

SWANSEA BAY UNIVERSITY HEALTH BOARD

JOB DESCRIPTION

CONSULTANT IN GENERAL ADULT PSYCHIATRY (Full-time)

SWANSEA NORTH

1. ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Clinical Director with ultimate accountability to the Chief Executive

2. 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

3. BASE

Ty Einon Centre CMHT, Princess Street, Gorseinon, Swansea SA4 4US

4. TOTAL NUMBER OF PAs

10

5. ACCOUNTABLE PROFESSIONALLY TO

Medical Director, Dr Richard Maggs

6. MANAGERIALLY ACCOUNTABLE TO

Lead for Swansea Adult Services, Dr Donald Provan

7. SWANSEA BAY UNIVERSITY HEALTH BOARD DETAILS

Swansea Bay University Health Board (formerly ABMU) was created on April 1, 2019 after responsibility for providing healthcare services in the Bridgend County Borough Council area passed from ABMU to the new Cwm Taf Morgannwg University Health Board.

Swansea Bay UHB covers a population of around 390,000 in the Neath Port Talbot and Swansea areas and we have a budget of around £1bn. The health board employs approximately 12,500 staff.

It has three major hospitals providing a range of services: Morriston and Singleton in Swansea, and Neath Port Talbot Hospital in Baglan, Port Talbot. We also have a community hospital and primary care resource centres providing clinical services outside the main hospitals.

Primary care independent contractors play an essential role in the care of our population and the health board commissions services from GPs, opticians, pharmacists and dentists across the area.

We have 49 GP practices in our Health Board area, 72 dental practices including orthodontists, 31 optometry practices and 92 community pharmacies.

The Welsh Centre for Burns and Plastic Surgery at Morriston Hospital covers not only south and mid Wales, but the south west of England. Morriston also delivers one of two cardiac surgery services in Wales.

Other specialist services provided by the Health Board included cleft lip and palate, renal, fertility and bariatric (obesity).

The Health Board is part of A Regional Collaboration for Health (ARCH), which is a partnership with Hywel Dda University Health Board and Swansea University.

ARCH is a unique collaboration project aimed at improving the wellbeing and wealth of south west Wales

The Health Board has close links with Swansea Medical School which was founded in 2004, with the inception of the graduate entry medical training based in Swansea College of Medicine. There are two Professors of Psychiatry within the University.

Local Services are involved with the development of health professional training courses at the University, including medicine, and provide placements for a range of students, as well as students from Cardiff Medical School.

8. DETAILS OF MENTAL HEALTH SERVICES IN SWANSEA

Community Teams

The advertised post is in the Swansea area which has an approximate population of 230,000. Mental Health Services in Swansea are arranged into three sectors; Area 1 covering South West of Swansea and Gower, Area 2, covering central Swansea, Area 3 covering North Swansea. The population that Swansea North covers is approximately 90,000. There are equivalent teams for Older People's Mental Health Services (OPMHS.)

Inpatients

Inpatient beds for adult patients in the Swansea area are provided at Cefn Coed Hospital. Within the hospital there is one male ward (20 beds) and a female ward (14 beds). There are 2 WTE Consultant Psychiatrists who take responsibility for acute general adult in-patients. In addition to these wards there are three OPMH wards, a low secure ward (12 beds) based in Bridgend and an 18 bedded rehabilitation ward on an adjacent site to Cefn Coed hospital.

Assertive Outreach Team & Crisis Response and Home Treatment Team

In addition to these services there is an Assertive Outreach Team based at the Ty Einon Centre and a Crisis Resolution Home Treatment Team based at the Orchard Centre in central Swansea.

These cover the adult population for Swansea. There is a separate team for Neath Port Talbot.

Psychological Services

Are provided by Psychological and nursing staff and are integrated in to the Community Teams as well as being allocated to inpatient wards.

There is a specialist service for patients with eating disorders and a service providing Dialectical Behavioural Therapy for patients with emotionally unstable personality disorder.

Liaison Psychiatry

There is a 1.0 WTE Old age Liaison Psychiatrist, 2.0 WTE General adult Liaison psychiatrist based at Morriston General Hospital in Swansea along with one WTE Specialty Doctor and a team of Liaison nurses to assess patients in A and E.

Local Primary Mental Health Support Service

This has been developed in Swansea Bay University Health Board in accordance with the requirements of the Mental Health Measure for Wales 2010. There is a team in each locality in Swansea Bay University Health Board (Swansea and Neath Port Talbot). The teams provide assessment and a range of psychosocial interventions for patients with mild-moderate mental illness.

Substance Misuse

There are 2.0 WTE Substance Misuse Consultants for the Health Board.

9. DETAILS OF THE POST

The advertised Consultant Psychiatrist post will be joining a team of two consultants within the Area 3 Community Mental Health Team (CMHT) which covers the entire North half of Swansea. This has a population of approximately 90,000. The CMHT is multi professional with both Local Authority and health service staff.

