

Swansea Bay University Health Board

JOB DESCRIPTION

Consultant Psychiatrist Community Mental Health Team Neath Port Talbot, Forge Centre

1.0 ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Unit Medical Director of Mental Health & Learning Disabilities

2.0 INTRODUCTION

We expect everyone that works for the Health Board, regardless of their role, to share and uphold our values in all that they do:

Caring for each other, in every human contact in all of our communities and each of our hospitals

Working together, as patients, families, carers, staff and communities so that we always put patients first

Always improving, so that we are at our best for every patient and for each other

2.1 Job Summary

This post will be based in the Forge Centre, Neath Port Talbot. Within the Forge CMHT the multidisciplinary team includes 1 specialty doctor, 1 junior doctor, 2 team managers, 5 community psychiatric nurses, 5 social workers, 1.5 community wellbeing officers, 1 occupational therapist, 1 psychologist and a part time advanced nurse practitioner trainee. There are also 1 medical secretary and 4 clerical staff. MDT working is integral to the functioning of several services, with the Local Authority Social Services team being integrated within the CMHT. Over and above MDT working within specialist teams, a strong culture of co-operative working has been established between the consultant psychiatrists and doctors. There are 5 Community Mental Health Teams (CMHT), Areas 1 and 2 and then the Area 3 team cover Swansea, the Forge and Tonna CMHT provide services for Neath Port Talbot.

The Mental Health Directorate is responsible for providing Adult Mental Health Services, Older People Mental Health Services, Forensic Psychiatry, Rehabilitation & Recovery Services and Substance Misuse Services. The successful candidate will work within the Adult Mental Health Service Group.

The current caseload for a consultant is around 110 patients and there are approximately 1,000 patients for the outpatient clinics. This role will support this caseload in order to build on their

experience.

The team works hard to provide support across multiple channels from duty assessments to depot clinics and outpatient appointments. This is facilitated through the strong working relationships that have been established across the multidisciplinary team. In addition, the team work closely with the inpatient wards to ensure the appropriate support is put in place both during the inpatient stay and following discharge to enable a streamlined process.

The team works hard to provide support across multiple channels from duty assessments to depot clinics and outpatient appointments. This is facilitated through the strong working relationships that have been established across the multidisciplinary team. In addition, the team work closely with the inpatient wards to ensure the appropriate support is put in place both during the inpatient stay and following discharge to enable a streamlined process.

The team embraces innovative developments such as the introduction of virtual clinics and attending virtual ward rounds in order to deliver the highest quality of care. Additionally, a new system is being introduced to improve the data that is captured and reported enabling effective information pathways.

The Service Group are actively engaged with service development and improving services to better meet the needs of its users whilst supporting staff to deliver high quality care. This post within the CMHT will strengthen the department's ability to undertake assessments, outpatient appointments and multidisciplinary meetings engaging the patients and their family and carers in the decisions regarding their care.

Service Development

The mental health service is currently undergoing a transition in order to improve the services offered to service users across the Swansea Bay footprint. This transitional service change which will alter the workload of the CHMTs through the use of an assessment and response hub. This position will be key in supporting the service group undertake this process and to offer feedback.

In addition, this position will enable the successful candidate to input into the service improvements that aim to improve mental health crisis care as this has been identified as a national priority. The Mental Health and Learning Disabilities Service Group is committed to developing a 24/7 initial access, response and triage system to provide early and proportionate responses to prevent escalation of mental health crisis. The main objectives are to:

- Ensure service users feel supported & listened to when they ask for help
- Provide access to mental health support as early as possible
- Ensure that mental health crisis is on a level with physical health care
- Provide a wide range of options and information around self-care, self-referral and support for a broad range of mental health and welfare concerns

Working across Boundaries

At the current time this post is based at the Forge Centre. We are reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions when you will be requested to work at other locations within SBU NHS Health board. We reserve the right to transfer you, following consultation, to any of its locations, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments.

2.2 Consultants and senior staff in the specialty

- Unit Medical Director of Mental Health & Learning Disabilities
- Clinical Lead
- Adult Community Mental Health Consultants
- Adult Community Mental Health Specialty Doctor
- Adult Community Mental Health Specialty Doctor
- Swansea Crisis Home Resolution Treatment Team Specialty Doctor

In addition to this, you may also have the opportunity to be supported by junior doctors within the post who will be rotated across different areas.

