

**CONSULTANT IN FORENSIC PSYCHIATRY (earliest start date - immediate)****HMP Bullingdon and West Berkshire Specialist Community Forensic Team****Full time (10 PAs)****JOB DESCRIPTION****1. THE POST**

<b>1. Job Title</b>	Consultant in Forensic Psychiatry based in HMP Bullingdon and Oxford Clinic
<b>2. Specialty</b>	Forensic Psychiatry
<b>3. Type of Post</b>	Full time (10PA) – New post
<b>4. Salary Range</b>	National Terms and Conditions, as amended by local agreement.
<b>5. Programmed Activities</b>	Allocation of programmed activities (PAs) will be in accordance with Royal College of Psychiatrists, Department of Health, and NHS guidelines. The appointee should recognise that the style of delivery of mental health services is subject to revision in response to national policy guidance, and local commissioning decisions. The timetable and average numbers of hours spent each week on NHS duties will be approximately in accordance with national guidelines, and the job plan will be reviewed annually. The DCC: SPA ratio is 7.5:2.5
<b>6. Employing Trust</b>	Oxford Health NHS Foundation Trust
<b>7. Reporting to</b>	The post holder will be professionally accountable to the Medical Director, Dr Karl Marlowe, and the Forensic Associate Medical Director, Dr Robert Cornish, for such matters as professional conduct and revalidation. The post holder will be accountable operationally to the Forensic Service Clinical Director, Dr Rami El-Shirbiny
<b>8. Base</b>	The post holder will be split between HMP Bullingdon, Patrick Haugh Road, Bicester, OX25 1PZ and the Oxford Clinic, Littlemore Mental Health Centre, Sandford Road, Oxford, OX4 4XN. You will have access to office space both at the prison and at Littlemore Hospital, a phone, computer and internet access.
<b>9. Secretarial Support</b>	The consultant has access to a named secretary, in order to meet the needs of the post, manage diaries, arrange outpatient clinics and CPAs, and provide support with clinical typing. Overall, the allocation is 0.6 secretary per 1.0 WTE consultant post.
<b>10. Terms and Conditions</b>	The post is governed by Medical and Dental Terms and Conditions of Service, as amended by local agreement.

## **2. INTRODUCTION TO THE SERVICE**

### **A: OXFORD HEALTH NHS FOUNDATION TRUST**

#### **Overview**

Oxford Health NHS Foundation Trust was licensed by Monitor as a Foundation Trust from the 1<sup>st</sup> April 2011. The Trust was established in April 2006 through the integration of the Oxfordshire Mental Healthcare NHS Trust and the Buckinghamshire Mental Health NHS Trust, and more recently through merger with Community Health Oxfordshire and further integration of services in Wiltshire, Swindon and North Somerset.

Oxford Health NHS Foundation Trust provides a comprehensive range of mental health services and community health services to the Oxfordshire, mental health services and some community services to Buckinghamshire, and a number of specialised services (e.g., Forensic, Eating Disorders and CAHMS) to adjacent counties and beyond. Section 75 agreements are in place with County Councils, so that social workers are managed within the Trust's multidisciplinary mental health teams. The Trust also provides CAMHS and Eating Disorder services to Swindon, Wiltshire, Bath and Northeast Somerset (BaNES, collectively 'BSW').

The Trust's services are organised and managed on the basis of four clinical directorates: two all-age Mental Health Directorates (Buckinghamshire and Oxfordshire/BSW), a Community Services Directorate, and a Specialised Services Directorate (including forensic mental health, dentistry, learning disability and pharmacy). All clinical services are developed in line with national policy guidance. The service models adopted by the Trust support a strong focus on flexible community provision by comprehensive multi-disciplinary services backed up by effective day services and inpatient facilities.

Medical staff have contributed significantly to service developments, service redesign and efficiency programmes within the Trust, and to the related development of primary care mental health services. An active programme of organisational and service supports coherent care pathways through primary care, secondary care and, when necessary, specialist clinical services and services provided by other agencies. Consultant psychiatrists are encouraged to contribute to this developmental work.

