

Consultant Forensic Psychiatrist / General Adult Psychiatrist with interest in Forensic Psychiatry

Female LSU Chichester Centre

Job description and person specification

Post and specialty:	<p>Consultant in Forensic Psychiatry</p> <p>This is a well-established post on a low secure female only inpatient ward, which has become available due to an internal appointment within the Forensic Healthcare Service (FHS). The post holder will provide inpatient consultant / RC responsibilities to 15 female patients on low secure wards at the Chichester Centre, North West Sussex.</p>
Base:	Chichester Centre - low secure unit
Contract:	<p>Number of programmed activities: 10 PA with 7.5 DCC and 2.5 SPA. 10 PA's are spread over 5 days, Monday to Friday, flexible working pattern and/or part-time arrangements can be discussed by successful candidate</p>
Accountable professionally to:	Chief Medical Officer, Dr Claire Woolcock
Accountable operationally to:	General Manager, George Guerges, Forensic Healthcare Service
Key working relationships and lines of responsibility:	<p>Line Manager: Clair Evans</p> <p>General Manager: George Guerges</p> <p>Lead Psychiatrist: Dr Syed Ali</p> <p>Clinical Director: Rosalind Green</p> <p>Service Director: Tim Wellington</p> <p>Chief Delivery Officer: John Child</p> <p>Chief Medical Officer: Dr Claire Woolcock</p> <p>Responsible Officer: Dr Aruna Wijetunge</p> <p>Chief Executive: Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our Integrated Care System partners, we have developed a compelling case for change in mental health services which strives to improve the links between health and social care to better serve our communities. The Trust is rated by the Care Quality Commission as *Good* for being safe, effective, responsive and well-led and as *Outstanding* for caring.



2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

The Trust delivers services via 5 Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. Each CDS is led by an operational director and a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model supports continuous service improvement for patients and carers, is supported by Clinical Academic Groups and aligns with our Trust Values, Organisational Strategy and Clinical Strategy. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisations.

3.0 Service details

<p>3.1</p>	<p>West Sussex is situated in the south east England between the sea and the South Downs with a population of around 848,000. The county offers good access to London and is in close proximity to Gatwick Airport. West Sussex is one of the 20% least deprived counties/unitary authorities in England, however about 11% (15,500) of children live-in low-income families. Life expectancy for both men and women is higher than the England average. The health of people in West Sussex is generally better than the England average.</p> <p>The Forensic Healthcare Service is a trust-wide and expanding service, with 30 Medium Secure beds for men and 15 medium secure beds for women based at Hellingly Centre in East Sussex. There are 15 low secure male beds at Hellingly and 49 low secure beds provided at the Chichester site (15 female and 34 male beds)</p> <p>There are 3 Consultant Forensic Psychiatrists and 1 non-medical RC (NMRC) working in the Medium Secure inpatient service: Dr Maguire and Dr Syed Ali – Oak ward, Men’s MSU Dr Helen Maguire and Dr Kouvarakis – Ash, men’s rehab MSU Nurse Consultant and NMRC, Laura Woods - Blossom female medium secure ward Dr Kouvarakis RC - Blossom Women's Ward</p> <p>and 4 Consultant Forensic Psychiatrists working in the Low Secure Service (3 working at Chichester Centre - LSU in West Sussex). The Consultants working into the Low Secure Service are:</p> <p>Fir Ward - Male LSU - Dr Catherine Sherwin Dr Moustafa Saoud – Pine Ward, men’s Low Secure This post – Hazel Ward, female Low Secure</p> <p>Dr Caroline Ardron – Elm ward, men’s low secure at Hellingly Centre, East Sussex</p> <p>There are 3 full time Consultant Forensic Psychiatrists working in Community Forensic outreach and liaison (FOLS) services.</p> <ul style="list-style-type: none"> - Dr Andrew Hadler – West Sussex - Dr Emma Wall & Dr Katie Glenner job share – Brighton and Hove - Dr Roddy Ley – Eastbourne & Hastings <p>The Forensic service also manages a 24 bedded ‘locked rehabilitation’ unit at Horsham, West Sussex. This post is covered by a full-time Consultant Psychiatrist and a full-time Speciality Doctor</p>
<p>3.2</p>	<p>The Trust is seeking a Consultant Forensic Psychiatrist to join the secure inpatient services. This vacancy has arisen due to internal appointment within the service and the Trust regards this as an opportune moment to develop the functioning of the team.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for Forensic Healthcare Service (FHS) and the families and carers using the service in challenging times. This post adds to the medical establishment of the team providing a minimum of 1.0 whole time equivalent Consultant Psychiatrists for the Forensic CDS.</p>
<p>3.3</p>	<p>Geographical area(s) the post covers This post covers the female low secure ward at Chichester Centre (LSU).</p>

