

# Consultant Psychiatrist

Job description and person specification

Service Covered:	General Adult Psychiatry Community - Barnet West Locality Team
Total No. of PAs:	10
Location of Post:	Redhill Clinic, 64 Station Road, Edgware, HA8 7AB
RCPsych approval details:	LON-CEN-CO-STH-2023-01113 (Approved)



March 2023



## THE JOB

<b>Title:</b>	Consultant Psychiatrist in General Adult Psychiatry
<b>Contract:</b>	Full Time (10 PAs)
<b>Duration:</b>	Substantive Contract
<b>Salary:</b>	£93,666 - £126,281 per annum
<b>Base:</b>	Redhill Clinic, 64 Station Road, Edgware, HA8 7AB
<b>Service Line:</b>	Community Psychiatry - Barnet Division
<b>Responsible to:</b>	Dr Gil Kovac– Clinical Director, Barnet Division
<b>Professionally Accountable to:</b>	Dr Vincent Kirchner – Chief Medical Officer

## JOB SUMMARY

The post offered is that of a Consultant Psychiatrist in General Adult Psychiatry, working in the Barnet West Locality Team. The team is aligned to the Primary Care GP Locality in the West of the Borough. This is a replacement post and is full-time for 10 Programmed Activities (PAs): 7.5 Direct Clinical Care (DCC) and 2.5 Supporting Professional Activities (SPAs).

The role of the Consultant is to be the clinical lead of the team and to ensure high quality, patient-centred, effective, safe and efficient care is delivered by the team. This post will have responsibility for adults with complex mental health presentations. The West locality Team is one of three adult localities within Barnet (North, South and West).



### MAIN DUTIES AND RESPONSIBILITIES:

The post holder will have consultant and RC responsibility for a defined caseload of service users under the care of the Barnet West Locality Community Mental Health Team.

The post-holder will provide clinical and professional leadership in the Team and will take part in management activities related to the post and the wider service within which it is embedded.

Service development and quality improvement in line with the Trust's vision, values and objectives are core responsibilities.

The consultant psychiatrist is expected to establish good working relationships with the GPs in the West Locality catchment area.

Medical staff of the West Locality Team work as part of the multidisciplinary team delivering a community service to clients with the full range of mental and behavioural disorders. The post-holder is expected to participate in the CPA reviews, multi-disciplinary meetings, training, supervision of staff in the team, and the completion of relevant documentation.

The post-holder is expected to ensure appropriate clinical documentation, to collaborate with GPs, hospital doctors, and primary care clinicians regarding the physical healthcare of the patients and to take a lead within the Pathway to ensure team patients receive the appropriate level of physical healthcare.

The team is expected to actively manage their caseload; to facilitate recovery enabling patients to return to Primary Care once they are able, and to respond to new patients as they are referred.

Staff in the Locality Teams remain closely involved in the management of their clients during periods within the Acute Care Service with a view to actively facilitating discharge from in-patient care and the Crisis Resolution and Home Treatment Team without delay.

As a senior clinician, the post-holder has an integral role in maintaining the performance of the team, in further development of the service and clinical pathways.

The post-holder is expected to maintain compliance with all legal obligations as prescribed by the Mental Health Act (MHA) and the Ministry of Justice. The post-holder is expected to assess patients under the MHA and make recommendations under the MHA and to act as Responsible Clinician (RC) for patients detained under a S17A Mental Health Act 1983 (Community Treatment Order).



Part of the role of the post-holder is the supervision of junior medical staff and to observe compliance with the requirements of the Health Education England.

The post-holder is expected to report concerns about professional conduct or competence of medical or other colleagues.

The post-holder is expected to demonstrate willingness to be flexible in altering the timetable according to service needs and to be actively involved in providing leadership and management to the service. Ensuring fair access to services for all is part of this remit.

### TRUST DETAILS

At Barnet, Enfield and Haringey Mental Health NHS Trust (BEH) we provide integrated mental health and community health services to the people of North London, as well as some services regionally and nationally.

We employ more than 3,600 staff, which makes us one of the largest employers in our area. Last year we supported more than 134,952 people; approximately 2,312 patients and service users on our wards and over 132,640 in the community. In 2021-22 our budgeted expenditure was £393 million. We provide our services to children, adults, and older people from over 20 sites. We support people to overcome the hurdles they face with their health and wellbeing. We support them to get back into the community and to live as independently as they can. We aim to give people the skills they need to look after themselves with our support in the community. When they need a higher level of care, we provide that on our wards. The wards are found at Edgware Community Hospital, Barnet Hospital, Chase Farm Hospital and St. Ann's Hospital.

We provide a wide range of local and more specialist mental health services, including helping people with personality disorders, drug and alcohol recovery, children's mental health issues, dementia, eating disorders, learning disabilities, and suicide prevention.