2.3 Other relevant staff and members of the multidisciplinary team

- Divisional Manager for the Mental Health Division
- Lead Nurse for Community Adult Mental Health
- Directorate Manager for Community Adult Mental Health
- Team Managers for CMHTs
- Community Psychiatric Nurses
- Health Care Support Workers
- Psychologist
- Occupational Therapist
- Social Workers
- Clerical workers

2.4 Support Facilities

You will have use of office facilities, secretarial support and IT provision including a computer with use of the Internet. You will be provided with login in to NHS digital systems through the National Active Directory (NADEX) and will be provided with an NHS email account which we will use to communicate with you and expect that you will review regularly.

We have public Wifi in most of our sites and you are encouraged to bring your own smartphone or tablet for mobile working. An app that allows access to the intranet and your outlook account securely will be provided for you on request.

There are designated car parking spaces for staff on all our hospital sites. At the current time there are no charges for parking by staff within Health Board sites.

3.0 MAIN DUTIES AND RESPONSIBILITIES

3.1 Clinical

In your clinical capacity, you will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness.

You will have continuing responsibility for the care of patients under your care in liaison with Consultant colleagues, allowing for proper delegation to, and training of staff. The post holder, in liaison with Consultant colleagues, will have responsibility for the proper functioning of the department in line with the operational policy/Strategic Plan of the Health Board.

You may be named in the contracts of junior staff as the person expected to act as Educational Supervisor for junior medical staff assigned to you; over seeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and Royal Colleges.

You will be required to adhere to the principles of good medical practice laid down in the guidance of 'Good Medical Practice' issued by the General Medical Council.

You will also be required to participate in the Health Board's risk management process and in clinical audit and other healthcare governance activities within the department, the directorate and the Health Board. Adherence to Caldicot Principles is mandatory. The post holder will be positively encouraged to participate in research and development in line with Health Board Commissioner and NHS priorities. Levels of audit and research activities will be agreed through the job planning process.

You will be required to participate in the Health Board's Appraisal Scheme and to formulate a Personal Development Plan, in conjunction with the Directorates Head of Medicine, to identify training and development needs. You will be expected to participate in personal and professional development to fulfill Royal College CME requirements. You will also be required to undergo annual job plan review and meet service outcomes.

The post holder will be expected to make a significant contribution to the directorate planning process through active participation in the clinical directorate structure.

You will participate in the 1 in 14 on call rota in the SBUHB area, with prospective cover. In exceptional circumstances it may also be necessary to undertake duties at other locations with the Health Board. Travelling as necessary between hospitals/clinic will be required to undertake such duties.

Domiciliary consultations may be required when clinically indicated.

The Health Board is committed to meet its obligations to minimise infection. You will be required to comply with current procedures for the control of infection, including dress-code, to challenge non-compliance by colleagues, and to attend training in infection control provided by the Health Board.

3.2 Education and Training

We place great importance on our University status and have strong educational links to the Colleges of Medicine in Swansea and Cardiff and the College of Human and Health Science in Swansea and you will be responsible for carrying out training, teaching, examination of healthcare staff and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and sometimes nationally.

A staff Education Centre at Morriston Hospital, shared with the College of Medicine, with ranked lecture theatres, seminar rooms and common rooms opened in 2015 as part of a substantial investment on the site to replace older facilities.

There is a small library and education centre at Cefn Coed Hospital to support the staff who work there. Singleton Hospital has a well-stocked library and seminar rooms for staff as well as education facilities for the College of Medicine in its own facilities. Neath Port Talbot Hospital has an education centre and library on the top floor of the main hospital building. All five libraries are integrated to provide support for students and staff across the Health Board.

[If appropriate] You will be named in the contracts of junior medical staff as the person expected to act as Educational Supervisor for those assigned to you; overseeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and medical royal colleges. Medical trainees in Wales are required to agree an educational contract jointly between them, the Health Board and the Deanery.

You will participate in the specialty's postgraduate teaching sessions.