The other consultants in the team are:

Vacant Post (ten sessions)
Professor Keith Lloyd (four sessions)

The post is a community post and there is no regular requirement for any in-patient work, although liaison with the in-patient service is expected when necessary. In-patient beds are provided at Cefn Coed Hospital Swansea which is about six miles away from the CMHT base.

The post is a replacement post and is one of 8 WTE Consultants in General Adult Psychiatry providing mental health services to the Swansea area.

The CMHT covers the entire North area of Swansea. This area receives approximately 100 referrals per month which are discussed and allocated at daily multidisciplinary team meetings. Usually around 33% are allocated to medical outpatients. Consultants in the team do not have their own sectors but patients are allocated according to a weekly rota. This post will receive 50% of referrals over an 8 week rota period.

The current outpatient caseload for the advertised post is around 600 patients roughly half of which are care co-ordinated by members of the CMHT.

The area partly comprises the LSOA of Penderry which has a Welsh Index of Multiple Deprivation score of 70.4 making it the 14th most deprived out of the 1896 LSOA's in Wales.

The CMHT consists of 8 WTE CPNs, 6 WTE Social Workers, 6 WTE Healthcare Support Workers and 1 WTE Psychologist. 2.5 WTE Medical Secretary and 3 WTE admin staff.

10. SUPPORT TO THE POST

The medical team for the post consists of:

- 1.0 WTE Consultant Psychiatrist
- 1 WTE Speciality Doctor
- 1 WTE CT 1-3 trainee who time is shared between the team. The post holder would be expected to have 50% of the Core Trainees clinical time.

There is a full time medical secretary (band 4) attached to the post. There is a private office with a personal computer.

11. MAIN DUTIES & RESPONSIBILITIES

You will be responsible for providing the Delivery Unit with evidence of your status as an Approved Clinician in Wales and 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 familiar with the use of the Mental Capacity Act and update yourself with changes.

The post holder will provide medical leadership to Area 3 Community Mental Health Team and provide a comprehensive psychiatric service to the Area. They will provide assessment, diagnosis and guidance on the management of complex cases.

For example:

- When there is a risk of self harm, harm to others, or risk of neglect.
- Diagnostic uncertainty or complexity.
- Where the interaction of potential illness and personality factors is to be evaluated.

They will be expected to take a lead on a multi-disciplinary reviews of complex cases, particularly where aspects of the Mental Health Act need to be given consideration.

To provide advice and initiate prescription of medication used to treat mental health problems.

To monitor initial progress and when stable/in remission to provide guidance to GPs about continued prescribing.

The post holder is expected to be available on the days they work for patient consultation (to be finalised in individual job planning).

The post holder will be expected to play a role in supervision of clinical work by other team members.

The post holder will be expected to act as Responsible Clinician and take part in Mental Health Assessments.

The post holder will participate in the training and supervision of junior medical staff and medical students appropriate to their level and experience.

They will support and participate in Clinical Governance in audit. The post holder will be expected to provide cover (prospective and emergency) for consultant colleagues.

The post holder will have a line management responsibility for junior doctors working in the team and will also be expected to participate in local consultant meetings and encouraged to give clinical input to groups considering service issues.

The post holder would be required to liaise with the Crisis Resolution and Home Treatment Team and the inpatient unit as necessary.

12. CPD & SUPERVISION

The successful candidate will be expected to maintain good standing with the Royal College of Psychiatrist with regard to continuing professional development.

There is a local group which meets quarterly for peer review CPD.

The health board supports continuing professional development and has a well attended post graduate programme. There is a study leave budget and also a policy covering attendance at courses outside the health board. The post holder will have the opportunity to undertake 30 days study leave over a 3 year period. Further information is contained in the study leave policy.

13. OTHER ADULT PSYCHIATRISTS IN SWANSEA

Dr Imad Ali, Consultant Adult Psychiatrist, Swansea.

Dr Adeel Siddiqui, Consultant Adult Psychiatrist, Swansea.

Dr Nigel Evans, Consultant Adult Psychiatrist, Swansea.

Dr Ian Collings, Consultant Psychiatrist in Rehabilitation Psychiatry, Swansea.

Dr Donald Provan, Locum Consultant Adult Psychiatrist, Swansea.

Dr Richard Maggs, Consultant Psychiatrist, Low Secure Services, Swansea.

Professor Keith Lloyd, Consultant Psychiatrist, Swansea.

Dr Jo Noblett, Consultant Adult Liaison Psychiatrist and Perinatal Psychiatrist, Swansea.

Dr Natalie Hess, Consultant Adult Liaison Psychiatrist, Swansea

Dr Mini Manoj, Consultant Adult Liaison Psychiatrist, Swansea

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14. CLINICAL LEADERSHIP

Line management of this post is the responsibility of Dr Donald Provan, Lead for Adult Services in Swansea. Professional Leadership including appraisal is the responsibility of Dr Richard Maggs, Medical Director.

