


## Consultant Liaison Psychiatrist

### Job description and person specification

<b>Post and specialty:</b>	<p>Consultant in Liaison Psychiatry</p> <p>This is an established post. The post holder will provide Consultant input to the mental health liaison teams in Princess Royal hospital, Haywards Heath and Urgent Treatment centre, Crawley in North West Sussex.</p>
<b>Base:</b>	<p>Princess Royal Hospital Lewes Road Haywards Heath West Sussex RH16 4EX</p>
<b>RCPsych approval details:</b>	<p>SED KSS-CO-STH-2023-01503 (Approved)</p> 
<b>Contract:</b>	<p>Number of programmed activities: 6</p>
<b>Accountable professionally to:</b>	<p>Chief Medical Officer: Dr Peter Aitken</p>
<b>Accountable operationally to:</b>	<p>Clinical Director, Coastal &amp; North West Sussex: Dr Claire Tanner</p>
<b>Key working relationships and lines of responsibility:</b>	<p><b>Clinical Director:</b> Dr Claire Tanner</p> <p><b>Clinical Lead North West Sussex:</b> Dr Ram Kamat</p> <p><b>Deputy Service Director:</b> Judith Bazeley</p> <p><b>Chief Operating Officer:</b> John Child</p> <p><b>Chief Medical Officer:</b> Dr Peter Aitken</p> <p><b>Medical Directors:</b> Dr Claire Woolcock &amp; Dr Aruna Wijetunge</p> <p><b>Responsible Officer:</b> Dr Peter Aitken</p> <p><b>Chief Executive:</b> Dr Jane Padmore</p>

## 1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that provides specialist NHS mental health and learning disability services in South East England. We care for people at home, in hospital and through our community services. Our services are for people of all ages across Sussex. We also provide specialist mental health services for children and young people in Hampshire.

We collaborate closely across health and care on behalf of the patients, families, carers and local communities we serve. We work with the people who use our services, the voluntary sector, housing and employment agencies. We're part of Sussex Health and Care Partnership, as well as Hampshire and Isle of Wight Sustainability and Transformation Partnership. This is about working in partnership as a system to improve care and treatment for the local communities we serve.

As the lead organisation of four Provider Collaboratives, we're also responsible for commissioning specialist children's mental health services in Kent, Sussex Dorset and Hampshire, as well as adult secure services in Kent, Sussex and Surrey.

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. We are passionate about research and it's our aim to put it at the core of everything we do so we can continually improve our clinical care. We are also members of the University Hospital Association

Our services are rated 'good' by the Care Quality Commission and '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.