You will also teach and train medical undergraduates in line with the Undergraduate training programme.

- Participate actively in the department's undergraduate teaching programme.
- Welcome medical students into learning environments with specific the approval of any patients involved.
- Engage and involve medical students in your clinical activities, where possible and appropriate.
- Provide informal and "bedside" teaching to undergraduate medical students where appropriate, particularly during ward rounds, in the emergency department, during outpatient clinics and during operations and procedures.
- Give feedback to medical students.
- Participate in undergraduate examinations, particularly clinical examinations for Swansea and Cardiff medical students if requested to do so.
- Be responsible to the honorary lecturer and honorary senior lecturer for the purpose of undergraduate medical education.

3.3 Opportunities

The post holder of this role will be able to explore their interests through different means with a range of opportunities being available for the post holder to develop and further their portfolio and skills. The post holder will be able to discuss their interests and create a bespoke job plan that will both provide the required clinical provision for the CMHT and support the post holder's special interests. Below highlights a number of opportunities that could be taken up as part of the post.

3.3.1 Teaching

There will be opportunities for the successful candidate to develop a specific teaching interest, develop and to take up formal, remunerated clinical teaching sessions which will be integrated into the job plan. There will be support available to develop within the teaching arena and the Service Group will support further links the post holder is interested in.

3.3.2 Research

We are a University Health Board and you will be encouraged to participate in or actively support research and development in line with our Research and Development strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

3.3.3 Quality Improvement

In addition to teaching and research opportunities, the successful post holder will have the opportunity to work with our quality improvement team and work on projects that will enhance the way in which we deliver mental health services across SBUHB. Levels of teaching, research and quality improvement activities will be agreed through the job planning process.

The service group are actively engaged in quality improvement and the teams within Adult Mental Health are embedding and developing the service. These range from quality improvement projects on discharge planning to engaging families and carers.

3.3.4 Quality and Safety

The service group have a Quality and Safety team that monitor the patient safety culture and ensures that there is robust data collection and reporting structures put in place. The team ensure data and records are available in order to conduct effective investigations into incidents, sentinel events, complaints and litigation claims. The team also support the governance structure wrapped around the teams to support in meeting deadlines and maintaining effective partnership working across the Service Group. There would be scope for the successful candidate to support this team and the different work streams associated which can be discussed and agreed within the job planning meeting.

There will be opportunities for the successful candidate to develop a specific teaching interest, develop and to take up formal, remunerated clinical teaching sessions which will be integrated into his/her job plan.

3.3.5 Medical Leadership

There will be opportunities to develop your leadership skills through acting up and taking on various responsibilities. This can be discussed and agreed as part of the job planning process should this be something the successful candidate would like to explore and develop further.

4.0 UNIVERSITY PARTNERS

4.1 Swansea University

Swansea University has been at the cutting edge of research and innovation since 1920. It has a long history of working with business and industry but today its world-class research has a much wider impact across the health, wealth, culture, and well-being of the society. It offers a compelling balance of excellent teaching and research. The University has contributed to the transformation of Swansea as a city of distinction, since 1920.

It has achieved an extraordinary level of success in recent years and the research activity exceeds that of many larger universities, yet this has not compromised the friendly and relaxed atmosphere that has always characterised the “Swansea experience”.

Its commitment to research with real-world benefits has seen it achieve their ambition to be a Top 30 Research University, soaring up the 2014 Research Excellence Framework (REF 2014) league table to 26th in the UK.

Swansea University was named University of the Year in the Whatuni Student Choice Awards in 2019 for the second time. In the prestigious Times and Sunday Times, Good University Guide 2021, it has been ranked in the top 20 for Student Experience. The University is ranked top in Wales in The Guardian University Guide 2021 for the second year running, rising from 31st to 24th nationally.

4.2 Faculty of Health and Life Sciences

The Faculty of Health and Life Sciences has been recently formed by bringing together the Swansea University Medical School and College of Human and Health Sciences. The Faculty is home to a vibrant community of staff and students, brought together by an ambition to improve the health and wellbeing and wealth of society through research, education and innovation.