All consultant psychiatrists, senior clinicians of other professions, and clinical managers will be expected to participate in integrated multidisciplinary leadership development programmes which support multidisciplinary team and inter-agency partnership working.

The Trust headquarters is at Littlemore Hospital, Oxford. The Interim Chief Executive Officer is Grant MacDonald, and Dr Karl Marlowe is Medical Director.

Each Directorate is managed by a Service Director and Clinical Director. For the Thames Valley Forensic Mental Health Service these are Dr Jude Deacon and Dr Rami El-Shirbiny respectively. There is also a Head of Service, Jo Faulkner and Associate Medical Director, Dr Robert Cornish

The Trust encourages and facilitates personnel to develop the leadership and management qualities required for the delivery of modern mental health services.

**B: THAMES VALLEY FORENSIC MENTAL HEALTH SERVICE**

This is a well-established service providing forensic mental health input within secure wards, prisons and the community. Most wards are based at Littlemore Hospital, comprising the medium secure Oxford Clinic, the low secure Wenric Ward (which are men's units), the secure women's unit, Thames House, and the pre-discharge unit, Lambourn House (mixed gender). There is also a low secure unit in Aylesbury, Woodlands House, and a medium secure men's unit in Milton Keynes, Marlborough House. The service currently comprises of approximately 150 inpatient beds across the three different sites in the Thames Valley. The service also provides forensic community mental health teams to Oxfordshire, Milton Keynes, Buckinghamshire and Berkshire. Community forensic services have been further developed into Specialised Community Forensic Teams (SCFTs). Mental health services are also provided to HMP Bullingdon, a local prison on the Oxford and Buckinghamshire border, HMP Grendon, a renowned therapeutic community prison, HMP Springhill, category D, and HMP Huntercombe, a foreign nationals' prison in South Oxfordshire. The service has good working relationships with the current Commissioners and with Adult Mental Health Services.

**Service Development**

There continue to be opportunities for further service development within the current challenging commissioning environment. At the current time the service is strengthening the role of multi-disciplinary team leadership in the face of increasing acuity and clinical demand. Each consultant is usually nominated to a senior multidisciplinary leadership team.

There are additional opportunities to develop the prison forensic pathway as it sits within the wider Thames Valley Forensic Mental Health Service. This is particularly with the developing New Care Model, in which the trust holds a lead role across the whole South-Central region. There will be expectations that all consultants will contribute to this initiative, which seeks to devolve specialised commissioning to providers, with the aim of improving the development of these pathways.

**C:1 DETAILS OF HMP BULLINGDON**

HMP Bullingdon is a local, category B Prison, catering for approximately 1100 prisoners aged 18 and over from Oxfordshire and Buckinghamshire, and is due to expand to a capacity of 1350. Generally, it houses prisoners on remand and those serving shorter sentences. HMP Bullingdon has a vulnerable prisoner wing, segregation unit and dedicated healthcare wing, housing prisoners with physical and mental health care problems. A GP team treats physical health problems and some patients with less serious mental health problems not requiring Mental Health Team care.

The successful applicant will, along with one other consultant forensic psychiatrist, lead the care of prisoners receiving treatment and support from the integrated mental health team (MHT) at HMP Bullingdon. This will include seeing and treating such patients on the wings and in the healthcare unit, initiating transfer to psychiatric hospital and being involved in receiving patients back into the prison estate when they no longer require treatment in hospital. As the majority of prisoners placed in HMP Bullingdon are from Oxfordshire and Buckinghamshire, hospital transfers will frequently be to psychiatric units within Oxford Health NHS Foundation Trust. The successful applicant will also be involved in liaison with both general adult and community forensic mental health teams to ensure that transitions between the prison and community are smooth.

The patient group presents with the entire spectrum of disorders seen within community and forensic mental health services. Many of the patients will have difficulties in more than one of the areas of mental illness, personality disorder and substance abuse. Care is provided through a multi-disciplinary team approach, integrating primary and secondary mental healthcare functions, under the leadership of consultant forensic psychiatrists.

