

Consultant Psychiatrist

job description and person specification

Post and specialty:	Consultant Psychiatrist in Learning Disability – Part Byron inpatient ward and Liverpool Community		
Royal College of Psychiatrists approval details:			
Base:	Byron Ward – Hollins Park Hospital, Hollins Ln, Winwick, Warrington WA2 8WA Community - Norris Green Hub, Parthenon House, Falklands Approach, Liverpool L11 5BR		
Contract:	10 + 10% R&R		
	Total PAs: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Deputy Chief Medical Officer: Anna Richman		
Accountable operationally to:	Clinical Director – Mark Barsoum		
Key working relationships and lines of responsibility:	Line Manager : Mark Barsoum Operational Managers : Julia Musker Director of Secure Division: Steve Newton Responsible Officer : Noir Thomas Deputy Chief Medical Officer: Anna Richman Chief Medical Officer: Noir Thomas Chief Executive : Dr Joe Rafferty Contact via Dr Mark Barsoum – Clinical Director - 01517024012		

1. Introduction

Mersey Care NHS Foundation Trust is one of the largest Trust in the North West providing physical and mental health services and serving more than 11 million people.

We offer specialist in-patient and community services that support a physical and mental health and specialist in-patient mental health, learning disability, addiction and brain injury services Child and Adolescent Mental Health Services (CAMHS).

Mersey Care is one of only three trust in the UK that offer High Secure mental health facilities.

Our vision

Our vision is to strive for perfect, whole person care that helps people live happier, healthier lives.

Our mission

We are committed to delivering the **very best possible life-long care** in physical health, mental health, learning disabilities and addictions services. We are passionate about advancing the health of the people and communities we serve. We will achieve this through pursuing **clinical excellence** and **whole-person care, involving the people we serve** in every aspect of their care and through prevention and early intervention to help people keep well and **living well at home for longer**.

The care we offer is **built on strong relationships**, and we will work side-by-side with our staff, other organisations, and with people and communities themselves to activate, innovate and continually improve the prevention, treatment and support we provide. Together, we believe we can **exceed expectations of the health, care and wellbeing available** to the people we serve.

Our values are; Continuous improvement, Accountability, Respect, Enthusiasm and Support.

What we stand for

Mersey Care believes that service users, carers and staff should all be treated with dignity and respect, and be valued as citizens.

Our Strategic Objectives:

Our Services: We will combine clinical excellence with prevention and integration in our services to improve the health of the people and communities we serve.

Our People: More people will choose to work at Mersey Care. We will develop a deeper understanding of the people and communities we serve, and patients will have more control over their health.

Our Resources: We will use our resources – buildings, IT and money – to enable clinical excellence, prevention and integration in our services.

Our future: We will be a good partner and use our clinical and research expertise to tackle inequalities, improve services and outcomes for our populations.

Mersey Care NHS Foundation Trust covers the following areas:



2. Trust details

As of the 1st June 2021 we employ over 11,000 staff which makes us one of the largest health care employers in the North West. We provide in-patient facilities for approx. 1,000 patients and this includes one of only 5 in-patient addiction services in the country. Community support is at the heart of our organisation and we provide the biggest IAPT services in the NHS. Since 2012 we have undertaken over 5000 social prescriptions. We service 6 local authorities including Liverpool, Sefton, Knowsley, St Helens, Halton and Warrington. We are one of three providers of High secures services and the largest provider of specialist forensic learning disability services. With a turn over of over 573m we serve a population of over 11m people in the North West and beyond.

Mersey Care CMHT Transformation – Community Excellence Plan

Mersey Care Community services are in an evolving position to align and deliver on the principles of the Community Mental Health Framework through our Community Excellence Program. The Trust is an early implementer site, having won one of the competitive bids awarded by NHS England transformation funds and has already launched the Step Forward service an enhanced psychological intervention service for those individuals with complex needs who require a more intensive structured psychological intervention ensuring that evidence based psychological interventions are delivered in a timely manner to those who need them most.