The Faculty of Health and Life Sciences has a long-standing reputation for the quality of our teaching and research. The University achieved Gold in the latest Teaching Excellence and Student Outcomes Framework (TEF) which recognises excellent teaching and the Medical School is ranked 1st in the UK for research environment, and 2nd for overall research quality (REF 2014). The Medical School has been consistently ranked in the UK top 10 for the last few years.

We are a faculty with global reach and impact and we feel it is important more people benefit from what we do - whether through creating opportunities for more students to study, by increasing the reach of the real-life impacts of research, by building strong international partnerships or supporting more companies to develop through open innovation. We support health and social care partners to identify, understand and meet their workforce needs and by enabling service change through research and innovation-driven improvements in care, treatments, therapies and practices. We help drive economic development and wellbeing through investment and collaboration in world leading science, innovation and enterprise. We are at the forefront of designing and securing the medical, life science, health and social care workforce of the future.

Building on the success of the Medical School and the College of Human and Health Sciences, the new faculty will make a unique contribution to the regional, national and international challenges facing health and social care when it goes live later this year.

4.3 Cardiff Research Institutes

Across the school of Medicine, five institutes lead research that covers a spectrum from basic laboratory science to bedside practice. These are the Institute of Psychological Medicine and Clinical Neurosciences, the Institute of Infection & Immunity, the Institute of Primary Care & Public Health, the Institute of Cancer & Genetics, and the Institute of Molecular & Experimental Medicine. Alongside these research Institutes, core functions of the school are provided by the Institute of Medical Education and the Institute of Translation, Innovation, Methodology & Engagement (TIME).

The only dental school in Wales provides unique and important leadership in dental research, teaching and patient care. Located at the University Dental Hospital on Cardiff University's Heath Park campus, a 53 acre site shared with the University Hospital of Wales.

Research facilities have recently been enhanced with the £11m Henry Wellcome Building for Biomedical Research in Wales. The building includes state-of-the-art laboratories and equipment for research into Infection & Immunity, Cancer Biology and Psychiatric Genetics, adjacent to a purpose-built Clinical Research Facility.

4.5 Other University partners

The Health Board also works closely with other Colleges within Swansea University (Computer science, engineering, management) and with the University of South Wales, particularly for nurse education and also University of Wales, Trinity St. David.

5.0 MANAGEMENT AND CLINICAL LEADERSHIP

Consultants have an important leadership role in their teams and the Health Board. You will be required to work closely with your clinical and management colleagues in the safe and efficient running of services and are expected to contribute, with colleagues, to the management, improvement and modernisation of the services in which you work. You may also be asked to contribute nationally to support the NHS in Wales.

There is a requirement to work within the financial and other constraints determined by the Health Board as set out in the integrated medium term plan (IMTP) and you will be expected to contribute to the development and annual review of the IMTP. Additional expenses or resources of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, you will be expected to observe all relevant policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and non clinical matters.

You will be expected to be familiar with and comply with local and national employment and Human Resources policies and procedures in the management of employees of the Health Board.

You will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST

The core roles and responsibilities will be:

- Psychiatric history taking, including undertaking a specialist assessment of patients involving a comprehensive history, mental state examination and physical examination where appropriate; constructing formulations and arriving at Differential Diagnoses. The trainee will demonstrate the ability to request appropriate investigations involving the various domains including Bio, psycho and social aspects. The trainee will complete comprehensive risk assessments. They will accurately record the various interventions, clinical assessments in the patients' notes.
- Mental state examination on all patients.
- Physical health checks including appropriate blood tests and continued physical health monitoring where appropriate.
- Holding outpatient clinics and full involvement in the management of new and follow-up patients, including assessments, diagnostic formulations, medication reviews and liaison with other health professionals.
- Home visits where appropriate.
- Participation at CMHT meetings and referrals meetings.

The post holder will be expected to:

- Communicate effectively with patients and colleagues, including multidisciplinary team working.
- Demonstrate the knowledge skills and behaviour to manage time and problems effectively.
- Develop the ability to conduct and complete audit in clinical practice.
- Teach and educate patients, family and carers effectively.
- Act in a professional manner at all times.

- Develop the habits of lifelong learning.