3.4	<p>The current multidisciplinary team establishment is as follows:</p> <table border="1" data-bbox="279 291 1516 907"> <tr> <th data-bbox="279 291 359 358"></th><th data-bbox="375 291 1516 358">Secure Inpatient Services</th></tr> <tr> <td data-bbox="279 358 359 907"></td><td data-bbox="375 358 1516 907"> <p>General Manager - George Guerges</p> <p>Consultant - Post advertised</p> <p>Matron - Clair Evans</p> <p>Ward Manager</p> <p>Occupational Therapist</p> <p>Social Worker 1 and Social Worker unqualified 0.30</p> <p>Psychologist 1</p> <p>RMN x 7 & 1.5 being recruited</p> <p>Support Workers x 10 and 1 being recruited</p> </td></tr> </table>		Secure Inpatient Services		<p>General Manager - George Guerges</p> <p>Consultant - Post advertised</p> <p>Matron - Clair Evans</p> <p>Ward Manager</p> <p>Occupational Therapist</p> <p>Social Worker 1 and Social Worker unqualified 0.30</p> <p>Psychologist 1</p> <p>RMN x 7 & 1.5 being recruited</p> <p>Support Workers x 10 and 1 being recruited</p>
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3.5	<p>Psychiatry doctor names associated with this team and areas they cover</p> <p>Consultant Psychiatrists based at Chichester Centre (LSU)</p> <p>Hazel ward, Post advertised</p> <p>Dr Moustafa Saoud – Pine Ward, Male Low Secure</p> <p>Dr Catherine Sherwin – Fir Ward & Pine Ward, Male Low Secure</p>				
3.6	<p>Details of inpatient service facilities</p> <p>Within the Forensic CDS - Secure inpatient services (male and female MSU and LSU), and high dependency rehabilitation service.</p>				
3.7	<p>Teams that support the post holders' team</p> <p>The post holder works collaboratively with inpatient secure hospital sites at Hellingly and Chichester Centre, and FOLS teams.</p> <p>The main responsibilities are inpatient care to maximum 15 female patients on Low Secure Ward at the Chichester Centre.</p> <p>Each ward has an effective multidisciplinary team with senior nurses (including two nurse consultants, one on each site), Social Workers, Psychologists, and OTs within each team and specialist therapists working across the service.</p> <p>To work closely with the matron and other lead professionals to provide clinical leadership to the ward team as the ward-based Consultant Psychiatrist and ensure safe, supportive care within the Low Secure Services.</p> <p>To participate in ensuring the weekly referrals meeting has relevant information and feedback and to attend peer supervision meetings</p> <p>The Trust is a training trust and trainee medical staff are placed within the Chichester Centre and</p>				

	across the service. CT1-3/Speciality Doctor support/ST4-6 support therefore is available when trainees are placed.
3.8	<p>Details of Trust-wide consultant network</p> <p>The post holder will be part of a Trust-wide consultant network. There are opportunities to liaise with colleagues in other Forensic posts throughout the Trust and develop peer networks. The post holder will see consultant peers weekly at the local academic programme, at regular division meetings in the locality and at clinical governance meetings.</p> <p>If newly qualified or new to the Trust the post holder will be offered a mentor. Newly qualified consultants meet regularly with peers and the Chief Medical Officer as a group.</p>
3.9	<p>Operations of the local services</p> <p>The Trust provides services across 3 local areas - East Sussex, Brighton and Hove and West Sussex along with some services into Hampshire for Children and Young people's services.</p> <p>Operational Service are provided within a structure of clinical delivery services referred to as CDS's (of which Forensic Healthcare is one) and are made up of adult mental health service CDS's and 4 specialist CDS groups; Forensic Healthcare, Children and Young People's services, Learning Disability and Nursing Home Services.</p>
3.11	<p>Care Delivery Service management and governance arrangements</p> <p>The CDS Leadership team consists of both Operational Managers and Professional Leads including a Care Group Director (Mr Tim Wellington) and Clinical Director (Ms Rosalind Green) and provides Integrated Governance.</p> <p>Medical management across the Trust is led by the Executive Medical Directorate (Dr Claire Woolcock, (Interim Chief Medical Officer) and Dr Aruna Wijetunge (Interim Deputy Chief Medical Officer). Local medical management is led by the Lead Psychiatrist Dr Syed Ali who provides professional line management for the post.</p>
3.12	<p>Working Environment</p> <p>The post will have access to a shared office base with full access to IT facilities at the Chichester Centre, Graylingwell Drive Chichester West Sussex PO19 6GS and access to office facilities</p> <p>There is a Team administrator who will be designated to provide administrative support to this post (in addition to other duties). Mileage is paid in line with Trust Policy and the Consultant Terms and Conditions. IT equipment is provided and enables the post holder to work from any Trust base as required.</p> <p>The Trust has invested in 'Dragon' voice recognition software to allow the clinical staff to dictate information into Carenotes (electronic mental health records). Support is available in installing and accessing the software. Dragon users are able to dictate documents in Carenotes, Microsoft Word, Excel, Power Point and Outlook.</p>
3.13	<p>Expected Caseload Numbers</p> <p>The main responsibilities are inpatient care to maximum 15 female patients on Low Secure Wards at the Chichester Centre.</p> <p>Assessment of patients referred from various sources including PICU, prison services, general adult services, CAMHS, KSS provider collaborative for suitability of admission to LSU. Such referrals come through single-point of access via weekly referrals meeting</p>