Building on the strengths of our Care Delivery Service model, we have recently moved to a four-division operational and clinical structure that includes three place-based divisions, for Brighton & Hove, East Sussex and West Sussex, and one specialist division for CAMHS, learning disability and neurodevelopmental services and forensic services. The specialist division will work in a co-ordinated way with place-based services in the three geographical areas. The four divisions will work together to deliver Trust-wide improvements and initiatives across the geographical boundaries to reduce unwarranted variation and improve the quality of services. 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	<p><b>Service details</b></p> <p><b>West Sussex</b> 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 Trust is seeking a Consultant Psychiatrist to join the Mental Health Liaison Team (MHLT). This is an established post and follows the trust's move towards providing Core 24 services in North West Sussex. The team is part of the North west Sussex Crisis and Urgent care hub and the consultant will be working alongside the already exiting consultant with the Crisis Response and Home treatment team. The post holder will cover the North West Sussex Mental Health Liaison Service at Princess Royal Hospital, Haywards Heath providing assessment and treatment for patients presenting to the emergency department and patients in the wards with a functional illness. They will also provide ad-hoc assessments and supervision to patients presenting at the Urgent treatment Center in Crawley Hospital, Crawley. They will be working closely with the already existing consultant at Princess Royal hospital providing cover for Dementia patients. They will also be working closely with Crisis Response and home treatment team and other services in the community (Assessment and Treatment Services, Early Intervention in Psychosis) to ensure safe discharge and follow up support when needed. This post-holder will be providing Responsible clinician cross-cover for the Assertive outreach team consultant and vice-versa during leave.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for prompt and robust management of patients in acute hospital presenting with psychiatric conditions and supporting families and carers using the service in challenging times. This post completes the medical establishment of the team. At Langley Green hospital inpatient units, there are 4 (WTE) Consultant Psychiatrists and 2.8 WTE Speciality Doctors. The CRHTT Consultant post is in addition to this. There are a total of 11 community consultants in Adult Mental Health in North West Sussex based across Crawley, Horsham, Haywards Heath and East Grinstead. Additional consultants are based in the Assertive Outreach Team, Early Intervention in Psychosis services plus other consultant colleagues in Perinatal service, Dementia Services, Learning Disability and Forensic Healthcare Services.</p> <p>West Sussex is situated in the south east England between the sea and the South Downs with a population of around 800,000. 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 weighted population served by North West Sussex services is approximately 285,549 with the main towns being Crawley, Horsham, Haywards Heath, Burgess Hill and East Grinstead as well as rural areas.</p> <p>Our Adult Mental Health Services are divided into 4 Divisions. The Divisions cover East Sussex, Brighton and Hove, and Coastal &amp; North West Sussex. The fourth Division Specialist Services</p>
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	<p>comprises Forensic Healthcare Services, Children's and Young Peoples Services, Primary Care Services and Learning Disability Services. This post is based within the Coastal &amp; North West Sussex Division.</p> <p>Adult Care Divisions are further divided into acute, crisis and urgent care, and community services, the latter named Assessment and Treatment Services (ATS).</p> <p>The acute service in Coastal &amp; North West Sussex consists of inpatient units at Worthing, Chichester and Crawley. There are Crisis Resolution Home Teams, Mental Health Liaison Teams, Street Triage Teams and Dementia Crisis Services at these sites and Section 136 suites at Worthing and Crawley.</p>																
	<p>The Mental health liaison team is based at the Princess Royal Hospital. The Crisis Response and Home Treatment team is based at Langley Green hospital. Community services are provided from the community hubs (ATS), based in Crawley, Horsham and Mid-Sussex and the Early Intervention Services and Assertive Outreach team based in Horsham.</p> <p>The Princess Royal Hospital is based in Haywards Heath. It has an accident and emergency department and several wards including the clinical decision unit, medical assessment unit and wards for antenatal, perinatal and postnatal services, care of the elderly, orthopaedics, neurology and intensive care units. It is a part of the Brighton and Sussex University hospitals trust. The Royal Sussex County Hospital in Brighton is the major hospital in Sussex region and Princess Royal hospital forms part of the large establishment. The Royal Sussex County Hospital in Brighton already has an established Mental health liaison team. The Post holder will have the opportunity to work closely and share learning opportunities with the Consultant psychiatrists based at The Royal Sussex County Hospital in Brighton.</p> <p>The Urgent Treatment Service at Crawley Hospital provides urgent assessment and treatment for patients in the Crawley area and is part of the Crawley hospital.</p> <p>Langley Green hospital is based in Crawley. It comprises of three acute wards and one Psychiatric Intensive Care Unit (PICU) called Amber ward, which has 12 beds. Coral, Jade and Opal wards are for adults and each ward has 19 beds each all of which has dedicated Consultant and Speciality Doctor time allocated.</p> <p>Shepherd House, Worthing and Connolly House, Chichester provide inpatient rehabilitation beds with low secure beds in Chichester and medium secure beds in Hellingly, East Sussex.</p>																
	<p>The current multidisciplinary team establishment is as follows:</p> <table border="1"> <thead> <tr> <th>WTE</th><th>Job Title</th></tr> </thead> <tbody> <tr> <td>1.0</td><td>Service Manager</td></tr> <tr> <td>1.0</td><td>Team Leader</td></tr> <tr> <td>0.7</td><td>Consultant (functional patients)</td></tr> <tr> <td>0.3</td><td>Consultant (Dementia service)</td></tr> <tr> <td>8.0</td><td>Band 7 Nurses</td></tr> <tr> <td>3.0</td><td>Band 6 Nurses</td></tr> <tr> <td>1.0</td><td>Administrator</td></tr> </tbody> </table>	WTE	Job Title	1.0	Service Manager	1.0	Team Leader	0.7	Consultant (functional patients)	0.3	Consultant (Dementia service)	8.0	Band 7 Nurses	3.0	Band 6 Nurses	1.0	Administrator
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	<p><b>Involvement in strategic development of team and services:</b></p> <p>The post-holder is expected to participate in Trust clinical governance and is responsible for ensuring that standards are adhered to in their team through regular clinical audit. Service evaluation and patient feedback should be a regular part of the team's duties in order to plan for future service development. Audit is supported through the North West Sussex QI strategy team which reports directly to the Quality Committee, a sub group of the Executive Board. The post holder would be expected to contribute to local and national audits and would be actively supported in developing audits of interest to them or that align with the CDS objectives.</p>
	<p>The Mental Health Liaison Team provides input to patients presenting to Emergency department at Princess Royal Hospital and patients presenting the Urgent Treatment Centre in Crawley. It also provides assessment and treatment to patients admitted to wards of the Princess Royal hospital who need psychiatric input. The post is based at Princess Royal Hospital although they will be expected to offer assessment and treatment at the Urgent treatment Center in Crawley as and when needed.</p> <p>Referrals are made to the team from inpatient wards at Princess Royal hospital, The Emergency department, Ambulance triage services, Crawley Urgent treatment Center and out of hours GP services. The Mental health Liaison Team works closely with the Crisis Response and home Treatment team, psychiatry inpatient wards when admissions to hospital are indicated, community assessment and treatment services, community dementia services, Third sector organisations, police, GPs and social services.</p> <p><b>Expected caseload numbers:</b></p> <p>The post holder is unlikely to hold a caseload. The team holds the caseload and the caseload number is variable. On an average, there is a caseload of between 5 and 20 patients at a time.</p> <p>Carrying out Mental Health Act assessments is important role of the post-holder. The post-holder must be AC approved.</p> <p>The Mental health liaison team forms part of the gate keeping for admissions to inpatient services for patients presenting directly to the Emergency Department at Princess Royal Hospital and the Urgent treatment center in Crawley. They work closely with the Crisis Response and home treatment team in this matter. The post-holder must be AC approved. The team does not have a set caseload and it varies on a day to day basis depending on the number of referrals and discharges.</p> <p>The post holder will have the opportunity to develop the service further and consider establishing liaison follow up clinics in due course.</p> <p><b>Clinical input and service development time:</b></p> <p>The post holder will be expected to provide senior medical input to the team, as described elsewhere in the job description.</p> <p>They will also be expected to participate in local leadership meetings and work with local operational leads on service development and the improvement of quality of services locally.</p>