The successful candidate will be required to undertake a consultant role comprising of assessments, reviews and working within an MDT to develop individualised pathways. You will be required to attend once weekly MDT meetings. There are templates within the team to support and work effectively together to deliver high quality care for their patients and to support the staff team. There will be support from the medical secretary.

The post holder will be part of a multi-professional team which includes Medical staff, Nurses, Social Workers, Support Workers, Psychologists and Occupational Therapists, Physiotherapists and Speech and Language Therapists. The postholder is expected to provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness. You will be expected to support/supervise other members of the MDT in the care of patients with mental ill health.

The post holder is expected to demonstrate a commitment to delivering excellence in clinical care, to work effectively with multi-disciplinary community teams and inpatient teams to promote the safety and well-being of the patients.

The CMHT will hold regular Clinical Governance/Audit meetings. The post-holder will be expected to audit their practice and to contribute to these meetings in rotation with the other consultant psychiatrist.

The service works closely with our partner organisations, both statutory and voluntary, and has established links with local General Practitioners.

The post-holder is expected to respect the rights and dignity of patients, to consider the individual and cultural need of patients and to work with families and carers in the best interest of the patient.

You will be required to participate in the on call rota. This is undertaken on a non-residential basis and at present this is on a 1:14 basis. The majority of the work will be based upon providing in hours and out of hours telephone advice and support. From time to time the post-holder will also need to assess patients out of hours in person.

You will be responsible to provide the Mental Health and Learning Disabilities Service Group with evidence of your status as an Approved Clinician, if not already approved in Wales you will need to apply to Betsi Cadwaladr Health Board for conversion.

You will be responsible to update yourself regularly with changes to and uses of the Mental Health Act to ensure you are able to fulfil the role of a responsible clinician.

You will be responsible to be familiar with the use of the Mental Capacity Act and update yourself with changes as appropriate

7.0. PROVISIONAL WORK PROGRAMME

The provisional work programme is attached at Appendix 1.

This job plan which will be subject to review in accordance with paragraph 30(d) of the Medical and Dental Staff (Wales) Handbook (1 December 2003).

8.0 GENERAL INFORMATION FOR APPLICANTS

If you are related to any member of staff in a senior officer position in the Health Board you should

clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.

Whilst you must note that canvassing of any member of the Advisory Appointments Committee or the employing Health Board will disqualify you, we encourage applicants to seek further information about the post and you may wish also to approach University partners about academic opportunities.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The nature of the work of this post is exempt from the provisions of Section 4 [2] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Travelling expenses will be reimbursed for only one pre interview visit and only then if you are selected for interview. In the case of travelling from abroad, traveling expenses are payable only from the point of entry into the UK. In the event of the successful candidate declining the offer of employment, no expenses will be reimbursed.

Reimbursement for Relocation Expenses when appointed will be considered and will be in accordance with the Health Board policy at the time of appointment.

You will be required to declare at all times any financial interests you may have in respect of agencies with whom the Health Board may enter into contract for the supply of goods and/or services. These will include the receipt of hospitality, funding for travel or conferences or goods in kind. Such interests should be communicated, in writing to Board Secretary and also declared on any application for study or professional leave.

The terms and conditions of service, including pay, are determined by the Medical and Dental Staff (Wales) Handbook and the General Whitley Council Conditions of Service and any changes to those conditions which the Minister for Health & Social Services may authorise from time to time.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in your contract of employment.

Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly.

If you wish to undertake private practice work you may do so, provided that you continue to meet all the obligations of your job description and personal job plan in regard to the discharge of your NHS work. There must be no conflict of interest between your NHS and private work which should be carried out in un-contracted time that is clearly identified in your job plan.

Your private residence shall be maintained in contact with the public telephone service and given the particular nature of your work you are required to live in a location which is within reasonable travelling time from your place of work as agreed with your Clinical Lead, unless specific approval is given in advance to your residing at a greater distance, by the Unit Medical Director.

Job Limitations

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality

In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Employee Wellbeing

It is the policy of SBU to promote the importance of employee well-being for a healthy working environment. The Health Board's aim is to maximise attendance and improve productivity through the process of risk management, and by the identification of stressors for staff and the introduction of control measures to reduce these stressors.