Referrals come from prison officers, other healthcare professionals (both inside and outside the prison) and prisoners themselves can apply to see the mental health team. All referrals are triaged for appropriate assessment by the team's care coordinators and assigned an appropriate onward care pathway.

In addition to this post the mental health in reach team at HMP Bullingdon comprises of:-

0.8 wte	Consultant Forensic Psychiatrist
0.4 wte	Higher Forensic Trainee (ST)
1.0 wte	Senior Manager Band 8b
4.8 wte	Nurse Band 6
1.0 wte	Nurse Band 5
1.0 wte	Nurse band 8a
2.0 wte	Nurse Band 7
1.0 wte	Occupational Therapist Band 6
3.0 wte	Assistant Psychologist
1.0 wte	Psychologist Band 8b
1.1 wte	Psychologist Band 7
1.9 wte	Admin and Clerical Band 4
0.7 wte	Healthcare Assistant Band 3
1.0 wte	Social Worker Band 6

## C:2 DETAILS OF THE WEST BERKSHIRE SPECIALISED COMMUNITY FORENSIC TEAM

The Thames Valley Forensic Mental Health Service has recently been successful in gaining additional funding from the Thames Valley and Wessex Provider Collaborative to develop existing Forensic Community Mental Health Services into Specialist Community Forensic Teams (SCFTs) in line with NHS England guidance.

There is one overarching SCFT in the Thames Valley area, although this team is split into three clinical teams covering Oxfordshire, Berkshire and Buckinghamshire and Milton Keynes. The Berkshire team is further split according to consultant forensic psychiatrists into East and West Berkshire. This post is an exciting opportunity to lead the development of the West Berkshire component of the SCFT.

The core components of the service include care pathway management, specialist forensic assessment, therapeutic interventions, peer mentorship, developing skills and competencies, working with carers, specialist case management, crisis response, psychological interventions, substance misuse treatment, education and employment support and systems relationships.

The new service places a greater focus on in-reach and transition work for patients leaving secure care, as well as more liaison, joint working and consultation with stepdown services (such as adult mental health teams) to seek to improve patient flow, reduce readmissions and recalls and reduce lengths of stay in secure care.

Ref: HMP Bullingdon and West Berkshire SCFT

The successful psychiatrist will lead the care for approximately 23 patients from West Berkshire. Care is provided through a multi-disciplinary team approach with a high emphasis on relational security.

Patients are generally discharged from secure units within the Thames Valley region, although occasionally referrals are accepted from the criminal justice system, other forensic psychiatric services and general adult psychiatric services.

In addition to this post The Berkshire SCFT comprises of:-

0.8 wte	Consultant Forensic Psychiatrist
3.0 wte	Community Psychiatric Nurse
1.0 wte	Occupational Therapist
1.0 wte	Support worker
1.0 wte	Clinical Psychologist
0.3 wte	SCFT clinical lead
Other roles	Peer support workers, employment support workers. Social workers are provided from Berkshire Council.

#### D. PRINCIPAL DUTIES

This is a new post – the Thames Valley Forensic Mental Health Service have recently taken over the provision of mental health services in HMP Bullingdon, and extra provision is required in view of the expanding prison population. The post holder will be responsible for leading the MHT at HMP Bullingdon. This will involve seeing and treating patients with significant mental health problems, initiating referral to hospital when required, overseeing the mental health care of prisoners detained in the healthcare wing, giving advice and guidance to colleagues, giving clinical supervision to higher forensic psychiatry trainees working in the prison, and working closely with HM Prison and Probation/ Service Colleagues. Care of patients is fully supported by a multi-disciplinary team. The post holders will be expected to lead CPA meetings.

The post holders will also be responsible for leading the Berkshire SCFT multi-disciplinary team. They will supervise up to 23 patients from West Berkshire. The post holders will be expected to lead and chair regular CPA meetings and conduct outpatient clinics. In addition, they will be responsible with other team members for facilitating transition out of secure hospital, overseeing the pathways of patients in secure placements and in conducting assessments of community referrals, along with providing liaison to partner agencies.