We also run the North London Forensic Service (NLFS), which the Care Quality Commission (CQC) has rated as Outstanding. This service treats and cares for people in the criminal justice system who have mental health conditions. NLFS is also embedded in Pentonville, Wormwood Scrubs and Brixton prisons in London, and Springhill and Grendon prisons in Buckinghamshire.

The Trust has entered a partnership with Camden and Islington Foundation NHS trust. On April 2022 marked



the first anniversary of work starting between our Trust and neighbouring Camden and Islington NHS Foundation Trust to build a strong, working partnership. The ambition for our partnership is to make a real difference to our service users, local residents and staff. The postholder will have opportunities to take part in new partnership strategic meetings to develop the North Central London service.

**Education:**

Provide weekly supervision to junior doctors, in line with the Royal College of Psychiatrist and BEH standards. To contribute to the teaching of Medical Students and Trainee Doctors. To engage in the Academic Teaching Programme. The post holder will have access to a range of teaching materials previously devised and the support of the educational departments at St Ann's Hospital and Barnet Hospital.

**Leadership:**

The post holder will form part of the Barnet Adult Consultant Leadership Team and will have a leadership opportunity across all 3 boroughs (Barnet, Enfield and Haringey) and across the NCL.

**Management:**

This is not a formal management position, however as a consultant psychiatrist you are expected to:

- Support the team manager in managing members of the multi-disciplinary team to ensure a high level of patient care and ensure patient safety.
- Act as line manager to all medical members within the team offering clinical supervision as appropriate.
- Address all areas of clinical governance within the multidisciplinary team. The components of clinical governance include: Education and Training, Clinical Audit, Clinical effectiveness, Research and Development, Openness and Risk Management.
- Accountability is to the Chief Medical Officer via the Clinical Director in Barnet.
- The appointee will take a proactive role in the management of the service through membership of the community transformation project within Barnet community services.

**Our values and quality improvement** are at the heart of everything we do.



## Our vision

To support healthy lives and healthy communities through the provision of excellent integrated mental and community healthcare.

Our Motto is 'supporting healthy lives'.

## Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

## Our Strategic Aims:

The Trust published our Updated Trust Strategy 2021 - 2024, following extensive engagement with service users, carers, staff and partners. It outlines our bold and ambitious plans for the coming years. You can read a copy of the Updated Trust Strategy Summary on our Trust website. Our Strategy sets four Strategic Aims, which are:

- Excellence for service users
- Empowerment for staff
- Innovation in services
- Partnership with others

## Our Objectives

The Trust Board recently reviewed our organisational Objectives for 2021 to ensure they were up to date and reflected the impact of coronavirus on our services.



The Trust's objectives for 2021 are:

Strategic Aims	Revised Trust Priorities for 2021 – 2024
<p><b>Excellence for service users</b></p>	<ol style="list-style-type: none"> <li>1. Deliver Brilliant Basics to ensure we are providing safe, consistent and high quality person centred care</li> <li>2. Ensure a partnership approach with service users and their carers when shaping their care and our services</li> <li>3. Integrate our services with other local providers to improve care pathways and clinical outcomes</li> <li>4. Develop our services to help address the health inequalities across our local communities</li> <li>5. Focus on prevention and ensuring healthy and fulfilling lives of local people</li> <li>6. Further develop our specialist mental health services</li> </ol>
<p><b>Empowerment for staff</b></p>	<ol style="list-style-type: none"> <li>1. Create an organisational culture that is fair and inclusive and empowers our staff to deliver excellent care</li> <li>2. Support staff in their roles, focusing on their health and wellbeing</li> <li>3. Support staff in new ways of working internally and with our partners</li> <li>4. Develop a culture of empowerment and collective leadership across the organisation</li> </ol>
<p><b>Innovation in services</b></p>	<ol style="list-style-type: none"> <li>1. Engage with local prevention initiatives to improve the well-being local people</li> <li>2. Embed a systematic approach to innovation and best practice</li> <li>3. Support more efficient and effective care delivery through the use of digital tools</li> <li>4. Ensure Quality Improvement (QI) is at the heart of everything we do</li> </ol>
<p><b>Partnerships with others</b></p>	<ol style="list-style-type: none"> <li>1. Partner with other local organisations to deliver great and sustainable services for local people</li> <li>2. Collaborate with other local organisations and local communities to deliver integrated care tailored to the needs of the local population and individuals</li> <li>3. Develop the Trust's role as an anchor organisation, contributing to the wider economic development of our local communities</li> </ol>



### SERVICE DETAILS & LOCAL WORKING ARRANGEMENTS

The post is managed by the Barnet directorate. The post holder will work within a multi-disciplinary team which will be led by a team manager.

