Health Teams within each prison comprise primary and secondary care mental health nurses, as well as IAPT workers, health care assistants, administrators and psychologists. The nursing structure is Lead Mental Health Nurse, Senior Nurses and then Staff Nurses. Because of the integrated model, there is also support to the Mental Health Team from Substance Misuse services within the prisons.
- As well as the management structures within the Trust and the Inclusion directorate, there is a Mental Health Lead in each prison who reports to the Head of Healthcare.

- Inclusion's contract to provide services is a seven-year contract (from 2016) with an option to extend for another two years. After that period the contracts will go through tendering process again.

Prisons

HMP Leeds

HMP Leeds is a male category B local prison and remand prison. It opened in 1847 and is known locally as Armley Jail as it is located in the Armley area of Leeds. It has a capacity to hold 1212 prisoners either on remand, short sentences or prior to transfer to other prisons. Around 260 prisoners currently access mental health services.

HMP Wealstun

HMP Wealstun is a category C male training prison housing prisoners on medium term sentences, located near Boston Spa in Yorkshire. In its present form it originated in 1995 from the merger of two other prisons, which themselves had been built in 1965. It has a capacity of up to 850 prisoners. Around 200 prisoners currently access mental health services.

Clinical leadership and medical management

- The successful candidate will attend quarterly meetings for psychiatrists providing support to the prisons within our directorates. These meetings will address governance issues as well as offering a forum for continuing medical education and are currently being held virtually.
- The post holder will have the opportunity to engage in management meetings in prisons for the purpose of ensuring high quality patient care.
- As well as the management structures within the Trust and Inclusion directorate, there is a Mental Health Lead in each prison who reports to the Head of Healthcare.
- The post holder will be expected to contribute to service development and to participate in management activities within the Directorate.

- The post holder will contribute to clinical governance and will have responsibility for setting and monitoring standards. The successful candidate will contribute to audit and the achievement of CQUINS.
- At the current time, there is no support from Junior Doctors or SAS Doctors, given the ambition to have consultant delivered care.

Appraisal and job planning

- To support revalidation, the post holder will be appraised on an annual basis. Appraisal is well established within the Trust with the consultants being actively involved in the design and monitoring of appraisal system. This is administered through the medical directorate and there are a number of nominated consultants trained to carry this out.
- A job plan meeting will be held within the first three months of appointment.

Teaching and Training / CPD

- In 2010 the trust was officially recognised as a Keele University Teaching Trust and in 2014, we recruited to the Chair of Psychiatry, Professor Athula Sumathipala.
- Dr Rob Dennis is the Undergraduate Tutor in South Staffordshire. His counterpart in Shropshire is Dr Rajesh Sulake and for Physical Health, it is Dr Kieron Fernando.
- The post holder will be invited to join and to contribute to the forensic directorate's teaching program and teaching activities in the wider Trust. There will be opportunity to be involved in medical student teaching and to provide support to undergraduates at Keele University, as well as to be involved in the teaching and supervision of senior trainees from the West Midlands' Higher Training Scheme in Forensic Psychiatry who may offer sessions to the prisons as part of their training.
- The post holder will also be expected to support the delivery of a training programme for multidisciplinary colleagues in the Inclusion Directorate.

- The post holder will be expected to comply with CPD arrangements as described by the Royal College of Psychiatrists and should be in good professional standing for CPD. As an integral part of this process, the post holder will be expected to take part in regular peer group meetings; forensic psychiatrist colleagues host a peer group in Stafford once every 3 months.
- The Trust will support CPD activities including study leave and appropriate funding. The composition of the job plan will be agreed upon appointment.

Research

- MPFT has a Professorial Unit under the leadership of Professor A. Sumathipala. It is a learning organisation which supports research and continuing professional development.
- The post holder will have the opportunity to be actively encouraged in relevant audit activity. The directorate holds monthly clinical governance meetings to agree standards, to implement activities for improved clinical practice and to inform service developments.

Mental Health Act 1983 requirements

- The post holder will be required to be approved under Section 12 (2) of the Mental Health Act 1983 (as amended).

Secretarial support and office facilities

- The successful candidate will be provided with dedicated office space at the nominated prison base (to be agreed upon appointment) and they will also receive administrative support from our partner, Practice Plus Group. In addition, office space will be made available when visiting Inclusion HQ at St George's Hospital in Stafford; here they will have also have access to a network computer and will be able to avail themselves of administrative / secretarial support.