The post holder will provide sessional input to the prisons. Cross cover there generally comes from other consultant forensic psychiatrists working within prisons in the Thames Valley although can also come from other consultants in the forensic service.

#### Management

The post holder will be expected to contribute along with their consultant colleagues to the smooth running of the Forensic Service. This will include appropriate interaction with the management structures of the Division and the Trust as a whole.

#### Supervision

Ref: HMP Bullingdon and West Berkshire SCFT

The post holder will provide clinical supervision to higher specialty forensic trainees. One or two forensic trainees work in HMP Bullingdon at a time achieving their prison competencies. If interested and suitably approved, they can also provide educational supervision to a specialty and / or core trainee. The Thames Valley Higher Forensic Training Scheme has six national training numbers, in addition to a dual Forensic and CAMHS post. The current Forensic Training Programme Director is Dr Hasanen Al Taiar. The Director of Medical Education is Dr Alastair Reid

### **Education and Training**

Oxford Health NHS Foundation Trust is a teaching Trust has close links to both Oxford University and Oxford Brookes University. The Oxford University Department of Psychiatry is situated at the Warneford Hospital in Oxford. Further information may be obtained from the websites of the Oxford University Department of Psychiatry (<https://www.psych.ox.ac.uk/>). The department has an international reputation for medical teaching and as a centre for research and provides a wide range of academic opportunities.

Oxford University accredits a prestigious Doctoral programme in Clinical Psychology. Oxford Brookes University hosts well-established courses in mental health nursing, social work, occupational therapy, and psychotherapy.

The post holder will be expected to take an active part in the training programme and teaching sessions. There is also the opportunity to contribute to training events within the Division. Oxford University medical students and core psychiatric trainees regularly visit HMP Bullingdon under the guidance of the Consultant. The Consultant may also be expected to contribute to the development of other multi-disciplinary staff.

### **Continuing Professional Development, Mentorship, Induction**

Continuing Professional Development is a requirement for all Trust consultants and Consultants are expected to maintain good standing with the Royal College CPD programme. The post holder will attend Trust Consultant meetings, and audit and academic events. They will maintain ongoing professional development through active membership of a PDP group and annual appraisal. Consultants new to the Trust are helped to identify a mentor; and suitable mentors will be nominated. Induction is arranged for all staff new to the Trust, through both the Trust's regular induction programme and in relation to the service with which they will work.

The Trust expects all consultants to engage in Continuing Professional Development (CPD). CPD is required of all consultants, and supported by the Trust including access to study leave and expenses for attending conferences etc.

Forensic Psychiatry Consultants meet monthly on a Wednesday for peer supervision, and quarterly to review PDP, and the successful applicant will be expected to join the group.

There is a Forensic Psychiatry Academic Programme which runs during Oxford University Term time on a Wednesday afternoon. The successful applicant will be expected to both attend and contribute to this. The programme includes a visiting speaker component. In addition, there is a wide-ranging programme at the Department of psychiatry at the Warneford Hospital, Oxford on Tuesday mornings.

### **Research & Audit**

It is expected that the post holder will contribute to service-related audit projects with the support of the multi-disciplinary team and Trust audit department.

The TVFMHS is committed to working increasingly closely with Oxford University to develop academic forensic mental health. There is the opportunity to collaborate on research projects, with the forensic psychiatry department based at the Department of Psychiatry at the Warneford Hospital site in Oxford, led by Professor Seena Fazel.

### Mental Health Act Assessments

The Consultant will be expected to be eligible for Section 12(2) approval under the Mental Health Act. The Trust will support obtaining Section 12 approval and Approved Clinician status if required.

### On-Call Responsibilities

The post holder will join the Forensic Consultant On-Call rota. The current frequency of on-calls is 1 in 12.5 low intensity (category B) low frequency, banded at 1.0%. The On-Call rota is exclusively for Forensic Psychiatry and covers the Thames Valley region.

