

**Research Doctor, Specialty Grade
Innovation and Development
Surrey Wide.**

Post and Specialty:	Research Doctor Innovation and Development Surrey Wide.		
Base:	Two Bridges, Guildford Street, Chertsey, Surrey KT16 9AU		
Contract:	Full-Time - The salary will be under the Specialty Doctor Grade Contract - £52,530 - £82,400 Per Annum.		
	Total PAs: 8	SPA: 2	DCC/Research Duties: 8
Accountable professionally to:	Associate Medical Director (Research & Dev)		
Accountable operationally to:	Associate Medical Director (Research & Dev)		
Key working relationships and lines of responsibility:	Associate Medical Director: Dr Anand Mathilakath Associate Medical Director for Research & Development: Prof. Ramin Nilforooshan Divisional Director: Claire Clifford Chief Medical Officer: Dr Emma Whicher Chief Executive: Graham Wareham		

1 Introduction

This appointment is for a part-time Research Doctor within the Research and Development department at Surrey and Borders Partnership NHS Foundation Trust, working alongside a multidisciplinary team in line with New Ways of Working.

2 Trust Details

Surrey and Borders Partnership NHS Foundation Trust is the leading provider of health and social care services for people of all ages with mental health problems, drug and alcohol problems and learning disabilities in Surrey and Northeast Hampshire for people of all ages.

We provide various community services, integrated health and social care, early intervention, and detection programmes, and highly specialised therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery. Over 2,960 people work with us substantively at Surrey and Borders Partnership to provide our services, equating to an average of 2,541 whole-time equivalents (WTE) staff. Many of these are highly skilled professionals who work with various partners in the private, public, and voluntary sectors to ensure we deliver high-quality care to our local population of 1.3 million. In addition, we seek to involve and engage people who use our services and their families in our community, and we have just over 7,000 public members of our Foundation Trust.

The Trust has hosted core trainees in psychiatry from HE KSS. There are also HST 4–6-year trainees on rotation from HEKSS, and the trust hosts GPVTS and foundation trainees. In addition, there are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. In April 2005, we were established as a health and social care partnership Trust and in May 2008, we became an NHS Foundation Trust, the first mental health and learning disability Trust in the Southeast Coast NHS region to gain this status.

Our Trust projected income for the 2023/24 financial year is about £320 million. In previous years we reported the income for Children and Family Health Surrey; this service now trades within the Trust. We deliver high-quality care across our 140 services registered with the Care Quality Commission. Our services are provided in community settings, hospitals, and residential homes, emphasising local treatment and support close to people's homes wherever possible.

The M25 and M23 pass through the area giving easy access to both Gatwick and Heathrow airports and the south coast.

3 Service Details

Surrey and Borders Partnership NHS Foundation Trust works with the National Institute for Health Research (NIHR) Clinical Research Network (CRN) through the local Kent, Surrey, and Sussex CRN. The network provides a world-class health service infrastructure to support research and remove barriers to its conduct. It aims to improve the speed, quality and integration of research resulting in improvements in prevention, diagnosis, treatment, and patient care.

The SABP research department is an award-winning service delivering high-quality studies. Our mission is to embed an innovative, vibrant research culture where the people who use our services can access the latest treatments and therapies.

In the first phase, NHS England was awarded SABP approximately £11m to Surrey Heartlands and Frimley Healthcare Systems to fund and lead new and transformed services, including GPimhs and MHICS teams. Staff

from SABP, social care and the voluntary sector will work closely with GPs in Primary Care Networks to improve local services. There has been further investment in the Second Phase

4 Continuing Professional Development (CPD)

- There is an expectation that all doctors will be in good standing with the Royal College of Psychiatrists for CPD. The Trust fully supports CPD and a good peer group system that new medical staff will be expected to join. Those practitioners already members of the Royal College of Psychiatrists will be expected to participate in CPD per the College guidelines.
- Undertake training and continuing professional development as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process.
- To be registered with the Royal College of Psychiatrists for Continuing Professional Development. This includes achieving and maintaining good standing for CPD in line with the requirements of the Royal College of Psychiatrists.
- It is expected that all Specialty Doctors are members of a CPD peer group. These are typically organised locally, and new Specialty Doctors can join a local group conveniently for their main base. Meetings usually are monthly or bi-monthly.
- The Trust supports Specialist Psychiatrist CPD activities by providing a local CPD peer group structure, access to study leave, and a study leave budget alongside a local academic programme the post holder is expected to attend. The Department of Medical Education supports these functions.
- Study leave is provided per the Specialty Doctors Terms and Conditions of Service. It is applied through the Department of Medical Education, authorised by the CPD peer group in line with Trust guidance.

