

Consultant Psychiatrist

Job Description

Service Covered:	Eating Disorders In-patient – Iris Ward
Total No. of PAs:	10
Base:	Iris Ward, St Ann's Hospital
RCPsych approval details:	LON CEN-CO-STH-2023-01433 (Approved)



July 2023



JOB SUMMARY

Title:	Consultant in Eating Disorders – In-patient
Contract:	Full Time (10 PAs)
Duration:	Substantive contract
Salary:	£88,364 - £119,113 per annum
Base:	Iris Ward, St Ann's Hospital, St Ann's Road, London, N15 3TH
Service Line:	Eating Disorder Services
Responsible to:	Dr Sarah Minot – Clinical Director, Haringey
Professionally Accountable to:	Dr Vincent Kirchner – Chief Medical Officer

The Eating Disorders Service is commissioned as a regional specialist service for a population of approximately 7 million. A comprehensive range of outpatient, day patients and in-patient (Iris Ward) treatment is provided for patients with all types of eating disorders, aged 18 and above.

The catchment area for community services is North Central and East London. The Specialist in-patient service is commissioned nationally by NHS-E.

All the Eating Disorders facilities have been designed to a high standard, There are 20 acute beds on Iris Ward, of which 14 are in regular usage. The Day Unit is located in Plum Block, St Ann's Hospital and offers a comprehensive day programme for eating disorders.



INTRODUCTION

The post offered is that of a Consultant in Eating Disorder Psychiatry, working within the well-established Eating Disorders Team. This is a replacement post which arisen due to previous postholder leaving the Trust. The post is being covered by additional sessions from one of the other Substantive Consultants. The post holder will provide senior medical cover along with two full-time consultants who are currently in post.

The post is full-time for 10 Programmed Activities (PA): 7.5 Direct Clinical Care (DCC) and 2.5 Supporting Professional Activities (SPA).

POST DETAILS

Main Duties & Responsibilities

- Carry out new psychiatric assessments.
- Providing Psychiatric and Medical Monitoring (reviewing bloods and ECGs) of patients in treatment within the service.
- Provide senior medical leadership to the team alongside the other Consultants and provide reciprocal cover for annual and other leave with the other Consultants.
- Attend daily morning referral meetings.
- Providing leadership and supervision to the multidisciplinary team (MDT) and attending all the MDT planned meetings.
- Provide support to triaging of patients referred to the Eating Disorder Community Team where a medical opinion is required.
- Working collaboratively with primary and secondary care services and arranging and chairing professional meetings to manage mutual patients. Participating in the multi-MEED meetings with numerous general hospitals within the catchment area.
- Providing information to the managers on the activity of the service.
- Continuing to continually improve the service and working in collaboration with the MDT to achieve this. Also participating in the monthly Clinical Improvement Group within the service.
- Provide diagnostic assessment and treatment for individuals under the care of the team.
- Take the lead in the management of complex cases.
- Provide support in formulating treatment plans in conjunction with the multidisciplinary team.
- Ensure the review and care of patient's physical health through liaison with other agencies including the patients GP and general hospital services.
- Promote mental health and independence for all people.



- Provide clinical and professional leadership in the service.
- Provide support to carers and relatives of people, including them wherever possible and in care plans.
- Facilitate access to a range of community orientated services to those who may need them.
- Liaise effectively with other Trust services and external partner agencies in the best interests of patients.
- Provide a service of the highest quality, within the limits of our resources.
- Promote high quality management of mental health patients by non-medical staff.
- Support non-medical colleagues in working independently.
- Take part in management activities related to the post, or the wider service within which it is embedded.
- Comply with all legal obligations covering clinical practice e.g. MHA (1983) and MCA (2005).
- Commit to ensuring fair access to services for all.
- Comply with procedures on reporting concerns about professional conduct or competence of medical or other colleagues.
- Supervising trainees.
- Teaching medical students.

SERVICE DETAILS

The Eating Disorders out-patient service provides care pathways in accordance with NICE guidelines for Eating Disorders and the National Service Specification for Specialist Services.