15. APPRAISAL AND REVALIDATION ARRANGEMENTS

The Post holder will be expected to undertake annual appraisal and a list of appraisers is available within Swansea Bay University Health Board.

16. JOB PLANNING

Job Planning occurs annually. Allocation and use of SPA sessions will be discussed with the successful candidate.

17. TEACHING AND TRAINING

You may be responsible for carrying out training, teaching, examination and accreditation duties as required, and for contributing to and participating in post graduate medical education activity locally and nationally.

There is a well equipped library and IT facilities within the Postgraduate Education Centre based at Cefn Coed Hospital.

The post holder will be responsible for supervision for any trainees attached to the post according to the Royal College of Psychiatrist Guidelines and Royal College of General Practitioners.

There will also be supervision responsibilities with regards to medical students on placement from both Cardiff and Swansea Medical Schools.

18. RESEARCH

The post holder will be encouraged to participate fully in current research projects and to initiate their own projects in line with Health Board protocols. Levels of research activities will be agreed through the job planning process.

19. CLINICAL GOVERNANCE

You will be required to co-operate with your team in the efficient running of services and will be expected to share with Consultant colleagues in the medical contribution to management obligations and modernisations for the service.

You will be required to work in close co-operation and liaison with colleagues both within and outside of the Health Board as appropriate, in multi professional and multidisciplinary team environments.

There is a requirement to work within the financial and other constraints decided upon by the Health Board. Additional expenses of any kind must not be committed without the approval of the appropriate manager/ budget holder.

Involvement with audit is encouraged and there is support available from the Audit Department within the Health Board. Time to engage in audit can be rationalised via the job planning process.

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

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

The post holder will be required to ensure that arrangements are in place for ensuring that medical staff that they line manage are allocated duties in accordance with the work of the speciality and within the level of their competence.

20. ON-CALL ARRANGEMENTS

The post holder will participate in the 1 in 14 on-call rota (pro rata) in the Swansea area, with prospective cover.

On-call covers the Swansea area only for General Adult & Old Age patients. There are separate rotas for CAMHS and Learning Disability patients.

21. LEAVE AND COVER ARRANGEMENTS

Consultants in the Swansea Bay University Health Board are entitled to 33 days annual leave per year pro rata plus 8 bank holidays. Cover for leave is the responsibility of the Consultant and is arranged via cross cover with colleagues.

Study leave entitlement is 30 days in a 3 year period.

**CONSULTANT ADULT PSYCHIATRIST SWANSEA
PROVISIONAL JOB PLAN**

(The following Job Plan will be subject to alteration)

	PA	Hospital/Location	Type of work (indicate any travel time)
Monday am	1	Ty Einon	Secondary Care Reviews
Monday pm	1	Cefn Coed Hospital	Postgraduate meeting /Consultant meeting/(1 SPA)
Tuesday am	1	Ty Einon	Admin/MDT Meeting
Tuesday pm	1	Ty Einon	Emergency Clinic Reviews/MHA work
Wednesday am	1	Ty Einon	Supervision/Teaching/CPD/Audit (1 SPA)
Wednesday pm	1	Ty Einon	Secondary Care Reviews
Thursday am	1	Ty Einon	Primary Care Liaison Clinic
Thursday pm	1	Ty Einon	1 SPA
Friday am	1	Ty Einon	Primary Care Liaison Clinic
Friday pm	1	Ty Einon	Admin
ON-CALL	1:14		

22. GENERAL INFORMATION FOR APPLICANTS

Applicants who are related to any member of staff in a senior officer position in the Swansea Bay University Health Board should clearly indicate in their application the name of the officer to whom they are related and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee of the employing Health Board will disqualify them. This should not, however deter any candidates from approaching any person for further information about the post.

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). Applicants are therefore, not entitled to withhold information about convictions under the Act and in the event of employment: 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 one pre interview visit for those candidates selected for interview, and for the interview. In the case of candidates travelling from abroad, travelling 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 will be considered for the successful applicant and will be in accordance with the Swansea Bay University Health Board policy.

You will be required to declare any financial interests you may have in respect of agencies with whom the Swansea Bay University Health Board may enter into contract for the supply of goods and/or services. Such interests should be communicated, in writing to the Chief Executive.

The terms and conditions of Service, including pay, 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 First Secretary and National Assembly for Wales 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.

Your private residence shall be maintained in contact with the public telephone service and normally no more than 30 minutes travel time from your base hospital unless specific approval is given by Swansea Bay University Health Board's Medical Director, to your residing at a greater distance.

23. 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 Criminal Records Bureau (CRB) on the possible criminal background of the successful candidate for this post. The CRB is authorised to disclose in confidence to Swansea Bay University Health Board's nominated officers, details of any criminal record, including cautions and bind over orders and "spent" convictions.

The successful candidate 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.

24. DETAILS FOR VISITING

Candidates who may wish to see the Department are invited to contact:

Dr Richard Maggs	01656 753450
Dr Donald Provan	01792 561155