#### Team Composition:

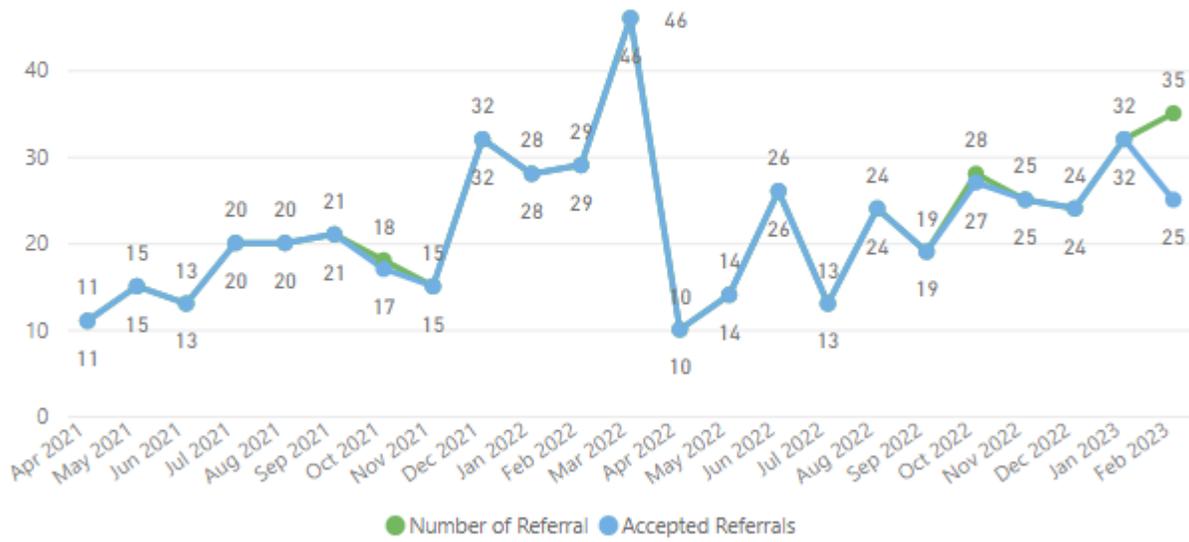
Staff	Grade	WTE
Consultant Psychiatrist	Consultant	1.6
Specialty Registrar (equivalent)	SpR	1.5
GP trainee (Equivalent)	GPVTS	1.0
Foundation Doctor	FY Doctor	0
Team Manager	8	1.0
Nurse	Band 7	1.0 x 2
Nurse	Band 6	1.0 x 4
Nurses	Band 5	1.0 x 1
Assistant Psychologist	Band 4	1.0
Associate Mental Health Worker	Band 4	1.0 x 3
Admin	Band 3	1.0 x 2

#### Clinical Caseload & Referrals:

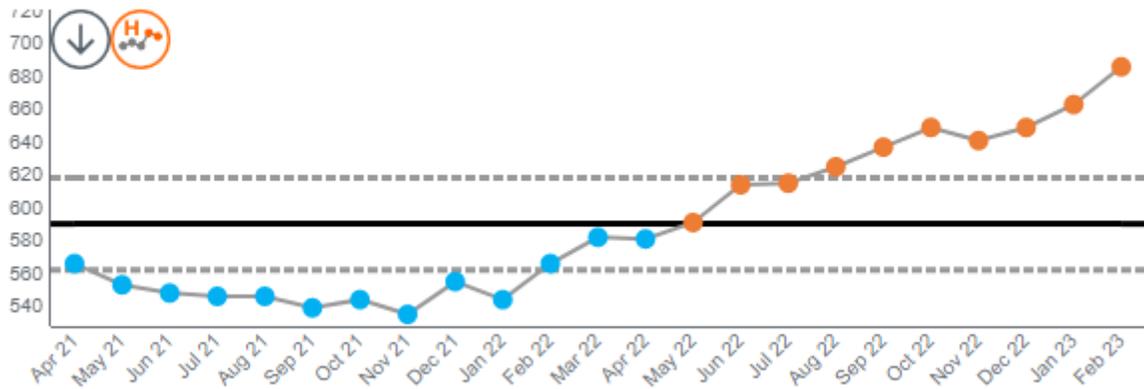
The current caseload is approximately 700 patients. Each of our localities is assigned Primary Care Link-workers, working into GP practices to provide consultation, advice, brief assessment and signposting. The Link-worker acts as the conduit for referrals from primary care to our specialist community teams. Locality teams also receive referrals from the acute care services.



### No of Adult Referrals



### Adult Caseload



### Continuous Professional Development and Appraisal

- To post holder must comply with the regulations of the Royal College of Psychiatrists on Continuing Medical Education and Appraisal.
- To comply with the GMC regulations on revalidation and license to practice.
- The post-holder must be in good standing for CPD with the College

### Job planning and appraisal arrangements and continuing Professional Development

- The Trust strongly supports continuing professional development of all staff. The post-holder is expected to be part of a continuing professional development peer group and to have an annual appraisal and job planning review. Professional lead can support with local peer groups.
- Job planning will be done by the Clinical Director of the service line jointly with the local manager.
- There is an extensive academic programme at each Trust site and a consultants' educational programme within the Trust, which all consultants are encouraged to attend.
- The post holder will be appraised annual by the borough medical lead or one of their nominated appraisers, supervision is available from the clinical director (Barnet Division).