	<p>FHS is in the process of recruiting a middle grade Doctor to support the Consultants at the Chichester Centre.</p>
	<p>Good medical Practice Consultant will maintain and comply with Good medical practice guidance of GMC</p> <p>Good medical care</p> <ul style="list-style-type: none"> • To work within the multidisciplinary team to provide a high quality of specialist assessment, treatment and care to users in a range of settings. • To provide clinical advice and liaison, as required, in other parts of the service • To operate within guidelines, policies and procedures relevant to the post. <p>Maintaining good medical practice</p> <ul style="list-style-type: none"> • All consultants are expected to participate in continuing professional development, annual appraisal and revalidation. Job plan reviews are undertaken in accordance with relevant national guidance and by the designated clinical manager. These may be supported by a Senior Manager as appropriate. • All Consultants have responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. A peer group for the Forensic Psychiatrists takes place quarterly in conjunction with the weekly Forensic CPD commitment which the post holder will be expected to attend. <p>Relationships with others</p> <ul style="list-style-type: none"> • To work in partnership with users and carers so that they are fully involved and empowered to make decisions about their treatment and care. • To work constructively with managers and clinical colleagues to maintain effective team working and service improvement. • To establish good communication and effective working relationships with all relevant agencies, in relation to individual patients and service development. • Build up knowledge of and links with the voluntary and independent service providers locally
3.14	<p>Examples of good clinical Trust practice The Trust has a thriving research network and also has strong links with Brighton and Sussex Medical School - SPFT regularly hosts students of various disciplines.</p> <p>The Trust has been rated 'outstanding' in caring by the CQC and 'good' in all other domains. https://www.cqc.org.uk/provider/RX2</p> <p>The Trust Organisational Strategy can be accessed here: https://staff.sussexpartnership.nhs.uk/working-here/about-us/our-organisational-strategy</p> <p>SPFT is part of a wider network of health and social care commissioners and providers and are working in partnership with our staff, volunteers, education and other agencies. Close links have been developed with Brighton and Sussex Medical School (BSMS) and there is a Sussex wide training scheme in psychiatry.</p> <p>SPFT is an important stakeholder in the Sussex Integration and Care System (ICS) https://www.sussexhealthandcare.uk/about-us/our-work-mental-health/</p>
3.15	<p>References to Trust, NHS England/CCG websites</p>

	<p>The service acts as gate-keeper for all secure admissions of Sussex residents on behalf of NHS England, Kent, Surrey & Sussex KSS Provider Collaborative. There is a close working relationship with secondary mental health services and consultancy and advice is offered in order that all services seek to ensure that community patients are managed by the most appropriate service for them.</p> <p>Please visit the Trust website: www.sussexpartnership.nhs.uk</p>
3.16	<p>References to other teams and resources</p> <p>An emphasis on Secure Recovery and helping patients progress into the community, is maintained on the principles of secure recovery pathway</p> <p>There is a close working relationship between the different components of the care group with regular consultants' meetings, academic programme and Consultants reflective practice.</p> <p>Each inpatient ward has an effective multidisciplinary team with senior nurses (including two nurse consultants, one on each secure site), Social Workers, Psychologists, and OTs within each team and specialist therapists working across the service.</p> <p>There is a well-established and expanding Police and Court Liaison and Diversion Service (Sussex Liaison and Diversion service), covering the whole of Sussex and is a Department of Health test site for enhanced liaison and diversion services. SLDS clinicians are able to seek advice from consultant group including the Lead Psychiatrist.</p>
3.17	<p>Involvement in strategic development of team and services.</p> <p>To participate in the planning and development of local Mental Health Services and to contribute constructively to improving the standards of mental health care within Sussex (via attendance at established governance and service improvement groups).</p>
3.18	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>FHS has Working Together groups, involving patients.</p> <p>FHS has an Expert by Experience Lead as part of the Leadership group</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p>Continuing Professional Development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement is £650 per year, (£1950/3yrs) and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk.</p> <p>All Consultants have a responsibility for ensuring their own continuing professional development and are</p>

