



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

MENTAL HEALTH AND LEARNING DISABILITIES SERVICE GROUP

PERSON SPECIFICATION

| Job Title: CONSULTANT IN GENERAL ADULT PSYCHIATRY | | | | | |
|---|----------------|----------------|------------------|----------------|-------------------|
| Criterion | | | How it's Tested | | |
| Qualifications | Essential ✓ | Desirable ✓ | Application ✓ | Interview ✓ | Presentation ✓ |
| Registered with the GMC | ✓ | | ✓ | | |
| Licensed to practice | ✓ | | ✓ | ✓ | |
| On Specialist Register with GMC as a specialist in General Adult Psychiatry or eligible for CCT within 6 months of date of interview and have passed exit exam or a statement of eligibility for registration issued by PMETB or a primary medical qualification and recognized specialist qualification from a European Member State which will allow direct entry to the GMC Specialist Register | ✓ | | ✓ | | |
| Further relevant degree/diploma | | ✓ | ✓ | | |
| Teaching qualification/Higher qualification in medical education | | ✓ | ✓ | | |
| Experience | | | | | |
| Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff ("Working Together") | ✓ | | ✓ | ✓ | |
| Evidence of working with management and clinical colleagues to improve a service ("Always Improving") | | ✓ | ✓ | ✓ | |

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| Values partnership with other agencies <i>("Working Together")</i> | ✓ | | | ✓ | |
| Development and commissioning of local mental health services | | ✓ | | ✓ | |
| Evidence of teaching and training of post/undergraduate clinical staff | ✓ | | ✓ | ✓ | |
| Evidence of initiating, progressing and completing audit | ✓ | | ✓ | ✓ | |
| Experience of research in mental health | | ✓ | ✓ | ✓ | |
| Experience of the requirements of the role of Approved Clinician under the Mental Health Act 1983 | ✓ | | ✓ | ✓ | |
| Skills & Abilities | | | | | |
| Effective leadership; ability to take responsibility and demonstrate leadership when appropriate | ✓ | | ✓ | ✓ | ✓ |
| Understands the importance of effective Team Working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change <i>("Working Together")</i> | ✓ | | | ✓ | ✓ |
| Understands and can apply the principles of Prudent Healthcare <i>("Caring for each other")</i> | ✓ | | | ✓ | ✓ |
| Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly <i>("Caring for each other")</i> | ✓ | | ✓ | ✓ | ✓ |
| Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the service <i>("Always Improving")</i> | | ✓ | | ✓ | ✓ |
| Understands information systems and technology | ✓ | | | ✓ | |
| Clinical Skills including competence of using the Mental Health Act 1983 and the Mental Capacity Act 2005 | ✓ | | ✓ | ✓ | |
| Personal Attributes | | | | | |
| Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks | ✓ | | ✓ | | |

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|--|---|--|---|---|--|
| Ability to undertake on-call | ✓ | | | ✓ | |
| A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service (<i>“Always Improving”</i>) | ✓ | | | ✓ | |
| Enthusiasm to take a lead role in clinical development | ✓ | | ✓ | ✓ | |
| Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals | ✓ | | ✓ | | |