### Audit and Clinical Governance

- The post holder will be expected to attend monthly ward Clinical Governance meetings and monthly service line/ borough Clinical Governance meetings.
- The post holder will be expected to conduct audit and quality improvement projects annually.

### Annual Leave

Consultant Psychiatrists are entitled to 33 days of annual leave per annum and pro rata. This rises to 35 days in line with NHS service. Up to five days of annual leave in one year can be carried over with the agreement of the Clinical Director. The Consultant Psychiatrists within Barnet community services provide clinical cover to this post during periods of study and annual leave. In addition, there is entitlement to Public/Bank Holidays. For doctors contracted to work part time annual leave, including Public/Bank Holidays will be calculated pro rata.

### Study Leave

Consultant Psychiatrists are eligible to apply for a maximum of 30 days of study leave in any period of 3 years. The Trust follows a study leave policy supporting doctors in accessing study leave time according to national guidance. Funding for study leave agreed in job planning is subject to completion of mandatory training and approval by the Borough Clinical Director. Consultants are entitled to 10 days of study leave per year, with access to a budget of £600 per year to the costs of



courses/conferences/travel/accommodation.

### On-call Responsibilities

At present the Trust is operating a Trustwide consultant rota covering adult and old age patients. This remains under review. Previously, consultants were expected to participate in local borough-based rotas, which would vary in frequency. The Barnet rota was usually approximately 1:14. There is a 3% on call supplement to the annual salary. The oncall consultant will provide support to junior colleagues. There is a full shift system of on call for core trainees and an additional Higher Trainee on call rota, across BEH sites. The post holder will provide support to general adult and old age psychiatric patients within BEH services.

### Programmed Activities and Provisional Work Timetable

The post comprises 10 PAs and will be subject to review each year and revisions may be proposed by the Consultant, the Clinical Director, or the Medical Director.

The timetable below is indicative only, and the post-holder will agree a job plan once in post. The job plan will be based on the Consultant Contract and will include up to 2.5 SPAs, with an assumption of 1 SPA being identified for CPD, 1 SPA for internal Trust management roles, plus audit, teaching, supervision and special interests, as agreed during the job planning process.

Day	AM	PM
Monday	Clinical Session (DCC)	Clinical Session
Tuesday	Clinical Session	Clinical Session
Wednesday	Clinical Session	1.0 SPA internal academic programme/CPD
Thursday	Clinical Session	1.0 SPA/ Quality improvement activity/supervision/CPD
Friday	Clinical Session	Clinical Session/0.5 SPA/admin



### Teaching, Training and Research

- The appointee will be encouraged to take an active part in academic life. This will include teaching medical students and trainees and the development of an interest in research. To support this, the Trust is willing to negotiate honorary academic sessions with the Royal Free/UCLH/Tavistock Clinic/Imperial College for a candidate who may have specific academic interests.
- Dr Lubna Anwar is the Trust's Director of Medical Education.
- Dr Ilyas Mirza is the Trust's Director of Research and Development.

### Communications and working relationships

The post-holder in the course of their day to day work is likely to have working relationships with other consultants, care coordinators, GPs, non-statutory services, local authority staff, local police, accident and emergency department staff, psychiatrists from this and other trusts, and solicitors representing patients, amongst others. It is expected that the post-holder will maintain a high standard of conduct and professionalism in all these dealings.

### Accountability

The post-holder will be professionally accountable to the Trust Chief Medical officer via the clinical director of Barnet directorate. Local accountability for professional governance will be through the professional medical lead for the service line/ borough service, currently Dr Amy Enfield-Bance. Direct line management will be to the Clinical Director, currently Dr Gil Kovac.

As part of the Trust's agreed strategy of promoting clinician involvement in management, the post-holder will be encouraged to take on operational roles as negotiated with the management team. The Consultant will be expected to comply with the agreed operational managerial arrangements. Relevant codes of practice such as those of the General Medical Council and the Royal College of Psychiatrists, along with those which relate to the objectives under the Mental Health Act should be observed at all times.

### Administrative Support

The service has dedicated administrative staff. The post holder will have access to mobile working devices (eg mobile phone; laptop or tablet device) and the Trust provides IT support for this.

### Office Arrangement

Post holder will have an office at the Redhill clinic.



## Support

Local organisational systems are in place to support doctors' wellbeing following serious incidents that involve their patients. This includes nominated senior colleague support (clinical director), consultant peer group meetings/Balint Groups and suicide reflection groups. A Balint consultant group meets monthly on a Wednesday in conjunction with the monthly consultants meeting.