	<p>expected to register for CPD with the Royal College of Psychiatrists. Consultant peer groups are established which the post holder will be expected to join. The Trust is committed to supporting CPD activities both internally and externally.</p> <p>Consultants reflective practice is available on a monthly basis</p>
5.0	<p>Clinical Leadership and Medical Management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by a Deputy Chief Medical Officer, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>Local medical management is undertaken by Lead Psychiatrists.</p> <p>Detail participation in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust.</p> <p>The post holder will become a member of FHS. The post holder will be expected to work collaboratively with managers to achieve the most efficient and effective use of resources.</p> <p>Quality Improvement is the chosen improvement methodology for this organisation and the post holder will be expected to:</p> <ul style="list-style-type: none"> • Develop a clinical leadership role within the multidisciplinary team and across the service as a whole and work with colleagues and management to ensure optimal service delivery. • Participate in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust. • Lead the improvement of the quality of care within the team and contribute to improving quality across the system. <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</p> <p>The Trust is committed to ensuring all Trust medical staff are licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Aruna Wijetunge, Deputy Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Individual job planning is supported by a clearly defined Trust policy and is in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p>

	<p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new Consultants.</p>
7.0	<p>Teaching and Training</p> <p>The post holder will be supported via group and individual job planning processes to provide dedicated time in their job plan to:</p> <ul style="list-style-type: none"> • Provide training to junior medical staff, and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate. • Participate in the Trust's core education and training programme on Wednesday afternoons, which take place at various sites across the Trust, as well as regional Foundation and Speciality doctor training schemes as required. • Remain in good standing in relation to CPD & revalidation. • Provide supervision to junior medical staff including trainees and non-training Doctors if attached to the post. • At times, be responsible for individual supervision of a GP vocational Trainee. • Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body. • Contribute to corporate training initiatives within the Trust.
8.0	<p>Research</p> <p>Sussex Partnership is committed to the design, delivery and translation of high-quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the regional Clinical Research Partnership Board.</p> <p>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>

9.0	<p>Mental Health Act and Responsible Clinician Approval</p> <p>The post holder will 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.</p>
10.0	<p>Secretarial Support and Office Facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The consultant will have access to their own laptop, mobile phone and functioning of both devices are supported by a centralised IT service.</p> <p>Private bookable rooms are available for supervision.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space.</p> <p>There is a Team administrator who will be designated to provide administrative support to this post (in addition to other duties). Mileage is paid in line with Trust Policy and the Consultant Terms and Conditions. IT equipment is provided and enables the post holder to work from any Trust base as required.</p>
11.0	<p>Clinical Duties of Post Holder</p> <ul style="list-style-type: none"> • The Consultant Psychiatrist will provide clinical and strategic leadership for allocated elements of the teams. This will include direct clinical involvement in assessments, diagnosis and management of complex mental health presentations in the context of significant potential risk to self and others. • It will also include provision of clinical consultation and supervision to the team. • This post also entails provision of statutory roles including MHA (preparation of reports and Tribunal attendance) and MCA legislation as well as, potentially, the provision of expert testimony to the Criminal Courts. • The role will also entail significant contributions towards the educational, service development and clinical governance/quality improvement processes within the service. • To work closely with colleagues from Secure and Forensic community-based services to develop suitable discharge arrangements in preparation for the discharge of low secure inpatients to the community and to ensure high quality care pathways. • To liaise with statutory and non-statutory (Probation, Police, Court, Social Services, voluntary organisations/agencies) as required. • To attend MAPPA meetings as required • To participate in the weekly referrals meeting • To offer training to professional audiences as appropriate • To participate in the West Sussex on-call rota.
12.0	<p>Clinical Governance and Quality Improvement</p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p>

	<p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	<p>General Duties</p> <ul style="list-style-type: none"> • 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.
14.0	<p>External Duties, Roles and Responsibilities</p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>

15.0 Other Duties

From time to time it may be necessary for the post holder to carry out such 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.

16.0 Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment a meeting will take place no later than three months from appointment 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 Royal College of Psychiatrists recommendation).