### Job Planning

The consultant will participate in annual Job planning with the Forensic Associate Medical Director. There would be a job plan review involving bilateral consultation and negotiation in the event of any change to the job content or workload. Annual appraisal will be completed under the Trust appraisal process. The Consultant will ensure they are fit for revalidation.

The exact nature of the timetable will be agreed with the successful applicant by the Clinical Lead. The split of direct clinical care to supporting professional activities will be 7.5 to 2.5 on a pro rata basis.

SPA time is generous and is expected to include:

- *Special interest clinical activities*
- *CPD / Peer Group*
- *Teaching/ training / supervision*
- *Governance / audit*
- *Service development / management / business planning*
- *Research / academic*
- *Other supporting professional activities*
- *External duties*

Proposed Timetable (To be negotiated with Associate Medical Director at Job Plan Meeting)

		Location	Type of Work
MONDAY	a.m.	HMP Bullingdon	Clinic
	p.m.	HMP Bullingdon	CPA
TUESDAY	a.m.	Oxford Clinic	Berkshire SCFT Team Meeting
	p.m.	Oxford Clinic	OPA / CPA
WEDNESDAY	a.m.	Oxford Clinic	SPA Consultants meeting, peer supervision, PDP group
	p.m.	Oxford Clinic	SPA - Academic Programme
THURSDAY	a.m.	W Berkshire	OPA
	p.m.	W Berkshire	CPA
FRIDAY	a.m.	HMP Bullingdon	Clinic
	p.m.	HMP Bullingdon / remote	Admin / SPA



### **3. SPECIFIC RESPONSIBILITIES OF THE POST**

The Consultant Psychiatrist will have the following specific responsibilities:

#### **Clinical Responsibilities**

- a) Active leadership of the mental health in reach team and the SCFT MDT, in conjunction with other consultant forensic psychiatrists, team managers and other senior staff. .
- b) The diagnosis, management and treatment of prisoners in HMP Bullingdon with significant mental health problems. The diagnosis, management and treatment of up to 23 outpatients under forensic community care from West Berkshire.
- c) The Consultant will be expected to lead the multidisciplinary team in the assessment of referrals within the agreed timescales or supervise a higher forensic psychiatry trainee in doing so. Timescales are defined in agreements with Commissioning bodies based on national guidelines. The Consultant will be expected to take responsibility for all aspects of the Mental Health Act relating to these assessments.
- d) To work in partnership with the team for the clinical management of all the patients under the Consultant's care using the care programme approach (CPA). This will include responsibility for risk assessment, the needs of carers and all other aspects.
- e) To liaise with referring clinicians, both within adult mental health and other agencies; in particular, psychiatric hospital. To liaise with colleagues within the Forensic Service as required.
- f) To contribute to the effective use of the inpatient beds including engaging in consultations regarding the admission and discharge processes of patients.
- g) To provide reciprocal cross cover for Consultant Psychiatry colleagues as required for annual leave, unplanned leave, study leave and short-term sickness.
- h) To contribute to the Forensic Psychiatry on-call rota. This is 1 in 12.5 low intensity rota covering the Forensic Service.
- i) Special clinical interests. The post holder may in conjunction with the agreement of the Clinical Lead develop any other services or aspects of a service.

### **4. INTERAGENCY DEVELOPMENT**

The Consultant will be expected to provide input to all aspects of inter-agency working relating to their clinical caseload and assessments. This would include working with local hospital services, local MAPPA, social services and police departments. This list is not exhaustive, and the Consultant would be expected to work with any other agency as agreed by the Clinical Director.

### **5. ADMINISTRATION/MANAGEMENT**

- a) The Consultant will be expected to participate in all clinical meetings, management meetings, and referral meetings relating to psychiatric care at HMP Bullingdon and for the Berkshire SCFT.