5 Clinical Leadership

- To show a commitment to New Ways of Working and provide consultation and supervision to team members
- To work with Other Specialty Doctors, Consultant colleagues, and local managers to develop safe, clinically effective, cost-effective service in Surrey.
- The post holder will be expected to work constructively with SABP Trust managers (including the Associate Medical Director Research & Development) to work with local commissioners and to deliver and develop a strategy to ensure that the Trust remains the provider of choice for liaison services.
- To develop leadership capability aligned with the Trust approach to leadership development for all staff.

6 Appraisal and Job Planning

- To take part in annual appraisal and job planning processes. Currently, the Associate Medical Director of Research & Development conducts the annual job plan review with the team coordinator and appraisal is arranged with a trained peer appraiser by mutual agreement.
- Job planning for Specialty Doctors has undertaken annually, generally during the 1st three months of the year. It is preceded by an appraisal, usually completed by all medical staff in the last three months of the year.
- Appraisal is undertaken by a panel of trained appraisers and is supported by the SARD (Strengthened Appraisal and Revalidation Database) software.

- All Specialty Doctors must have five sessions of managerial supervision per year, and evidence of clinical and administrative management must be presented and discussed as part of the annual appraisal.

7 Teaching, Training and Research

The Trust has significantly increased the number of core trainees (CT1-3) from 17 to 40 in psychiatry from Kent, Surrey, and Sussex Deanery. Several ST 4-6 trainees from Southwest London and St. George's Trust are also rotating. However, the management of the higher trainees has now been transferred to the KSS Deanery from London. In addition, there are GPVTs trainees. There are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. There is a robust academic programme under the direction of the Director of Medical Education, Dr Jeremy Mudunkotuwe. Library facilities and links with the Academic Department of Psychiatry at St. George's Hospital Medical School are available for research and training.

Specialty Doctors are encouraged to participate in research. Further information is available from Professor Ramin Nilforooshan, Associate Medical Director for Research and Development in the Trust. If agreed, the Trust will offer support and resources to Specialty Doctors with research interests that they wish to pursue.

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

8 Quality Improvement

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

9 Mental Health Act Approval

The post holder would be expected or willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures. If any doctor is not section 12 approved, a discussion will occur between the appointed doctor and the Associate Medical Director for Research & Development.

10 Administrative Support and Office Facilities

There is an office / administrative desk provision for the Specialty on-site and access to IT. In addition, there is administrative support shared with other team members.

- Library facilities are available at the hospital, and there are links with the Academic Department of Psychiatry at St. George's Hospital Medical School for research and training purposes.
- Desktop PCs are widely available at all sites.

- The trust is moving to mobile working, with most medical practitioners having dedicated use of a trust-approved laptop with remote access and smartphone usage.
- Flexible working practices and dedicated administrative support will assist with clinics, enabling you to focus on what you do best to deliver high-quality care to children and young people.
- The Trust has standardised on Microsoft Office software, and all clinicians are strongly encouraged to develop computer skills.
- The Trust uses SystemOne for its clinical electronic record-keeping system. Training will be provided if required.
- Bookable and drop-in rooms will ensure that all practitioner office areas offer privacy for activities requiring higher confidentiality.