The team is multi-disciplinary and consists of professionals from a number of backgrounds including specialist in-patient, day-patients and liaison nurses, as well as psychologists and therapies staff, occupational therapies and dietitians. There is a full-time manager and administrative staff. The care delivered is recovery-focused which involves a change in focus from managing problems and symptoms to focusing on an individual's strengths and goals for the future. The service aims to assist individuals to be in control of your own life and seek out opportunities beyond their condition.

The Eating Disorders service is for adults who are aged 18 and above and is commissioned as a regional specialist service for a population of approximately 7 million. A comprehensive range of outpatient, day patients and in-patient (Iris Ward) treatment is provided for patients with all types of eating disorders. The catchment area for community services is North Central and East London. The Specialist in-patient service is commissioned nationally by NHS-E.



Referrals and Caseload

The out-patient service has a caseload of 700, there are approximately 88 referrals per month, of which 75% are accepted for an initial assessment.

The in-patient service has 15 beds and has an average admission rate of 6 per month.

The day programme has a caseload of 6.

Team Composition

Staff	Grade	WTE
Consultant Psychiatrist	Consultant	3.0
Specialist Doctor	Specialist	1.0
Higher Trainee	HT	1.0
Core Trainee (Equivalent)	CT	1.0
Service Manager	Band 8b	1.0
Psychology Lead	Band 8b	1.0
Team Managers	Band 8a	2.0
Team Managers	Band 7	2.0
Nurse	Band 5	11.16
Nurse	Band 6	10.0
Nurse	Band 7	1.0
Occupational Therapy	Band 6	2.0
Psychology/CBT Therapist	Band 8a	3.6

Psychology/CBT Therapist	Band 7	9.0
Dietician	Band 7	1.0
Dietician	Band 6	1.0
HCA	Band 4	13.0
Social Worker	Band 6	1.0
Admin	Band 3	3.0
Admin	Band 4	1.0
Admin	Band 5	1.0
Activity Co-Ordinator	Band 4	1.0
Assistant Psychologist	Band 4	1.0
AMHW	Band 4	1.0

Programmed Activities & Indicative Timetable

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

Following appointment there will be a meeting at no later than three months with the Clinical Director to review and revise the job plan and objectives of the post holder. A formal job plan will be agreed between the post holder and the Haringey Clinical Director three months after commencing the post and at least annually thereafter.

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



Day	AM	PM
Monday	Ward Round – Iris Ward (1 DCC)	Ward Round – Iris Ward (1 DCC)
Tuesday	Handover (0.5 DCC) Supervision of trainees (0.5 SPA)	Iris Ward – Professional meetings (1 DCC)
Wednesday	Handover and clinical reviews (1 DCC)	CPD - Internal Trust academic programme (1.0 SPA) and CPD time
Thursday	Handover and clinical reviews (1 DCC)	CPD – Audit/QI, or external CPD (1.0 SPA)
Friday	Handover and clinical reviews (1 DCC)	Clinical reviews and admin (1 DCC)

On call Responsibilities

There is no on call responsibilities attached to this post however the Consultant can choose to participate in the general Barnet, Enfield and Haringey Mental Health NHS Trust Consultant rota. The rota is currently 1:32. There is 3% on call supplement.

Continuous Professional Development and Appraisal

- The 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, local peer groups can be accessed via the clinical director.

Clinical Governance

The post holder is expected to play an active part in the Trusts clinical governance arrangements. There will be an expectation that the post holder will fully engage in contributing to the audit and Clinical Governance Programme.