Swansea Bay University Health Board (SBU) has a legal obligation for the general health, safety and emotional well-being of its employees and is therefore committed to promoting a healthy and supportive working environment because it believes its staff is its most important asset and that their well-being is essential to effective work performance and the provision of high quality services.

The promotion of an effective employee well-being culture will be communicated to staff via the intranet, Occupational Health Support, SBU social media, Wellbeing Champions and Wellbeing notice boards, through awareness raising activities such as National Stress Awareness Day and preventative programmes/workshops, as well as educative activities such as Staff Induction and Manager Development programmes.

Equality and Human Rights

The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

The HB is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

Dignity at Work

The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report and form of bullying and harassment to their Line Manager or to any Director of the organisation.

Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children

The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

No Smoking: To give all patients, visitors and staff the best chance to be healthy, all Health Board sites including buildings and grounds are smoke free.

9.0 DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO CHILDREN AND VULNERABLE ADULTS

In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. The DBS is authorised to disclose in confidence to SBU Health Board's nominated officers, details of any criminal record, including cautions and bind over orders and "spent" convictions.

You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

10. DETAILS FOR VISITING BEFORE INTERVIEW

Candidates who may wish to seek further information or who would like to arrange to visit the Health Board are invited and encouraged to contact:

Dr. Richard Maggs

Unit Medical Director

Richard.Maggs@wales.nhs.uk

Dr. Mohan Gangineni	Acting Clinical Lead	Mohan.Gangineni@wales.nhs.uk
Dr. Muthukkummar Gnanavel	Acting Clinical Lead	Muthukkumaar.Gnanavel@wales.nhs.uk

**CONSULTANT PSYCHIATRIST
PROVISIONAL JOB PLAN (may be subject to alteration)**

POWH - Princess of Wales Hospital, NPTH – Neath Port Talbot Hospital, SH – Singleton Hospital, MH – Morriston Hospital, CCH – Cefn Coed Hospital, COM – Community setting

	SESSIONS	HOURS	HOSPITAL LOCATION	TYPE OF WORK (Indicate any travel time)
MONDAY AM	1	3.5 – 4.0	Forge Centre	DCC Outpatients Clinic and allocation meeting
MONDAY PM	1	3.5 – 4.0	NPTH/CCH	SPA Postgraduate/Consultant Meetings
TUESDAY AM	1	3.5 – 4.0	Forge Centre	DCC Outpatients Clinic
TUESDAY PM	1	3.5 – 4.0	Forge Centre	SPA Supervision/CPD/Teaching
WEDNESDAY AM	1	3.5 – 4.0	Forge Centre	DCC Outpatients Clinic
WEDNESDAY PM	1	3.5 – 4.0	Forge Centre	DCC patient admin, report writing
THURSDAY AM	1	3.5 – 4.0	Forge Centre	DCC Outpatients Clinic
THURSDAY PM	1	3.5 – 4.0	Forge Centre	DCC Outpatients Clinic
FRIDAY AM	1	3.5 – 4.0	Forge Centre	DCC Community team meeting and Outpatients Clinic
FRIDAY PM	0.6	3.5 – 4.0	Forge Centre	SPA
ON CALL	1:14			On call

Total: 7 Direct Clinical Care sessions and 3 Supporting Professional Activities sessions.

The post holder will also be expected to be available to provide consultant led support to patients within the CMHT. The structure of this support may vary as the service development and improvement is embedded to allow for feedback and further changes. All sessions are based at the Forge Centre, Neath Port Talbot, so no travel time is currently included in the job plan. Lunch and break times should be observed as per national standards.

This is a standard 10 session job plan (37.5hrs) which will be subject to review, three months after appointment and then no less frequently than annually.

Opportunities for additional direct clinical care (DCC) sessions and the requirement for and use of time for Supporting Professional Activities (SPA) will be discussed with you at each job plan review, however in the first three months it is expected that you will use one SPA session to ensure that you are introduced successfully into the Health Board.

By mutual agreement, one SPA session may be carried out outside the Health Board and any un-contracted time must be identified clearly.

The successful candidate is encouraged to develop a subspecialty interest; participate in teaching and research.

It is expected that you will receive mentoring from a consultant colleague who will be identified to you at appointment to help support your transition into the Health Board and early years working with us.