11 Duties/Responsibilities of Post Holder

- Acting as a Sub-Investigator in the first instance, thus becoming Principal Investigator as appropriate on the studies portfolio.
- Ensuring Good Clinical Practise (GCP), national and local regulations are met across all studies
- Ensuring the medical well-being of participants during the clinical trial
- Review protocols against current medical practices at SABP to determine feasibility regarding our access to the patient population.
- Responding to feasibility questions such as a possible number of suitable patients, raising any issues with protocol against current treatment protocols, problems with drug comparators etc.
- Attending sponsor site visits - feasibility/initiation (SSV/SIV).
- Attending investigator meetings as required.
- Conducting pre-study work, such as running searches on our patient database against protocol inclusion/exclusion criteria.
- Contacting patients to discuss trials.
- Setting up with all sponsor systems - IWRS, lab systems, main protocol portals, safety systems.
- Assessing capacity and taking informed consent - and re-consent, ensuring this follows ethical and legal requirements.
- Pre-screening/Screening - responsible for clinical evaluation and examinations as per protocol, reviewing past medical history and past and current medications that may affect inclusion on the study day.
- Clinical study day - see patients each study day, undertake medical examinations, assess and interpret clinical study data, e.g., pulse, BP, ECGs.
- Assisting in dosing of study medication - reviewing concomitant drugs and ensuring they meet safety requirements.
- Reviewing and documenting all Adverse Events (AE's).
- Ensuring Serious Adverse Events are reported appropriately to the sponsor with relevant medical information, liaising with hospital staff if necessary.
- Reviewing lab results
- Reviewing and signing off regulatory reports for studies.
- Attending CRA site visits.
- Reviewing changes to study protocol and investigator brochure.
- Participating in study training as required.
- Liaising with external organisations such as the CRN to ensure research is supported and encouraged locally.
- Working with other sites as required, such as Patient Identification Centres (PIC sites).

11.1 Confidentiality:

- In seeking treatment, patients entrust us with or allow us to gather sensitive information concerning their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately
- In performing the duties outlined in this Job Description, the post-holder may have access to confidential information relating to patients and their carers, colleagues, and other healthcare workers. All such information from any source is to be regarded as strictly confidential
- Information relating to patients, carers, colleagues, and other healthcare workers may only be divulged to authorised persons by the SABP policies and procedures regarding confidentiality and the protection of personal and sensitive data.

11.2 Further aspects of the post

- All Specialty Doctors must devote most of their time to supporting professional activities. Therefore, the postholder must allocate weekly SPA sessions according to the trust guidelines.
- To participate, with other Medical Colleagues, in management and administrative work as necessary. This will include participation in audits and other aspects of clinical governance.
- To encourage and take on clinical research on negotiation through job planning.
- To attend the weekly Academic Program and provide training and supervision for junior Medical Staff.
- The postholder will ideally be approved under Section 12 of the Mental Health Act (1983) and may be expected to carry out appropriate Mental Health Act responsibilities. If any doctor is not section 12 approved, a discussion will occur between the appointed doctor and the Associate Medical Director for Research & Development.
- The Trust provides appraisal training and appraisers to support the postholder's appraisal programme. The post holder will also be expected to develop arrangements for CPD supported by the educational opportunities offered by the Trust. They are also expected to join a CPD peer group with college guidance.

12 Clinical Governance and Quality Assurance

Local clinical governance activities are supported by local Quality Action Groups (QAGs), which provide a monthly forum for locality-based teams to review joint working on clinical governance initiatives and can include a review of serious incidents, learning from complaints and interface issues. Local QAGs are supported by a divisional QAG, which has a role in identifying clinical governance themes across the Division and ensuring dissemination and learning. The postholder must also participate in clinical audits and other clinical governance activities.

13 General Duties

Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect everyone to be responsible for promoting open, inclusive, accessible service provision, staff development and a culture that values and respects difference.

We recognise that everyone is different, and we are committed to achieving equality and fairness for our staff and people who use our services, including those with disabilities, people who are lesbian, gay, bisexual, or transgender and those from minority backgrounds.

Our Trust is passionate about developing a culture that values human differences and similarities at every level of the organisation.

We are also committed to ensuring that we:

- Provide accessible and inclusive services to all
- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between other groups.

We have teamed up with Disabled Go to help disabled people plan visits to Trust services with information on our sites and accessibility details. Visit our pages on the Disabled [Go website](#).

- The Trust encourages establishing mentoring arrangements where appropriate, particularly for new Specialty Doctors. Several experienced medical mentors in the Trust and access to this network can be activated following an initial discussion with the medical manager.
- Undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. The Trust is committed to participating in several national audit programs, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.
- To achieve and demonstrate agreed personal and professional development standards within agreed timescales. In addition, to undertake any other duties at the line manager's request, commensurate with the role, including project work and absence cover.
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.