Teaching and training

- Our Consultants are encouraged to participate in the weekly academic programme for doctors



- under the direction of the site tutor, including journal clubs, case conferences and audit meetings.
- Consultants are encouraged to take their study leave entitlement in line with Royal College Guidelines and support the development needs identified in their PDP, Peer Groups reviews and appraisal.
 - As a teaching organization BEH Trust actively promotes high standards in training in all professions. Director of Medical Education Dr Lubna Anwar has responsibility for Medical Training and Education across the Trust. The Trust has strong links with the Department of Psychiatry and Behavioral Sciences in UCL in the provision of undergraduate and postgraduate training. Core Trainees and Higher Trainees are part of the UCL Partners Training Programs. The post-holder will be encouraged to achieve the competencies to hold the role of Clinical Supervisor of Core Trainees. Gaining the competencies will be supported by the Department of Medical Education. In due course the post-holder will be supported to take on the role of Educational Supervisor. Educational Supervisors are supervised by the Director of Medical Education and are responsible for up to eight trainees per supervisor.
 - The post-holder will have opportunities to contribute to training of medical students from UCL medical school and the post-graduate psychiatric training through the MRCPsych Training Program hosted by UCL.

Library Services

- There is an excellent psychiatric library at St Ann's Hospital (next to Hawthorn Restaurant), St Ann's Road, London, N15 3TH, **beh-tr.library@nhs.net**, 0208 702 3785

Study Leave

The annual study leave entitlement for Consultants is £700 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Director and the Director of Medical Education, Dr Lubna Anwar. The Trust will approve reasonable requests for study leave subject to arrangement for clinical duties to be covered within the team.

Annual Leave & Cover Arrangements

The post holder will be entitled to annual leave as stated in the National Terms and Conditions for Consultants.



The post holder is entitled to 33 (35 for a post-holder with more than 7 years Consultant experience) days of annual leave per year.

Internal cover arrangements are in place within the service by reciprocal arrangements with the other Eating Disorders Consultants.

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

Individual working space is located within Plum Block, where the postholder will have access to patient electronic notes and administrative support.

Support

Local organisational systems are in place to support doctors' wellbeing following serious incidents that involve their patients. This includes nominated senior colleague support, Balint Groups and suicide reflection groups. A Balint group meets on Wednesday in conjunction with the academic programme.

SERVICE DETAILS

The London Borough of Haringey in 2018 had an estimated population of 270,624. It is a very diverse population with a rich history which we at BEH embrace. We are very proud of our strong immediate community.

The St Ann's site houses both community and in-patient mental health services. It has a continued programme of improvement and renovation and houses the Trust's headquarters, research and development site and Trust library, in addition to a recent new canteen.

Over the past 3 years the Trust has invested over £20 million in redeveloping the St Ann's site. The new hospital, Blossom Court houses 4 wards – 3 general 18 bedded adult acute wards and Iris Ward, a bespoke eating disorders ward.



Local Management Structure (Haringey)

Managing Director: Gary Passaway

Associate Director of Nursing: Lazarus Ndhlovu

Clinical Director (Adult & Older Adult Community Services): Dr Sarah Minot

Clinical Director (BEH Hospital Division): Dr Edward Beveridge

Mental Health Services, Haringey Division

St Ann's Hospital

Central Core Team

Community Mental Health Services for Older People

Community Rehab

Complex Emotional Needs pathway - Personality Disorders Service / Mood and Anxiety Pathway and cPTSD

Crisis Resolution & Home Treatment Team

Daisy Ward

East Core Team

Eating Disorder Services - community

Early Intervention Service (EIS)

Haringey Homeless Inclusion Team

Iris Ward (Eating Disorders)

Learning Disability

Sunflower Ward

Tulip Ward

Wellbeing Clinic

West Core Team

*CAMHS services are now held within a separate Trust Division

Consultant Staff – Haringey Division

In-Patient Services	Title and Additional Roles
Locum – Dr S Neru	Consultant Psychiatrist – Daisy Ward
Dr J Greening	Consultant Psychiatrist – Sunflower Ward