The aim of the community model is to deliver a whole population approach that is integrated and maximises on the work at the interface between Primary and Secondary care. We have already established these working models in parts of our service which have demonstrated great success in managing both the demand and the need for services at local level by working collaboratively with primary care and other partners. This work results in a reduction of up to 40% of our

referrals and has maximised the opportunities for working collaboratively alongside our GP colleagues with those individuals who may experience mental health needs but who do not require to be on the CMHT caseload, consequently caseload sizes are reducing significantly in sites where this work has already been implemented.

Community Mental Health Teams will be aligned to the Primary Care Networks and Integrated Care Teams we will work with smaller secondary care caseloads, utilising structured interventions but will have an active role in delivering a population based approach. The opportunities for Consultants will be to have a varied experience in their post, in work that is dynamic and which will require leadership to engage and work with partners across the boundary of primary and secondary care. Providing care that is consultant led but delivered as part of a multidisciplinary team and maximising on the assets

3. Service details

The LD services in Liverpool have a 9 bed in patient unit (Byron Ward, based at Hollins Park Hospital in Warrington), a 5 bed respite unit in Central Liverpool called Wavertree Bungalow and community LD services that are based at Norris Green Hub.

The post holder will have RC responsibility for patients on the Byron Ward and a small community patch in Liverpool (L15/16/17/18/19/24/25/26/27). The area covered is south and central Liverpool which has areas of deprivation as well as affluence. Post holder will be based at Norris Green hub where his/her medical secretary and Nurse Practitioners are also based.

Other consultants within the LD service include Dr Durairaj who is Consultant in LD for the community for Liverpool, Dr Harpin, Consultant in LD for Sefton Community (LTFT) and Dr Mansour (long term locum) Consultant in LD for Sefton Community. Dr Gladstone, Consultant community Warrington, Dr Dinnahalli, Consultant for Knowsley.

Byron Ward will take patients from Liverpool and Sefton and are also commissioned to take two patients from Lancashire if they need to admit.

Byron Ward is based at Mersey Care NHSFT, Hollins Park Hospital Site, which has a wide number of wards and community services.

Norris Green hub is a CMHT hub for community adult/older adults/community LD, based at Norris Green in North Liverpool L11 area.

The post has arisen due to the previous post holder resigning to move out of area. The post holder will be primarily based at Byron Ward but also provide support to a small patch of 84 LD patients in the community. The Byron Ward has 9 beds. The post holder will be looking after patients that are admitted there from Liverpool/Sefton/Lancashire. The post holder will be supported by a MDT and junior doctor (commonly CT2/CT3). Ward Rounds are held on the Byron Ward maintaining SD twice a week. MDT comprises nursing staff, OT, Psychologists, SW families and care agencies. Post holder will be responsible for external meetings and Tribunals/Court Reports that may arise from the in patient case load. The Byron Ward comprises – 2x nurses per shift (early shift and late shift), 1x night nurse, 1x OT, 28 support workers,

3 Deputy ward Managers, 1 Ward Manager, 1 Ward clerk.

Currently Byron ward only has limited patients and closed to new admissions as plans are to move to a new site which the postholder would continue to be RC of the Unit. This is to be at Fairhaven Unit and building work is currently underway. The aim is to be open in 12 months.

The post holder's (1WTE) medical secretary will be based at the Norris Green Hub.

The CT attached with the Byron Ward will also support the post holder in seeing patients in the community. Cover for the post holder when on annual leave will be from other LD doctors in MCFT.

The community has averaged approximately 200 referrals per year to the wider service. The post holder's current case load is 75. The post holder will typically have two community clinics a week and one CMHT MDT per week. In line with Covid management clinics can be done remotely using Attend Anywhere or via phone but home visits will also be required. Post holder's secretary will ring the patient's carers to check for any covid symptoms/isolating carers before booking the visit.