14 External Duties, Roles and Responsibilities

Developing a Special Interest will be encouraged where it is compatible with the priorities of the Trust and the Locality and can be seen as part of the development plan supporting the National Health Service Plan and the National Service Framework for Mental Health. In recent years, the organisation has developed specialist ASD, FASD, ADHD, forensic gatekeeping, and other services such as Affective Disorder and Primary Care Network. These roles can be encouraged through the specialist interests of clinicians. The development of special interest must be discussed with the Associate Medical Director for Research & Development and Clinical Director / Clinical Leads in the first instance.

- No external duties or responsibilities are included in this post. Such responsibilities can be formed through discussion with the medical manager and revision of the job plan.
- No special interest clinical activities are included in this job description. Requests to undertake clinical activities of this type can be made to the responsible medical manager with adjustments made to the job plan in the usual way.

15 Other Duties

The Trust actively supports the involvement of Specialty Doctors in regional and national groups subject to discussion and approval with the Associate Medical Director for Research & Development and, as necessary, the Chief Executive Officer. From time to time, it may be required for the post holder to carry out such other duties as may be assigned, with the agreement, by the Trust. The post holder is expected to not unreasonably withhold agreement to any reasonable proposed changes the Trust might make.

16 Work Programme

It is envisaged that the post holder will work 6 programmed activities over 3 days within the R&D department. Following on from being appointed, there will be a three-month meeting 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 5 to be devoted to direct clinical care and 1 to support professional activities (as per the Royal College of Psychiatrists recommendation). However, the timetable is indicative only. A formal job plan will be agreed upon between the post holder and Associate Medical Director for Research & Development or clinical manager three months after commencing the post and at least annually.

16.1 Indicative Timetable 6 PAs – To be confirmed with post holder through initial job planning in line with Research and Development Functions.

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Two Bridges, Chertsey	R&D	DCC	1
	PM	Two Bridges, Chertsey	R&D	DCC	1
Tuesday	AM	Two Bridges, Chertsey	R&D	DCC	1
	PM	Two Bridges, Chertsey	R&D	DCC	1
Wednesday	AM	Two Bridges, Chertsey	R&D	DCC	1
	PM	Two Bridges, Chertsey	R&D	DCC	1
Thursday	AM	Two Bridges Chertsey	R&D	DCC	1
	PM	Two Bridges Chertsey	R&D	DCC	1
Friday	AM	TBC	TBC	SPA	1
	PM	TBC	TBC	SPA	1
Unpredictable / emergency on-call work		TBC			
Total PAs	Direct clinical care/ Research Duties				8
	Supporting professional activities				2

The timetable is indicative only. A formal job plan will be agreed upon between the post holder and Associate Medical Director for Research & Development or clinical manager two months after commencing the post and at least annually.

Full-time Specialty Doctor posts at SABP are job planned routinely with 8 PAs DCC and 2 PAs SPA. However, subsequent annual or interim job planning enables re-balancing to 8/2 and other sessional allocation if additional SPA activities are required that need extra time in the timetable (for example, additional supervisory responsibility, different regular committee/meeting attendance, enhanced audit role, research investigator responsibilities etc.). Similar provisions apply to part-time Specialty Doctor posts.

17 On-Call and Cover Arrangements

There may be a need to respond to out-of-hours emergencies for clinical trials. However, this will be on a case-by-case basis.

The new Specialty Doctor is not expected to participate in the junior medical out-of-hours on-call rota; however, participation in the HST rota is expected, which can be agreed upon if this aligns with the doctor's approved Personal Development Plan.

If needed, The Specialty Doctor will be required to be on the Surrey-wide HST/Middle-Grade on-call Rota at approximately 1:30. A partial Trust-wide Higher Specialty Trainee, Rota, supports this.

On-call activity is recognised in the job by paying an availability supplement (category A/low frequency). In addition, work on call (principally Mental Health Act assessment work) is separately remunerated through the usual collaborative arrangements mechanism (referring to the position that a doctor can take on behalf of local authorities in this case relating to Section 12 responsibilities with fees agreed and payable through local CCGs).