Dr S Lorenz	Consultant Psychiatrist – Tulip Ward and Borough Operational and Professional Medical Lead
Dr A Frustaci	Consultant Psychiatrist – Iris Ward
Crisis Resolution and HTT	
Locum – Prof A El-Missiry	Consultant Psychiatrist
West Core Community Team	
Locum – Dr O Ukaegbu	Consultant Psychiatrist
Locum – Dr T Choudhry	Consultant Psychiatrist
Central Core Community Team	
Dr A Getz	Consultant Psychiatrist
Dr M Tyler	Consultant Psychiatrist
East Core Community Team	
Dr P Bajaj	Consultant Psychiatrist
Locum - Dr F Nomouja	Consultant Psychiatrist
Locum - vacant	Consultant Psychiatrist
Complex Emotional Needs Pathway	
Bank – Dr J Cranitch	Consultant Psychiatrist
Early Intervention Service	
Dr R Kloocke	Consultant Psychiatrist
Eating Disorder – Community	
Dr A Frustaci	Consultant Psychiatrist

Dr R Freudenthal	Consultant Psychiatrist
Community Rehab	
Dr K Bhaver	Consultant Psychiatrist
Wellbeing Service	
Dr A Al-Bassam	Associate Specialist Psychiatrist
Locum - Dr S Kalimuthu	General Practitioner
Older People's Services	
Dr U Mandal	Consultant Psychiatrist
Dr R Humphreys	Consultant Psychiatrist
Dr A Jembreel	Consultant Psychiatrist
Locum – Dr M Payne	Consultant Psychiatrist
Psychiatry of Learning Disabilities	
Dr Laura Korb	Consultant Psychiatrist
Dr E. McNamara	Consultant Psychiatrist
Currently vacant	Consultant Psychiatrist
Haringey Homeless Inclusive Team	
Bank – Dr R Barros	Consultant Psychiatrist

TRUST DETAILS



Barnet, Enfield and Haringey Mental Health NHS Trust (BEH) and Camden and Islington NHS Foundation Trust (C&I) are the major mental health service providers in North London. We provide care and support to a population of 1.6m people in North London and also provide a range of more specialist mental health services to a wider population across London, surrounding counties and some national services. They include: General Adult Services (Inpatient Services, Crisis Services, Community Services, Talking Therapies), Rehabilitation Services, Children and Young People Mental Health Services, Older Adult Services, and Learning Disabilities and Autism Services. Our specialist services include Forensic and Prisons Services, Substance Misuse Services, the Perinatal and Maternal Mental Health Service, Specialist Eating Disorders Services, and Veterans' Mental Health Services. We are starting from a good place with both of our organisations having been rated as 'Good' during our latest Care Quality Commission (CQC) inspections.

We provide services to an extremely diverse population across the five boroughs of North London, each of which contains a range of population groups and communities, with different needs and different preferences on how they engage with services. The wider socio-economic determinants of health vary significantly, for example in housing, education, and employment status, all of which we know influence mental health. As a consequence, our communities face unequal health and wellbeing outcomes and overall life expectancy.

Reducing these health inequalities is a key focus for our Strategy. We want to be known for our local preventative work with communities to improve the mental health of everyone in North London. This will mean supporting people to be resilient and have good mental health, and we will offer early intervention for those with mental health problems to prevent these problems worsening.

Like many parts of the NHS, we face major challenges in recruiting and retaining the staff needed to provide great care. The people who depend on our services tell us that the quality of our staff and the nature of their work and the relationships they build are the most critical thing to high quality care. Our Strategy aims to help address the workforce challenges we face so we can continue to improve our services for those who use them.

North London Mental Health Partnership Strategy

Barnet, Enfield and Haringey Mental Health NHS Trust and neighbouring Camden and Islington NHS Foundation are working together in a formal Partnership, with a single Chair, Chief Executive and Partnership Executive Team. Our new Partnership Strategy was launched in May 2023. To give our Partnership a clear identify, we are now called the North London Mental Health Partnership.