## Wellbeing

The post holder will have access to the Occupational Health (OH) Department, (St Ann's Hospital, London N15 3TH, telephone 0208 702 6641, email [northmid.behoccupationalhealth@nhs.net](mailto:northmid.behoccupationalhealth@nhs.net)). The post holder may self refer or be referred through their manager.

General support and advice: 020 8702 6330

The post holder can call this number to ask about pay, leave and any other non-clinical information. This line will be staffed 9am-5pm, Monday to Friday by the Workforce and other corporate services teams.

Psychological support: 020 8702 4050

The post holder can call this number if they are feeling anxious about the current context whether it relates to work or outside of work and they want to speak to someone confidentially other than their line manager or colleagues. This confidential line is staffed by a rota of BEH psychological therapists at set times in the day: 9-10am and 1-2pm, Monday to Friday (excluding Bank Holidays) and will automatically switch through to the next available clinician.

Outside of these times, the post holder can call our Employee Assistance Programme which provides a range of support including counselling and is available 24/7 on 0800 174319.

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and our borough Clinical Director or Professional Medical Lead can provide support and advice as needed after the incident.

There will be timely job planning reviews when there are changes in regard to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) to 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, wellbeing events, and mindfulness sessions. The post holder will form part of a consultant peer review group who meet regularly, this can be arranged internally through the professional medical lead or clinical director.

### Consultant Staff - Barnet Directorate

In-Patient Services	Title and Additional Roles
Locum	Consultant Psychiatrist - Thames Ward
Locum	Consultant Psychiatrist - Trent Ward
Dr T Mielnik	Consultant Psychiatrist – Shannon Ward and Borough Operational Medical Lead
<b>West Locality</b>	
Locum	Consultant Psychiatrist
Dr M Kaul (0.6 WTE)	Consultant Psychiatrist
<b>South Locality</b>	
Locum (0.6 WTE)	Consultant Psychiatrist
Dr A. Schipperheijn	Consultant Psychiatrist
<b>North Locality</b>	
Dr A Zadeh	Consultant Psychiatrist
Dr M Nasri	Consultant Psychiatrist
<b>Personality Disorder Team</b>	
Dr E Laughton (part time)	Consultant Psychiatrist
<b>Early Intervention Service</b>	
Dr L Anwar (part time)	Consultant Psychiatrist
Dr R Parkin (part time)	Consultant Psychiatrist
<b>Intensive Enablement Team</b>	



Dr S. Alam	Consultant Psychiatrist
<b>Wellbeing Team and Wellbeing Screening Pathway Team</b>	
Dr Maham Riaz	Consultant Psychiatrist
<b>Barnet Hospital Liaison Psychiatry</b>	
Locum	Consultant Psychiatrist
Dr A Enfield-Bance	Consultant Psychiatrist & Borough Professional Medical Lead
<b>Older People's Services</b>	
Dr A Cadinouche	Consultant Psychiatrist
Dr A Pasupathy	Consultant Psychiatrist
Locum	Consultant Psychiatrist
Dr H. Ali	Consultant Psychiatrist
<b>Psychiatry of Learning Disabilities</b>	
Dr Mervyn Yong	Consultant Psychiatrist
Dr A. Leggate	Consultant Psychiatrist & Site Tutor
<b>Adult ADHD</b>	
Dr Shyamal Mashru	Consultant Psychiatrist
Dr E. McNamara	Consultant Psychiatrist

### **Borough Services: Barnet Demographics**

Barnet is the second largest Borough in London by population and is continuing to grow. The Barnet population was estimated to be 388,639 in 2021.

The Barnet population is projected to become increasingly diverse, as the Black, Asian and minority ethnic population is projected to increase from 39%, to 43% of the total Barnet population,



between 2017 and 2032.

There are three Locality teams, which work to the traditional CMHT model of care. In addition, there is an Early Intervention Team. The Intensive Enablement Team work with patients in 24 hour accommodation in a community rehab model. There is a small Personality Disorder service. The Barnet Crisis Team had been incorporated into the work of the Locality consultants but has since reverted to having its own consultant psychiatrist. North London Forensic services offer community support for forensic patients. The Barnet learning disability service has two consultant psychiatrists. There is a local ADHD service with its own part-time consultants. In addition, there are older adult consultant psychiatrists and CAMHS consultant psychiatrists working within Barnet.

### **Research, Education and Training**

Dr Ilyas Mirza is Director of Research & Development for the Trust. The department is based in St. Ann's Hospital. The Trust is a member of the UCL Partners Academic Health Sciences Consortium. The Trust works closely with NOCLOR to deliver on high quality research. At any given time, there are between 20-25 research projects running in the Trust. Professor Elizabeth Sampson and Associate Professor Artemis Igoumenou, both from UCL, lead on Dementia Research, and Rehabilitation Research respectively. Dr Lauren Huzzey is the Dementia Specialty Lead for North Thames Clinical Research Network. For candidates interested in research, the use of SPA sessions for research can be negotiated with their clinical director. Consultants have access to free research courses, research design advice and support for recruitment if their study is on NIHR portfolio through NOCLOR.