All medical staff working arrangements are subject to the requirements of the European Working Time Directive and related instruments. Compensatory rest for breaches of rest requirements whilst on call can be claimed directly after on-call periods through application to the responsible medical manager

18 Wellbeing

Our occupational health service aims to promote and maintain the health of all colleagues and prevent work-related health problems. Optima Health will provide our occupational health service and employee assistance programme.

Information about the different services and how they can be accessed is provided below. If you have any concerns about your physical or mental health, please talk to your manager in the first instance. They can then refer you to Optima Health for support.

The Workplace Wellbeing Platform and Optimise offer colleagues a range of resources to promote well-being and identify signs of ill health.

Optima Health will be responsible for providing the following:

- pre-employment health assessments
- Vaccinations
- Managing infection control Risks
- Sharps injuries
- Infection Control
- Pandemic 'Flu, Covid-19 and other pandemic requirements
- Health surveillance and fitness for the task
- Proactive health and well-being support: physio

Changes to Clinics

Vaccinations will continue at our clinic at Fern Lodge, Guildford.

Vaccinations will continue at Ramsay House, Epsom, until the end of June. This clinic will then move to 18 Mole Business Park, Leatherhead.

Contact the team

Access occupational health and wellbeing services plus a range of internal resources through the Surrey and Borders dedicated Workplace Wellbeing website. <https://sabp.workplacewellbeing.com/>

Customer Service Helpdesk

The customer service desk is based at the Occupational Health and Safety department and is available from 09:00 to 17:00, Monday to Friday (excluding Bank Holidays).

Telephone: 03300 084 367

Email: SABP@optimahealth.co.uk

The customer service help desk can be contacted to assist in; myOHportal, tracking cases, clarifying medical opinions, general health care advice and general pre-employment and pre-referral advice.

Local OH Support Contact Details:
Jane Mountain
Occupational Health Manager
Fern Lodge, Farnham Road Hospital
Jane.mountain@sabp.nhs.uk

19 Contract Agreement

The appointment is subject to the 2003 Specialty Doctor Contract and is non-residential. The Salary will be per the Terms and Conditions for Specialty Doctors' pay scales, and the starting point depends on seniority. Annual leave and study leave are granted according to national conditions. The Post-holder will be expected to follow the Trust's Policies and procedures relevant to the post.

The appointment will be subject to a satisfactory medical clearance and enhanced CRB disclosure before commencement in post.

Access to a mentor will be available for anyone in their first Specialty Doctor post.

20 Leave

The post-holder is entitled to 27 days of annual leave per year and 30 days of study leave over three years. Annual leave will increase to 32 days based on years in the NHS.

The consultants cover each other during short periods of annual and study leave. Dedicated cover can be arranged with adequate notice for more extended periods of leave.

21 Visiting Arrangements

Candidates are asked to note that the canvassing of any member of the advisory appointments committee or the Trust will disqualify them. Candidates should be able to approach any person for further information about the post.

The post is available from the date of appointment. The starting date will be agreed between the Trust and the appointee. The appointee will be required to take up the post three months after the offer of appointment unless a special agreement has been made with the Trust. If it is unlikely that you will be able to take up the post within this time scale, you should declare this on your application.

Candidates wishing to discuss the post or visit are invited to contact one of the following to make such arrangements:

Professor Ramin Nilforooshan
Consultant Psychiatrist
New Spenser Ward
Abraham Cowley Unit-St Peters Campus
Ramin.Nilforooshan@sabp.nhs.uk

22 Appendix 1: Person Specification / Selection Criteria for Specialty Doctor

Abbreviations for when assessed: Scr: Screening before short-listing

SL: Short-listing from the application form

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	<ul style="list-style-type: none"> MB BS or equivalent recognised medical qualification. 	Scr	<ul style="list-style-type: none"> Relevant higher degree, e.g., MD, PhD, MSc or other additional clinical qualifications 	SL
	<ul style="list-style-type: none"> Full medical registration with a license to practice. 	Scr	<ul style="list-style-type: none"> MRCPsych or equivalent 	Scr
	<ul style="list-style-type: none"> Obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures. If any doctor is not section 12 approved, a discussion will occur between the appointed doctor and the Associate Medical Director for Research & Development. 	Scr	<ul style="list-style-type: none"> Management qualification or evidence of an interest in developing leadership skills. 	Scr
Eligibility	<ul style="list-style-type: none"> Fully registered with the GMC with a licence to practise at the time of appointment. 	Scr	<ul style="list-style-type: none"> In good standing with GMC concerning warnings and conditions on practice 	Scr
			<ul style="list-style-type: none"> Approved clinician status OR able to achieve within three months of appointment 	Scr
Transport	<ul style="list-style-type: none"> Holds and will use valid UK driving license OR provides evidence of proposed alternative. 	Scr		