The LD Community Team for Liverpool, (shared by Dr Durairaj) and post holder, comprises –

Nurses- 13

SALT- 3

Salt assistants- 2

Psychologist- 1

Assistant Psychologist - 1

OT- 2

Physiotherapist- 1

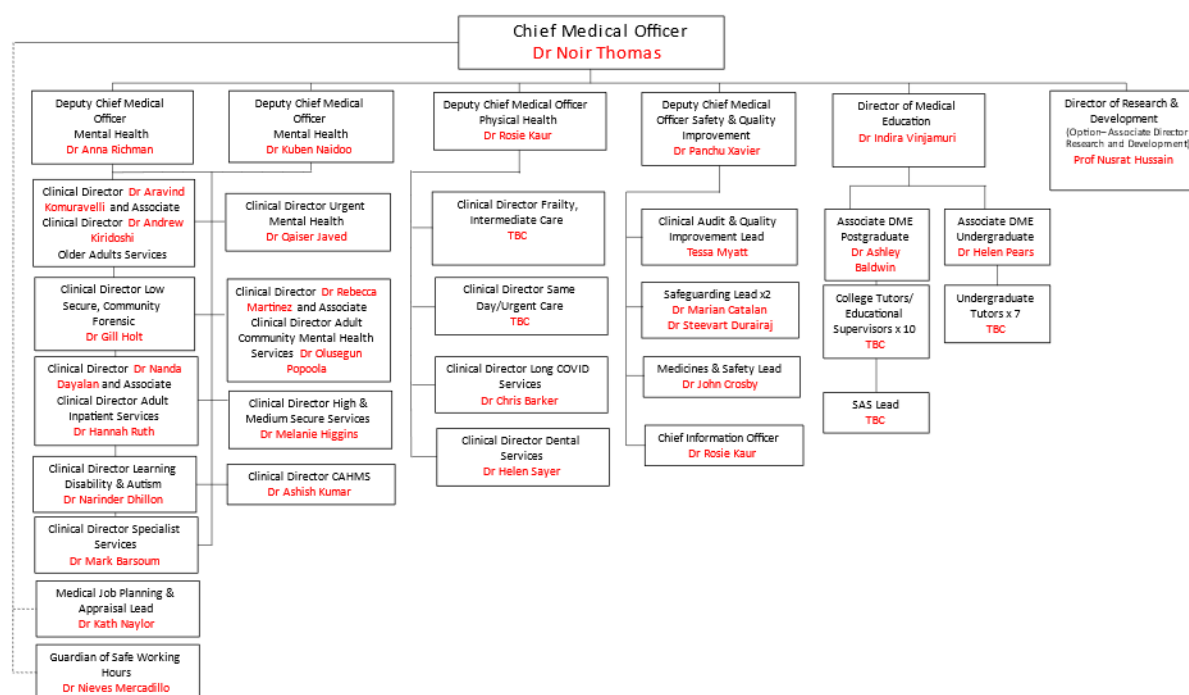
Support workers/ Associate Practitioner for ISF-3

TNA- 1

4. Continuing professional development (CPD)

- The Trust insists on participation in the CPD programme of the Royal College of Psychiatrists, and the post holder must join a local CPD peer group. There is currently an active and enthusiastic perinatal psychiatrists peer group, with local and regional colleagues.
- Consultants are encouraged to take their study leave entitlement in line with learning objectives identified in personal development plans.
- An annual study leave budget of £500 per consultant is available for use. The post holder will work with a consultant colleague, medical manager or clinical director to draw up a PDP whilst being appraised annually.

5. Trust Clinical leadership and medical management



6. Appraisal and job planning

- The trust has a well organised appraisal system and trained appraisers are allocated to consultants by the Responsible Officer.
- The Trust is aware of the need for senior psychiatrists to meet regularly for support and CPD. The post holder will be included with other general adult psychiatry colleagues in a programme of postgraduate educational meetings.
- Newly recruited consultants will attend the Essential Mandatory Trust Induction and be provided with a local induction by their Medical Manager. Induction includes training on the Trust's clinical information system.
- Additionally there is a comprehensive induction programme offered by the perinatal team.
- A mentoring scheme exists for medical staff in the Trust and is available to all doctors, including consultants, for guidance and support for as long as they feel the need for it. This is actively encouraged for all newly appointed colleagues in their first Consultant post.
- The Trust has a well respected and active Medical Education Department, led by Director of Medical Education Dr Indira Vinjamuri. The Trust has close links to the NWHEE through the wide participation of its consultant staff in teaching and Educational roles at all levels. This includes facilitating a large number of clinical placements for University of Liverpool Medical School medical students throughout teams within the Trust