Wellbeing

- Local occupational support to the post holder is provided by Team Prevent
- The post holder will be part of the Inclusion prison psychiatrists' forum which meets on a quarterly basis for CPD and quality improvement work. Additionally, there are monthly case based discussion and problem solving forums that the post holder would be encouraged to access to support their clinical practice
- The post holder will be encouraged to join both local and regional clinical governance forums and take an active part in quality improvement.
- The post holder will be supported by a clinical and regional lead, together with the medical lead. This support structure is especially important should managerial support be needed following any adverse event.
- The post holder will be able to access Care First 24/7 telephone counselling support should they require it

Principle duties of post holder

This list is not intended to be exhaustive and will be subject to a job planning meeting with the Medical Lead, Operational manager and the Clinical Director.

- The post holder will undertake assessments and management of prisoners within the identified prisons.
- If transfers are required to hospitals, to liaise with secure hospitals and arrange timely transfer of care.
- The post holder will work collaboratively with multidisciplinary colleagues to provide high quality evidence-based care to patients in HM prisons.
- The post holder will have regard to NICE guidelines and best practice in the delivery of high-quality care.
- The post holder will have expertise in risk assessment and management and will be encouraged to provide care within a recovery framework.
- Patients with severe and enduring mental illnesses will be managed in accordance with the Care Program Approach.

- The post holder will support the delivery of a training programme for colleagues within the Inclusion Directorate.
- The post holders will cross cover each other for annual leave and other periods of absence.

Indicative Job Plan

- The job plan will include 7.5 PAs for direct clinical care and 2.5 PAs for supporting professional activities.
- Admin time – through consultation with the Medical lead and Operational manager administrative work can be done from home.
- Each post will have the following components: -
 - 5 PA's - clinical sessions used for clinics (including MDT meeting once a week for an hour)
 - 2.5 PA's – Admin time for the clinics
 - 2.5 SPA's

	Monday	Tuesday	Wednesday	Thursday	Friday	Total DCC	Total SPA
am	Clinic at HMP Leeds	Clinic at HMP Leeds	SPA	Clinic at HMP Leeds	admin	7.5 (5 clinics; 2.5 admin time)	2.5
pm	Clinic at HMP Leeds	Admin	SPA clinical governance meeting within prisons / clinical	Clinic at HMP Leeds	0.5 – Admin 0.5 SPA		

			governance or academic meeting in Stafford (or via MS Teams)				
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NOTE – Please note that this is indicative timetable only, setting out the sessions. Final timetable to be agreed with the Medical Lead and Operational Manager.

Clinical governance

- The post holder will contribute to clinical governance and have responsibility for setting and monitoring standards.
- There are governance meetings in each prison as well as a regional one over the 5 Yorkshire prisons. There are also MPFT governance meetings. The consultant can raise concerns within the prison via the Mental Health Lead and Head of Healthcare, but also through MPFT via the Regional lead or the Medical Lead. In the first instance, it is envisaged that concerns be raised within the local mental health team and then escalated if required.
- The post holder will also have the opportunity to participate in clinical audit and the continual evaluation of the service with a view to planning future service developments.

General duties

- To comply with Trust policies and procedures
- To work within the requirements of service contracts agreed with our purchasers, including compliance with nationally agreed quality standards such as the Patients Charter
- To cover consultant colleagues during periods of leave or sickness absence
- To be sufficiently flexible to meet the changing needs of the service and to take part in planning their local service

- To support revalidation, the post holder will be appraised on an annual basis. Appraisal is well established within the Trust with the consultants being actively involved in the design and monitoring of appraisal system. This is administered through the medical directorate and there are a number of nominated consultants trained to carry this out.
- To take part in a peer group which will meet regularly; this could be either locally in Yorkshire or with colleagues based in Stafford (often virtually)
- To work with commissioners, GPs, local authority and education and private/voluntary sectors in planning and provision of service
- To communicate with all key partners in an appropriate and timely way including service users and carers.
- To be involved in the assurance that NICE guidelines and best practice are being implemented within the team
- To utilise the care programme approach in the assessing and treatment of service users and their carers
- To be recovery focused
- To develop good working relationships with medical staff and other colleagues within the Trust
- To abide by the safety practices and codes authorised by the Trust. There is an equal responsibility with management to maintain safe working practices for the health, safety and wellbeing of yourself and others.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- The post holder will act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training
- To work in accordance with the Trust's policy to eliminate unlawful discrimination and promote diversity in the workplace and to positively promote at all times equality of opportunity in service delivery and employment for patients and staff in accordance with the Trust's policies, to ensure that no person receives less favourable treatment than another on the grounds of any personalised characteristic.
- To maintain an up-to-date awareness of the infection control precautions relevant to their area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health

care staff you are working with. Details of the precaution and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance such as that published by NICE.