### **Education**

As a teaching organisation the Trust actively promotes high standards in training in all professions. Dr. Lubna Anwar is the Director of Medical Education and is responsible for Medical Training and Education across the Trust. The Trust has strong links with the Department of Psychiatry and Behavioural Sciences in UCL in the provision of undergraduate and postgraduate training. Core and higher trainees are from the UCL Partners Training Programmes.

### **Trust SASG Tutor**

The Trust is committed to the development of its medical staff. There is a 1.0PA opportunity for BEH Staff and Associate Specialist Grade (SASG) Tutor as the position is currently vacant.

### **Quality Improvement**

The Trust is a learning organisation that actively encourages service development and innovation.



Quality Improvement (QI) activity is at the core of the function of the Trust in its provision of services. The Trust has recently partnered with the Haelo group from Salford Royal Trust in this regard. The Trust encourages service user and carer involvement in service development. It encourages feedback and incident reporting in order to improve services.

### **Diversity and Equality**

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end the Trust has a Diversity in the Workplace Policy and it is for each employee to contribute to its success.

As a minimum the post holder would be expected to complete mandatory training in relation to such topics as Safeguarding, Information Governance and Equality and Diversity.

### **THE TRUST BOARD**

#### **Non-executive directors**

Chair: Peter Molyneux

Director and Trust Vice Chair: Sue Rubenstein

Charles Waddicor

Catherine Jervis

Paul Pugh

Anu Singh

Claud Williams

Dr Farah Jameel

Dr Ivan BeckleySheetal Balani

#### **Executive group**

Chief Executive: Jinjer Kandola

Deputy Chief Executive & Chief Operating Officer: Natalie Fox

Deputy CEO & Executive Director for Partnerships: Darren Summers

Chief Medical Officer: Vincent Kirchner

Chief Nurse: Amanda Pithouse

Chief Financial Officer: David Wragg

Chief People Officer: Susan Young

Executive Director for Strategy, Transformation & Organisational Effectiveness: Jess Lievesley

Chief Information & Digital Officer: Sarah Wilkins Director of Medical Education: Lubna Anwar



### Local Management Structure

Managing Director – Barnet Division: Barry Day  
Clinical Director – Barnet Division: Dr Gil Kovac  
Associate Director of Nursing: Caroline Bete

### Organisational Structure

The Trust is organised into three borough-based directorates, plus a hospital division across BEH sites and another for specialist services headed by the Trust Board, which consists of the Chair, five Non-Executive Directors, the Chief Executive Officer and five Executive Directors: Medical Director, Executive Director of Nursing, Executive Chief Operating Officer, Chief Finance and Investment Officer, and the Executive Director of Workforce and OD.

The Clinical Directors report to the Executive Chief Operating Officer and are responsible for clinical quality, operational performance and financial management. The Associate Medical Directors, Director of Research and Development, Director of Medical Education and Chief Pharmacist report to the Medical Director. The Professional Heads of Psychological Therapies and Allied Health Professionals report to the Executive Director of Nursing. The Heads of Estates, Information and Technology, and of Contracts and Commissioning, report to the Chief Finance and Investment Officer.

### Why BEH?

A great place to live and work!

North London is a great place to live and work - you can find every kind of social setting, quiet semi-rural, bustling suburban, vibrant inner-city, we have it all. The quality of care is second to none, our team spirit is high and our commitment to organisational development and learning is enviable.

In return for your hard work and commitment we also offer a number of benefits including, help with childcare, salary sacrifice schemes and bike and season pass loans.

The Trust has facilitated access to a number of general discount schemes specifically aimed at giving NHS Staff great deals when buying a range of goods and services.



As an employee of Barnet, Enfield and Haringey Mental Health Trust you will be entitled to a number of Benefits including generous annual leave, discounts, and help with childcare.

Below is a list of staff benefits:

- NHS Pension scheme
- Flexible working
- Cycle to work scheme
- Salary sacrifice childcare vouchers
- Staff nurseries
- Purchase of additional annual leave
- Salary sacrifice car scheme
- Interest free season ticket loan scheme
- Discounted theatre tickets

In addition BEH is keen in promoting your health and wellbeing

- Employee assistance programme (EAP)
- Occupational health and wellbeing services
- Discounted gym membership deals

Our employees play a fundamental role in our delivery of excellent outcomes and excellent patient experience, so it is our aim to create a happy and healthy working environment where our employees can thrive and succeed. If you'd like to be a part of our team, we'd be delighted to hear from you.