- b) The Consultant will be expected to contribute at an appropriate level to the operational management of HMP Bullingdon and the Thames Valley Forensic Mental Health Service as a whole.
- c) The post holder will be expected to contribute with the Division's delivery of its clinical governance responsibilities. This would include participation in audit and the provision of data for both clinical governance and Commissioning purposes. Clinical governance is managed at both the Forensic Mental Health Service and Trust levels; aspects of clinical governance are covered at a monthly forensic service meeting with representatives from all teams in order to facilitate the escalation of information from, and the cascading of service wide directives to teams. This meeting itself fulfils a similar function for the forensic service, as a conduit of information to Trust wide clinical governance meetings. Furthermore, the forensic service sits as a partner to the Southern Health and Dorset forensic mental health teams within the New Care Model, sharing a network wide clinical governance structure.
- d) The appointee would be expected to attend the monthly Forensic Consultants Meeting. They would be encouraged to attend wider Trust Medical Staff Committees and other professional meetings.
- e) The Consultant may undertake additional activities and roles, for example within the Royal College of Psychiatrists with the agreement of the Associate Medical and Clinical Director.

## **6. RELATIONSHIPS**

### **Consultant Members of the Forensic Service:-**

Dr Ed Mitchell  
Dr Howard Ryand  
Dr Vijay Durge  
Dr Sukhjeet Lally  
Dr Susan Hardy  
Dr Robert Cornish  
Dr Claudia Camden-Smith  
Dr Mark Hancock  
Dr Vivek Khosla  
Dr Hasanen Al-Taïar  
Dr Julia Cartwright  
Dr Rami El-Shirbiny

### **Professor in Forensic Psychiatry**

Professor Seena Fazel

### **Junior Medical Staff at HMP Bullingdon:-**

1 or 2 Higher Trainees (ST) in Forensic Psychiatry undertaking prison sessions

## **7. GENERAL INFORMATION**

1. The successful applicant will be required to maintain registration with the General Medical Council and may be required to undergo Enhanced CRB, and a medical examination prior to taking up the post.
2. The appointment will be covered by the Oxford Health NHS Foundation Trust's terms and conditions. The Trust has adopted the National Terms and Conditions for Medical and Dental Staff (England and Wales).
3. The successful applicant will be expected to live within reasonable access of their clinical base. A current driving licence and own transport is desirable.
4. This post is available immediately.

## **8. WELLBEING**

The Occupational Health department is based at Littlemore Hospital, Oxford (contact [occupational.health@oxfordhealth.nhs.uk](mailto:occupational.health@oxfordhealth.nhs.uk) or 01865 902504). They offer self-referral appointments both face to face or telephone. These appointments are a confidential discussion to offer verbal guidance; there will be no clinical report written and no referrals to further services if required. Following management referral, an appointment with a specialist practitioner will be arranged to assess health, any potential health concern and how your health impacts your ability to carry out your work. It also provides the opportunity to discuss any concerns about health in relation to work. Following such an appointment, a report on your health and recommended adjustments at work that take your health condition into consideration will be sent to you, your line manager and HR line manager. Details about Occupational Health are disseminated at induction and regularly when in post.

Local organisational systems are in place to support staff wellbeing. This includes specific support for staff following serious incidents that involve their patients; these include regular reflective practice, peer support groups, a suicide discussion group for medics and robust line management support.

## **9. ENQUIRIES AND INFORMAL VISITS**

Appropriately qualified applicants interested in this post are encouraged to contact:

Dr Robert Cornish, Associate Medical Director / Consultant Forensic Psychiatrist, Oxford Clinic, Littlemore Mental Health Centre, Sandford Road, Littlemore, Oxford, OX4 4XN (01865 902610) [Robert.cornish@oxfordhealth.nhs.uk](mailto:Robert.cornish@oxfordhealth.nhs.uk).

## **10. TERMS AND CONDITIONS OF SERVICE**

The post is governed by National Medical and Dental Terms and Conditions of Service, as amended by local agreement.