- To operate in the best interests of the patients and the team with transparency, including the use of a shared electronic diary
- To continue to develop and improve the team through new ways of working, including supervision of non-medical prescribers and development of that role.

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.

On-call and cover arrangements

- There is no on call work attached to this post.

Leave

- Leave entitlement will be calculated according to national terms and conditions. The two posts will be mirrored in such a way so that cross cover can be provided for periods of leave and other absences. Locum cover can be provided if necessary.

Visiting arrangements

Prospective candidates are encouraged to contact:

Dr Matthew Tovey, Medical Lead, Inclusion Prisons Directorate: 01785 257888

Dr Abid Khan, Consultant Psychiatrist/Medical Director: 01785 257888

Mr Danny Hames, Head of Inclusion 01785 221662

Mr Neil Carr, Chief Executive: 01785 257888

The Trust will only be able to reimburse up to two pre-interview visits for short listed candidates.

Person Specification

	ESSENTIAL	DESIRABLE
EDUCATION AND QUALIFICATIONS	<p>Recognised basic medical degree.</p> <p>Full GMC registration.</p> <p>CCT in Forensic Psychiatry</p> <p>OR</p> <p>Eligible for inclusion on the Specialist Register (higher trainees should be within six months of CCT at the time of interview)</p>	<p>Masters or other qualifications</p> <p>Previous prison psychiatry experience</p>
CLINICAL AND PROFESSIONAL COMPETENCE	<p>Approval under Section 12(2) of Mental Health Act 1983 (or eligible for approval)</p> <p>Experience of working in UK prisons</p> <p>Approved Clinician status</p> <p>Commitment to CPD and peer supervision</p> <p>Ability to travel between Trust / prison sites.</p>	<p>Formal training in the use of risk assessment and diagnostic tools</p> <p>Expertise in the diagnosis of personality disorder and /or psychopathy.</p> <p>Evidence of reflective practice/portfolio</p> <p>Knowledge of recent developments and drug advances in forensic psychiatry</p>

	<p>An awareness of LEAN methodology</p> <p>A high level of expertise in risk assessment and management</p> <p>Ability to manage own time and to prioritise clinical workload</p> <p>A willingness to cover absent colleagues when necessary</p>	
MANAGEMENT SKILLS	<p>Significant experience of multidisciplinary and inter-agency working</p> <p>A willingness to participate in Directorate and management team meetings</p> <p>Demonstrate an understanding of the current policy context within the NHS.</p> <p>An ability to work with Trust management in the spirit of mutually supportive cooperation</p>	<p>Must be committed to developing skills in other team members</p> <p>Evidence of first-hand experience of developing services in a constantly changing environment and under tight budgetary constraints</p> <p>An understanding of contracting, finance and activity monitoring</p> <p>Motivational skills</p> <p>Commitment to service development</p> <p>Evidence of leadership skills</p> <p>Experience of undertaking investigations</p>

COMMUNICATION AND INTER- PERSONAL SKILLS	<p>Reliability and honesty</p> <p>Effective communicator verbally and in writing</p> <p>IT skills including using the internet and PowerPoint.</p> <p>Effective ambassador for forensic psychiatry</p> <p>Ability to form warm and effective team-oriented relationships with other professionals, especially colleagues within the speciality</p> <p>Committed to team development and team working</p> <p>Committed to developing skills in other team members, for example nurse prescribers</p> <p>Ability to reflect on own practice and learn from experience particularly participating in learning from serious untoward incidents</p> <p>Demonstrable ability to relate well to patients and their families</p> <p>Willingness to represent the Directorate at Trust wide meetings and in discussions with partner agencies and commissioners</p>	

TRAINING AND RESEARCH	<p>Experience of teaching and training junior doctors and other professionals</p> <p>Commitment to and experience of undergraduate and postgraduate learning and teaching.</p> <p>Experience of undertaking audit and other Clinical Governance activities</p> <p>Ability to critically appraise published research</p>	<p>Recent supervision training/experience</p> <p>Experience in different teaching methods</p> <p>Participation in case presentations</p> <p>Organisation of further teaching programs in medical or multi-professional education</p> <p>Currently undertaking audit and a published audit project</p> <p>Understanding of research methodology</p> <p>Experience of involvement in a research project and an interest in research</p>
HOW WE LIVE OUR VALUES	<p>Ability to demonstrate the positive application of our core behaviours;</p> <ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 	

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