Our new Partnership Strategy sets out how, by working closely together, we can:

- Improve outcomes for our service users, sharing best practice to improve the quality of care and ensure our services are delivered consistently in each borough
- Remove competition between our two Trusts and address mutual challenges collaboratively
- Be a united and powerful voice, nationally and locally, to champion mental health and mental health services in North London, and be at the forefront of national policy developments to highlight the rights and needs of our service users
- Provide more career development opportunities for our staff through our bigger scale and greater range of services
- Provide a single leadership team that works with all of our stakeholders at System, Borough and Neighbourhood level
- Create a new, shared culture and set of values, aimed at providing care that is preventative, compassionate, personalised and trauma-informed
- Make efficiencies through economies of scale and reinvesting resources where they are most needed

By working together closely as the North London Mental Health Partnership, our two Trusts can achieve more for our service users, their carers, our staff and our local communities than we can by working separately. We will continue to engage our service users, carers, staff, partners and local people in co-producing the culture of the Partnership as it develops further, taking the best of both organisations.



Our Five-Year Strategy



Our Strategic Objectives for 2023/24



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 Beckley
Sheetal Balani

Executive directors

Chief Executive: Jinjer Kandola
Deputy Chief Executive & Chief Operating Officer: Natalie Fox
Deputy CEO & Executive Director for Partnerships: Darren Summers
Chief Medical Officer: Dr Vincent Kirchner
Chief Nursing Officer: Amanda Pithouse
Chief Financial Officer: David Wragg
Chief People Officer: Susan Young
Executive Director for Strategy, Transformation & Organisational Effectiveness: Jess Lievesley
Chief Digital & Information Officer: Sarah Wilkins
Chief People Officer: Ben Browne
Chief Financial Officer: David Wragg

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.



Health & Safety

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.

Research, Education and Training

Dr Artemis Igoumenou is the Trust lead for research. 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. 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.



Quality Improvement

The Trust is a learning organization 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.

Conflict of Interest

All applicants are required to declare direct involvement 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 organization you may be asked to carry out duties at any of its sites, 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 relevant 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.

Wellbeing – Occupational Health

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). 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.

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, currently



being provided via webinars.

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.

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 doctors 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.

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.

Information Relating to Terms and Conditions of Service

The Post will be offered under the terms and conditions set out in the specialty doctor contract [England 2003]. The Trust is entitled at any time to deduct from the post-holders 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.

Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Membership of the scheme is optional and further details are available on appointment. The Scheme is undergoing national review.

Period of Notice

To terminate employment a period of 3 months' notice on either side will be required.

The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of the changing circumstances in consultation with the post holder.

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.



Person Specification

	Essential	Desirable
Qualifications and Experience	<p>Within six months over obtaining a CCT or on the GMC specialist register.</p> <p>Membership of the Royal College of Psychiatrists or equivalent.</p> <p>Experience of acute psychiatric inpatient work.</p> <p>Training and experience in General Adult Psychiatry.</p> <p>Full GMC registration.</p> <p>Section 12 Approved and an Approved Clinician.</p> <p>Registered for the Continuing Professional Development Programme with The Royal College of psychiatrists.</p> <p>Membership of a medical defence union.</p>	<p>Experience in the diagnosis and management of patients with an array of eating disorders.</p> <p>Experience or physical health monitoring in the context of eating disorders.</p> <p>Knowledge of the full range of effective therapeutic techniques to include psychoeducation, medication and psychological therapies including CBT.</p> <p>Teaching (Experience in teaching).</p>
Management and Audit	<p>Participation in medical audit.</p>	<p>Management training.</p> <p>Management skills.</p> <p>Understanding of contracting, financing activity monitoring</p>

Service Development	<p>Understanding of leadership.</p> <p>Negotiation skills.</p> <p>Understanding of equal opportunities and appropriate training.</p>	<p>Experiencing developing a service component.</p> <p>Demonstratable record of clinical leadership.</p>
IT Experience and Skills	<p>Experience in data gathering and management.</p> <p>Basic computer skills, including ability to use email and internet.</p>	
Personal Skills	<p>Ability to work within a multi-disciplinary team.</p> <p>Enthusiasm and commitment to the NHS.</p> <p>Highest level of integrity.</p> <p>Capacity to respond positively to the constantly changing NHS environment.</p>	<p>Car user</p>

For further information, please contact:

Dr Sarah Minot
Clinical Director, Haringey Division
St Ann's Hospital
sarah.minot1@nhs.net
BEH Website: <http://www.beh-mht.nhs.uk/>