1.5 programmed activities are allocated for CPD and 1.0 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m.	DCC MDT meeting/handover Admin	DCC MDT handover Risk Clinic / CPA meetings	DCC (recovery reviews)	DCC (External assessments/ Tribunals MH)	DCC Patient reviews
p.m.	DCC Referral meeting weekly SPA Academic meeting monthly Reflective practice monthly	DCC Admin / patient reviews	SPA Audit/QI project/ Leadership	DCC Admin 1 hour supervision (peer/managerial)	SPA

Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.

17.0 On Call and Leave Cover Arrangements

The post holder will take part in the team based daily rota for emergencies, together with Consultant colleagues. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be contacted if required.

A Consultant is expected to attend and review patients in the long-term segregation in forensic service, which require 1 Consultant review per day.

Whilst undertaking out of hours on call duties, in an emergency, a Consultant may be required to attend a ward/service in person.

	<p>The post holder will be expected to take part in the out of office hours on call rota, supported by the Urgent Help Service, who work 9am-8pm Monday to Friday and 10am-6pm on weekends and bank holidays. A trainee doctor is first on call with the rota providing second on call. The consultant would participate in the Chichester on call rota. This is at least a 1 in 9-week commitment, undertaking one week at a time with appropriate allowance for compensatory rest agreed during contracted hours during each on-call week.</p> <p>An availability supplement of a category A, 3% of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan.</p> <p>The Sussex Mental Health Line telephone service accessed by patients is available on weekdays between 5pm-9pm and 24-hours at weekends. It provides support and information and is staffed by nurses and support workers.</p> <p>A Trust operational manager is on call each day.</p>
18.0	<p>Leave and Cover Arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of consultants and is agreed and authorised using electronic unavailability management software.</p>
19.0	<p>Contract Agreement</p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
20.0	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>For more information on the Trust Occupational Health Department please contact Medical Staffing team on 0300 304 0393.</p> <p>For more information on our ongoing wellbeing initiatives please see section 20.3 below.</p> <p>More details can be found on our careers portal: Working for Us Sussex Partnership NHS Foundation Trust</p>
20.1	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p>

	<ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
20.2	The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.
20.3	A list of our ongoing wellbeing activities across the Trust can be found on our career's portal: Working for Us Sussex Partnership NHS Foundation Trust
21.0	<p>Visiting Arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Tim Wellington, Service Director Rosalind Green, Clinical Director Karen Friel, General Manager Dr Syed Ali, Lead Psychiatrist - syed.ali@spft.nhs.uk</p> <p>Please contact Debbie Barrington Smith to make arrangements for a visit/informal discussion with any of the above</p> <p>debbie.barrington-smith@spft.nhs.uk</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality, Diversity & Inclusion Statement</p> <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p> <p>At Sussex Partnership, we care deeply about hiring, retaining, and developing a workforce that reflects the communities we serve. Our staff networks play a crucial role in exploring relationships trust-wide and advancing opportunities for all staff, helping underrepresented communities continue to feel they belong here.</p> <p>More information on our staff networks can be found on our careers portal using the following link: Diversity and Inclusion SPFT Recruitment (sussexpartnership.nhs.uk)</p>
23.0	<p>Approval of Job Description by the Royal College of Psychiatrists</p> <p>This job description and person specification has been sent for approval by the Royal College of</p>

	Psychiatrists' regional advisor.
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Person specification/selection criteria for Consultant Psychiatrist

ASSESSMENT STAGE	SCR Screening prior to short-listing	AAC Advisory Appointments Committee	PRES Presentation to AAC panel
ABBREVIATIONS	SL Short-listing from application form	REF References	

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.	SL
			MRCPsych	SCR
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	SCR	In good standing with GMC with respect to warning and conditions on practice	SCR
	Included on the GMC Specialist Register OR within six months.	SCR		
	Approved clinician status OR able to achieve within 3 months of appointment	SCR		
	Approved under S12 OR able to achieve with 3 months of appointment	SCR		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	SCR		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	SL, AAC, REF	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, AAC
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	SL, AAC, REF		
	Excellent oral and written communication skills in English	SL, AAC, REF		
	Able to manage clinical complexity and uncertainty	AAC		
	Makes decisions based on evidence and experience including the contribution of others	AAC		
	Able to meet duties under MHA and MCA	AAC		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	SL, PRES, AAC	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	SL, AAC
	Ability to work in and lead team	SL, AAC	Reflected on purpose of CPD undertaken	SL, AAC
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement.	SL, AAC	Experienced in clinical research and / or service evaluation.	SL, AAC
	Participated in continuous professional development	SL, AAC	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL
	Participated in research or service evaluation.	SL, AAC	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC

	Able to use and appraise clinical evidence.	SL, AAC, PRES		
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, PRES		
	Ability to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.	SL, AAC, PRES		