	<ul style="list-style-type: none"> Access to a vehicle for work purposes 	Scr		
Clinical Skills, Knowledge & Experience	<ul style="list-style-type: none"> Knowledge of Risk Management 	Scr	<ul style="list-style-type: none"> Wide range of Specialty and sub-Specialty experience relevant to post within NHS or comparable service. 	SL
	<ul style="list-style-type: none"> Knowledge of legislation, Department of Health Guidance and literature and its implications for clinical practice. 	Scr		
	<ul style="list-style-type: none"> Knowledge of NHS strategic vision in the Next Stage Review (High-Quality Care for All) 	Scr	<ul style="list-style-type: none"> Experience in management 	Scr
	<ul style="list-style-type: none"> Ability to use IT, including email and the internet 	Scr		
	<ul style="list-style-type: none"> Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge 	Scr	<ul style="list-style-type: none"> Ability to develop and use complex multimedia materials for presentation in public, professional and academic settings 	Scr
	<ul style="list-style-type: none"> Excellent oral and written communication skills in English 	SL		
	<ul style="list-style-type: none"> Ability to manage clinical complexity and uncertainty 	SL	<ul style="list-style-type: none"> Specific training qualification/certificate or attendance on a recognised teaching course. 	Scr
	<ul style="list-style-type: none"> Make decisions based on evidence and experience, including the contribution of others 	Scr		
	<ul style="list-style-type: none"> Ability to meet duties under MHA and MCA 	Scr	<ul style="list-style-type: none"> Peer review or research publications 	Scr
	<ul style="list-style-type: none"> Experience working with various patient groups presenting with the full range of clinical severity across different care 	Scr		

	settings, including community, inpatient, and Specialty teams.			
	<ul style="list-style-type: none"> Evidence of active participation in Continuous Professional Development 	Scr	<ul style="list-style-type: none"> Published audit or research projects 	Scr
	<ul style="list-style-type: none"> Evidence of effective multidisciplinary team involvement and experience 	Scr		
	<ul style="list-style-type: none"> Knowledge of psychiatric provision 	Scr		
	<ul style="list-style-type: none"> Commitment to and experience in undergraduate and postgraduate teaching 	Scr		
	<ul style="list-style-type: none"> Ability to critically appraise published research. 	Scr		
	<ul style="list-style-type: none"> Experience in carrying out a range of audit projects. 	Scr		
Academic Skills & Lifelong Learning	<ul style="list-style-type: none"> Ability to take a clinical leadership role in a multidisciplinary team, ensuring high-quality care. 	Scr	<ul style="list-style-type: none"> Ability to plan and deliver undergraduate and postgraduate teaching and training relevant to this post 	SL
	<ul style="list-style-type: none"> Skills in managing time and prioritising clinical work 	Scr		
	<ul style="list-style-type: none"> Ability to appraise own performance as a Specialty Doctor and reflect on development needs 	Scr		

	<ul style="list-style-type: none"> Skills and sensitivity in negotiating with patients, relatives, and other professionals where opinions differ. 	Scr	<ul style="list-style-type: none"> Reflected on the purpose of CPD undertaken 	Scr
	<ul style="list-style-type: none"> Skills in providing consultation to other professional groups under New Ways of Working 	Scr		
	<ul style="list-style-type: none"> A high-level ability to communicate effectively at both a written and oral level complex and clinically sensitive information to patients, their families, carers and a wide range of lay and professional people within and outside the NHS. 	Scr		
	<ul style="list-style-type: none"> Participated in continuous professional development 	SL	<ul style="list-style-type: none"> Evidence of achievement in education, research, audit, and service improvement: awards, prizes, presentations, and publications. 	Scr
	<ul style="list-style-type: none"> Participated in research or service evaluation 	SL		
	<ul style="list-style-type: none"> Has actively participated in clinical audit and quality improvement programmes. 	SL		