We are committed to professional and personal development for staff in their current role as well as to equip them for their career. We provide a wide range of learning and development opportunities for staff at every level, ranging from developing clinical skills to leadership development and academic courses so that staff can continue to provide excellent care. In addition, our programme of mandatory training is designed to ensure that staff have current knowledge about best practice and for the safety of staff and the people who use our services



## Haringey

There's so much to do in Haringey from appreciating the rich history of the local area and enjoying the natural and built environment, to visiting exhibitions or simply enjoying the wide variety of entertainment on offer. With a diverse range of pubs, clubs, cinemas, theatres, museums, galleries, community centres and festivals.

Places of interest include Finsbury Park, White Hart Lane; the River Lea and Highgate Wood

Please click here to learn more and see a full list of what's on offer:

<http://www.haringey.gov.uk/libraries-sport-and-leisure/culture-haringey>

## Enfield

Enfield is surrounded by beautiful countryside with great open spaces and is packed full of culture too with shopping, gardens, events and entertainment.

Places of interest include Millfield Theatre, Enfield Museum, Dugdale Centre, Enfield Market, Capel Manor Gardens and so much.

Please click here to learn more and see a full list of what's on offer:

<https://new.enfield.gov.uk/services/leisure-and-culture/>

## Barnet

Barnet is a beautiful borough of London with a large number of parks, open spaces and award winning nature reserves. And is the home of Barnet FC football club.

Places of interest include: The Spires Shopping Centre, Barnet Museum, The Bull Theatre and so much more:

Please click here to learn more about the parks, sport and leisure opportunities on offer:

<https://www.barnet.gov.uk/citizen-home/parks-sport-and-leisure.html>



## PERSON SPECIFICATION

	Essential	Desirable
Qualifications & Experience	<ul style="list-style-type: none"> <li>• Full registration with GMC and a license to practice.</li> <li>• Within six months of obtaining a CCT in general adult psychiatry or on the GMC Specialist Register</li> <li>• Section 12 (2) and Approved Clinician status (or eligibility) – qualifies to act as Responsible Clinician</li> <li>• Registered for the Continuing Professional Development Programme in the Royal College of Psychiatrists</li> <li>• Membership of a Medical Defence Union</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of the Royal College of Psychiatrists</li> <li>• Additional degree or equivalent</li> <li>• Clinical supervision skills training</li> <li>• Postgraduate teaching qualification</li> <li>• Research experience</li> </ul>
Management & Audit	<ul style="list-style-type: none"> <li>• Experience of medical audit / Quality Improvement projects</li> <li>• Management skills</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate management qualification</li> <li>• Understanding of contracting, finance and activity monitoring</li> </ul>
Service Development	<ul style="list-style-type: none"> <li>• Demonstrable record of clinical leadership</li> <li>• Negotiation skills</li> <li>• Understanding of equal opportunities and appropriate training</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in developing a service component</li> </ul>
IT Experience & Skills	<ul style="list-style-type: none"> <li>• Experience in data gathering and management</li> <li>• Basic computer skills, including ability to use e-mail and internet</li> </ul>	<ul style="list-style-type: none"> <li>• Familiarity with RiO electronic notes</li> </ul>



<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• Excellent spoken and written English</li> <li>• Ability to work within a multi-disciplinary team</li> <li>• Enthusiasm and commitment to the NHS</li> <li>• Highest level of integrity</li> <li>• Capacity to respond positively to the constantly changing NHS environment</li> </ul>	
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### General Information

#### Equal Opportunities

It is the aim of the Trust to ensure that no applicant or employee receives less favourable treatment on the grounds of sex, race, colour, nationality, religion, disability or sexuality and is not disadvantaged by conditions or requirements which cannot be shown to be justifiable. To this end, the Trust has an Equal Opportunities Policy.

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

#### Confidentiality and Data Protection

In accordance with the Data Protection Act (1998), the Trust is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose.

Barnet, Enfield & Haringey Mental Health Trust attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the Trust. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be particularly sensitive and is the subject of a specific Trust policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms.



Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the Trust attaches to confidentiality, disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection. All employees should be mindful of the six information management Caldicott principles when dealing with Trust data and person identifiable information.

### **Responsibility**

The successful candidate will be expected to devote substantially the whole of his/her professional time to this appointment and give it priority on all occasions (subject to consultants ethical obligations to all their patients when emergencies arise) whether opting for a whole time or part time contract (Paragraphs 2 and 7 Appendix A of PM (79) II refer).

In addition to the principal areas of clinical work, the post-holder will have other responsibilities, including:

1. Compliance with legal obligations covering clinical practice e.g. Mental Health Act and Mental Capacity Act and their Codes of Practice, The Children Act.
2. A commitment to ensuring that people from all ethnic groups have equitable access to appropriate services.
3. Maintaining good relationships with general practitioners, the local Clinical Commissioning Groups, Social Services, and voluntary sector organisations.
4. Compliance with Trust procedures that involve users in their care.
5. Compliance with Trust procedures with regard to responsibility to carers.
6. Compliance with procedures whereby doctors report concerns about the professional conduct or competence of medical colleagues.
7. Participating in medical and multidisciplinary clinical quality work and other procedures for clinical governance.
8. Compliance with the regulations of the Royal College of Psychiatrists on Continuing Medical Education.
9. Compliance with confidentiality as advised by professional and Department of Health Guidelines.