- Job planning is conducted annually and led by the post holder's Lead Consultant with support from the Clinical Director and Chief Operating Officer as necessary. Individual job plans will be aligned to Trust, Division, Service Line and personal objectives respectively.
- The Trust is committed to the implementation of annual consultant appraisal, outlined in the NHS Executive Advance Letters (MD) 6/00 and (MD) 5/01

7. Research

- Mersey Care NHS Trust has an active audit department and the post holder will be involved in audit and supervising junior Doctors' audits.
- As part of its new "Perfect Care" strategy the Trust is keen to expand and develop existing research opportunities for interested Consultants. The Trust has appointed a Deputy Medical Director for research, development and innovation who will lead the implementation of the trust's R&D and innovation strategy. The Deputy Medical Director takes a particular responsibility for the development of the Centre for Perfect Care (CPC). The Trust is also keen to develop strategically important relationships with the Academic Health Science Network and other major partners.

8. Mental Health Act and Responsible Clinician approval

- The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

9. Secretarial support and office facilities

The post holder will have access to allocated office space, with a computer with Internet access. A smart phone and laptop will be provided. Other specific technical support can be negotiated.

The post holder will have access to the medical secretaries. The team will use 'Winscribe' dictation technology.

10. Clinical duties of post holder

- Consultant psychiatrist will have responsibility for their caseload and inpatients.
- To supervise and support team members who carry out assessments of patients referred to the team. To carry out comprehensive psychiatric assessments and provide medical interventions for patients.
- Supporting staff to manage psychiatric emergencies.
- To conduct patient reviews and lead Multidisciplinary reviews, birth planning meetings, CPA reviews, discharge planning meetings and multi-professional meetings
- To be the responsible clinician for the purposes of the Mental Health Act 1983 (amended 2007) and carry out duties in accordance with the code of practice.
- To carry out comprehensive Risk Assessments and participate in Trust's risk management processes such as Health Risk Assessment and Management Meetings (H-RAMM) and Multi Agency Public Protection Arrangement (MAPPA) Meetings if required.
- To provide medical leadership to the team.
- Maintain high level of effective communication with other parts of the Mental health service across the Trust, across maternity services and primary care.
- Liaison with families / carers
- Liaison with aspects of the Criminal Justice System regarding patients, where necessary.
- Liaising with other stakeholders and interested parties.

11. Teaching and training

- The post holder will receive any necessary training as provided by HENW in order to achieve Level One trainer status, which will allow them to act as a clinical supervisor to trainees. Once approved the post holder will have the opportunity to take on the role of clinical and educational supervisor responsibility for the trainees based with the team if trainees become available in time.
- The successful applicant will be expected to provide clinical supervision and training for junior doctors according to the requirements laid down in the contract held between the Trust and the Postgraduate Dean. There may be opportunities to provide a clinical attachment for medical students from Liverpool Medical school, and Consultants are responsible for organising their teaching.
- The post holder will regularly attend the Tuesday morning postgraduate programme (currently virtual) weekly SPA sessions. This is well attended by Consultants and is a lively meeting. It includes case conferences and journal presentations. One meeting per month is an audit programme with a prize twice a year for the best audit. Occasionally it includes mandatory training slots and guest speakers.
- The Consultant Group has one lunchtime continuing professional development meeting each month. This involves presentations by invited speakers on topics agreed by the Consultant group, or discussions of clinical cases primarily intended for peer support.
- There is a well resourced and expanding clinical effectiveness, research and resource library developed within the Trust. It has a dedicated space at Rathbone Hospital site where there is access to various databases both locally held and Internet based.
- The consultant is expected to provide training where appropriate to wider MDT service, with trust and to external agencies.

13 Clinical governance and quality assurance

- The activity of the team will be supported within the reporting arrangements of the Mid Mersey Division Governance Committee which itself will report to the Executive Director of Operations. This committee will establish and maintain an effective system of clinical governance across the whole of the Division's activities that support the objectives of the Division and the Trust as a whole. It will do this by creating a structure that is focused on quality, particularly; Safety, Effectiveness, and Patient Experience.
- The consultant will be expected to contribute to clinical governance and responsibility for setting and monitoring standards.
- Participation in clinical audit and other local assurance processes.
- Participation in service/team evaluation and the planning of future service developments.