## **11. EQUAL OPPORTUNITIES**

Oxford Health NHS Foundation Trust is committed to the promotion of Equality of Opportunity and by its Equal Opportunities policies aims to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, race, marital status, disability or any other unjustifiable criteria throughout the recruitment process and in training and promotion.

The trust is committed to equality and diversity. Embedding inclusive practice into our recruitment and selection policies and procedures is a key organisational priority towards

achieving a diverse workforce that is best placed to meet the needs of the communities we serve.

**12. APPROVAL OF THIS JOB DESCRIPTION BY THE ROYAL COLLEGE OF PSYCHIATRISTS**

This job description and person specification is in the process of being approved by the Royal College of Psychiatrists.

**PERSON SPECIFICATION / SELECTION CRITERIA****Post: Consultant in Forensic Psychiatry**

Requirements	Essential	Desirable
<b>Qualifications/Training</b> a) What professional qualifications are needed?  b) What general professional training is needed?	<ul style="list-style-type: none"> <li>• Full medical degree and registration or eligibility for registration with the GMC.</li> <li>• Eligible for inclusion in the GMC Specialist Register in Forensic Psychiatry</li> <li>• Eligible for Section 12 Approval.</li> <li>• Higher specialist training in forensic psychiatry in approved training post for a minimum of three years.</li> </ul>	<ul style="list-style-type: none"> <li>• Membership or Fellowship of the Royal College of Psychiatrists, or equivalent qualification (in accordance with Royal College of Psychiatrists' Guidelines)</li> <li>• CCT in Forensic Psychiatry</li> </ul> <p>OR within six months of achieving CCT at the time of interview.</p> <p>AND / OR previous consultant experience.</p> <ul style="list-style-type: none"> <li>• Section 12 (Mental Health Act 1983) Approval.</li> <li>• Higher specialist training in forensic psychiatry; OR inclusion in the GMC Specialist Register in forensic psychiatry OR within six months of achieving registration at the time of interview</li> <li>• Sub-speciality or other specialist clinical training relevant to post.</li> </ul>
<b>Experience</b> a) What work experience is needed?  b) What level of responsibility should be shown now?	<ul style="list-style-type: none"> <li>• Experience in forensic psychiatry to CCT level.</li> <li>• Experience of effective multidisciplinary team working.</li> <li>• Experience of effective multi-agency partnership.</li> <li>• Experience of working with patients with complex needs in a range of secure settings.</li> <li>• Ability to undertake full range of consultant responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Application of evidence-based practice and interest in clinical and policy developments for this care group.</li> <li>• Development of multidisciplinary teamwork, close collaboration with other health services, and working with a multi-agency approach, including criminal justice, health and social care.</li> </ul>

<b>Skills and Knowledge:</b> a) Leadership skills  b) Organisation/ Management skills  c) Communication skills  d) Professional approach  e) Teaching  f) Personal attributes	<ul style="list-style-type: none"> <li>• Ability to work within a collaborative multidisciplinary framework, and to share leadership responsibilities with senior colleagues of other professions.</li> <li>• Ability to understand how organisations work most effectively.</li> <li>• Commitment to multi-agency partnership.</li> <li>• Ability to promote effective team working</li> <li>• Capacity to prioritise workload.</li> <li>• Clinical audit.</li> <li>• Must have excellent skills in communication with patients, relatives/carers, colleagues and staff of other organisations.</li> <li>• Must be skilled in professional collaboration.</li> <li>• Experience in supervising basic level psychiatric trainees</li> <li>• Must have an interest in and commitment to forensic psychiatry.</li> <li>• Honesty and integrity.</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant experience of administrative and management role of senior medical staff.</li> <li>• Undergraduate and postgraduate medical teaching.</li> </ul>
<b>Other Requirements</b> a) GMC Registration  b) Transport	<ul style="list-style-type: none"> <li>• Full Registration</li> <li>• Meet specifications set out in the GMC Guidance: Duties of a Doctor.</li> <li>• Mobility to meet the needs of the post</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist Register</li> <li>• valid driving licence</li> <li>• own vehicle</li> </ul>