### **Conflict of Interest**

All applicants to any post within the Trust are required to declare involvement directly with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered after appointment that such information was withheld, this may lead to dismissal.

### **Mobility**

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

### **Customer Awareness**

Barnet, Enfield & Haringey Mental Health NHS Trust expects its employees to communicate to colleagues, patients and visitors in a polite and courteous manner at all times.

### **Criminal Record**

In view of the nature of the work, this post is exempt from the provision of Section 4 (2) of the Rehabilitation Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants are therefore not entitled to withhold any information about convictions including those which for other purposes are "spent" under the provisions of the Act. You are therefore required to declare any pending prosecutions, convictions or cautions you may have, even if they would otherwise be regarded as "spent" under this Action. In event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Relevant information should be sent to the Trust's Medical Director, in an envelope marked for his personal attention and will be completely confidential and be considered only in relation to an application for positions to which the order applies.

If the post you are applying for also involves substantial access to children, the Trust is entitled, under arrangements introduced for the protection of children, to check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence and will be destroyed immediately the selection process is completed.

This disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.



Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss in confidence the effect any conviction might have on your application, please contact a Senior Officer in the Personnel Department for advice.

### **Safeguarding Children and Vulnerable Adults**

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults. Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause.

If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults.

### **Health**

If successful in being appointed to a post, all employees MUST report to the Occupational Health Department within two weeks of starting in post. All Employees who perform "exposure prone procedures" should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. Failure to attend for review with the Occupational Health Department or failure to comply with the regulations pertaining to Hepatitis B may result in an employee being suspended from duty. For further information, either contact the HR Department or the Occupational Health Department. All matters discussed will remain confidential.

### **Infection Control**

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

### **Risk Management**

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their



### **No Smoking**

BEH-MHT operates a “No Smoking Policy” which does not allow smoking at work or on any Trust property.

### **Personal Property**

The Trust cannot accept liability for loss or damage to personal property on official premises by burglary, fire, theft or otherwise. Staff are therefore advised to take out an insurance policy to cover personal property.

### **Private Practice**

All Consultants undertaking private practice should adhere to the national Code of Conduct for Private Practice.

### **Standards of Business Conduct for NHS Staff and Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation’s Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

### **Mandatory Training**

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

### **Satisfactory Clearances**

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the postholder must maintain satisfactory clearance status throughout his/her employment in the post.



### **Professional Registration**

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the postholder must maintain

### **Improving Working Lives**

The Trust is committed to Improving Working Lives of all staff and wherever possible will endeavour to accommodate requests for specific working patterns taking into account service needs.

### **Policies and Procedures**

All employees, at all times are subject to the policies and procedures of this organisation

### **Remuneration of benefits**

Basic Pay and Pay Thresholds - determined in accordance with the terms and conditions of the Consultant Contract: **£93,666 - £126,281 per annum** plus London Weighting of £2,162 per annum. Part-time consultants will be paid pro-rata to the thresholds described above based on the number of agreed weekly Programmed Activities.

The Trust is entitled at any time to deduct from the post-holder's salary, or any other monies payable to the post-holder by the Trust, any overpayment of salary or wages, under-deduction of charges, over-payment of holiday entitlement or any other sum which the post-holder may owe to the Trust and, if this is insufficient, the Trust may require payment of the balance.

### **Superannuation Scheme**

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and an option to exchange part of pension to cash at retirement, up to 25% of capital value
- Life assurance cover
- Voluntary early retirement benefits



- Ill-health retirement benefits
- Redundancy benefits
- Family benefits
- Option to increase benefits

All pension benefits are based on salary and length of membership of the scheme.

No contribution will be made by the Trust to personal pension plans for those who opt out of the NHS scheme.

No contribution will be made by the Trust to personal pension plans for those who opt out of the above scheme.

**Period of Notice:** To terminate employment a period of 3 months’ notice on either side will be required.

**Visits**

Where the Trust invites a candidate to visit the service before short listing, the Trust may reimburse the candidate’s expenses provided that he/she is subsequently short listed, but not otherwise. A candidate shall not be reimbursed for more than three attendances.

**For further information, please contact:**

<p>Dr Tomasz Mielnik Operational Medical Lead, Barnet Services Shannon ward, Dennis Scott Unit Edgware Hospital HA8 0AD <a href="mailto:tomaszmielnik@nhs.net">tomaszmielnik@nhs.net</a></p>	<p>Dr Gil Kovac Clinical Director, Barnet Directorate Springwell, Barnet Hospital EN5 3DJ <a href="mailto:gil.kovac@nhs.net">gil.kovac@nhs.net</a></p>
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**BEH Website:** <http://www.beh-mht.nhs.uk/>