14 Quality improvement

- The perinatal service has an active, ambitious and innovative Perinatal Quality Improvement programme, overseen by the Clinical Development Oversight Group, which consists of the service clinical leads and those clinicians involved in specific QI projects. The consultant will be expected to be involved in Perinatal QI projects.

- The consultant will be expected to lead and manages the team in a way that supports the development of a culture of continuous improvement and learning.
- The consultant will utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- The consultant will empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- The consultant will promote awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

15 General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

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.
- Consultants should however undertake such duties only after discussion with colleagues and with the agreement of the Clinical Director or Deputy Medical Director and should be sensitive to the increased workload undertaken by colleagues in support. They must be able to fully account for these activities in terms of interest to the Trust, professional society, college or wider NHS.

17 Other duties

- From time to time it may be necessary for the post holder to carry out such other duties as

maybe 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.

18 Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 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 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

19 On-call and cover arrangements

The post holder will be included in the daily on-call rota for South Liverpool. There is usually always a higher trainee ST4-6 first on call at night. On-call availability supplement is 1% - Band B low frequency, low intensity and has been consistently for many years. The rota is currently shared with approximately 18 FTE colleagues, from adult, addictions and learning disability services.

20. Equal Opportunities

The Trust promotes the concepts of equality of opportunity and managing diversity.

21. Wellbeing

- The trust has effective and confidential local occupational health support, which the post holder will have access to either via self referral or referral through their manager. The OH team has access to a physiotherapist and psychologist. The post holder will have access to the 24 hour Health Assured service, which provides free counselling, including face-to-face, and well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Health Assured will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.
- The trust supports the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction.
- Timely job planning reviews will occur when there are changes in regard to the pre-agreed workload e.g. If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement), a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.
- The trust has several initiatives to support wellbeing that the post holder is encouraged to

participate in. These currently include flexible working, flexible retirement, season ticket scheme, lease vehicle scheme, cycle scheme, retail and restaurant discounts, eye test scheme, free health checks, menopause support, gym discounts, wellbeing events, mindfulness courses, wellbeing walks and jogs, and parenting workshops. The post holder will form part of a consultant peer group who meet regularly. There is a gym in Hollins Park which is available to all staff.

20 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

21 Leave

The post-holder is entitled to 32 days annual leave pro rata, increasing to 34 days annual leave after seven year's consultant service. The entitlement for study leave is 30 days over three years.

Clinical cover will be provided by the Consultant's perinatal or locality colleagues for all leave

22 Visiting arrangements (key contact numbers, trust website etc.)

Clinical Director: Dr Mark Barsoum via 0151 7024012 or email

Suggested draft timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Ward round (DCC)	Academic meeting & Consultant meeting (SPA)	Clinic Norris Green Hub (DCC)	Ward round / work (DCC)	Clinic Norris Green Hub (DCC)
PM	Ward work and clinical admin (DCC)	Community OP clinic Norris Green Hub (DCC)	CPD / audit / team performance (SPA)	Clinical admin (DCC) Junior doctor / NMP supervision (SPA)	Clinical admin / urgent community reviews (DCC)

The timetable is indicative only. A formal job plan will be agreed between the post holder and the lead consultant & Clinical Director three months after commencing the post and at least annually thereafter. There is a reasonable degree of flexibility regarding clinic structure depending on the consultant's preference, within the limits of team functionality and clinical need.

Appendix 1: Person specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management. MRCPsych or MRCPsych equivalent Additional clinical qualifications.	SL Scr SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise 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 with 3 months of appointment	Scr Scr Scr Scr	In good standing with GMC with respect to warning and conditions on practice	Scr
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative. Non-drivers due to disability will be supported via access to work scheme	Scr		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent knowledge in specialty Learning Disability Psychiatry</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <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>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p> <p>SL</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>SL, AAC</p>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work Constructively and to lead a multidisciplinary team</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>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</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 service 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>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>