	<p>The post holder will work 4.5 Programmed Activities as DCC and 1.5 as SPA (pro rata for part time working).</p> <p><b>Details of Trust-wide consultant network:</b> The Medical Leadership group consists of the Chief Medical Officer as the chair along with deputy and medical directors and clinical lead psychiatrists across various services and localities within Sussex Partnership NHS Foundation Trust.</p> <p>The Clinical Director for Coastal and North West Sussex is part of the Medical leadership Group and will be directly liaising with the Post holder.</p> <p>A medical advisory committee consisting of Psychiatrists in the North West Sussex (Consultants and SAS doctors) meets monthly to discuss service needs and issues at a local level.</p> <p><b>Examples of good clinical Trust practice or local services that provide extra resource:</b> The Trust has a thriving research network (<i>Please see section 8.0</i>)</p> <p>The Trust has been rated ‘outstanding’ in caring by the CQC and ‘good’ in all other domains.</p> <p>The Trust has strong links with Brighton and Sussex Medical School and the ward regularly hosts students of various disciplines.</p> <p><b>Websites:</b> <u>Trust Website</u> <a href="#">Home: Sussex Partnership NHS Foundation Trust</a></p> <p><u>Careers Portal</u> <a href="#">Careers at Sussex Partnership NHS Foundation Trust</a></p> <p><b>Reference to other teams and resources that relate to this service:</b></p> <p>The team works with crisis and in-patient services to support patients during their journey through services.</p>
	<p>Sussex Partnership NHSFT 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>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>
<b>4.0</b>	<p><b>Continuing professional development (CPD)</b></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 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 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>
<b>5.0</b>	<p><b>Clinical Leadership and medical management</b></p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, an Appraisal Lead, a SAS Advocate, Clinical Directors, Lead Psychiatrists and a Chief Pharmacist.</p> <p>The leadership team members in Coastal &amp; North West Sussex CDS most relevant to this post are:</p> <ul style="list-style-type: none"> <li>• Judith Bazeley, Deputy Service Director</li> <li>• Dr Claire Tanner, Clinical Director</li> <li>• Dr Ram Kamat, Clinical Lead</li> <li>• Vacancy, Psychiatry Lead</li> </ul> <p>The post holder will become a member of the North West Sussex Division and attend a weekly multi-disciplinary team meeting in proportion with hours worked. 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"> <li>• 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.</li> <li>• Participate in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust.</li> <li>• Lead the improvement of the quality of care within the team and contribute to improving quality across the system.</li> </ul> <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>
<b>6.0</b>	<p><b>Appraisal &amp; Job Planning</b></p> <p>The Trust is committed to ensuring all Trust medical staff is 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 Peter Aitken, 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>Group and individual job planning is supported by a clearly defined Trust policy and 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>
<b>7.0</b>	<p><b>Teaching and training</b></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"> <li>• Provide training to junior medical staff, and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate.</li> <li>• 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.</li> <li>• Remain in good standing in relation to CPD &amp; revalidation.</li> <li>• Provide supervision to junior medical staff in line with the Trust's supervision strategy.</li> <li>• At times be responsible for individual supervision of a GP Trainee.</li> <li>• Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body.</li> <li>• Contribute to corporate training initiatives within the Trust.</li> </ul>
<b>8.0</b>	<p><b>Research</b></p> <p>Sussex Partnership is committed to the design, delivery and translation of high-quality research in order to improve its services and the experience of its patients. We are consistently one of the most active mental health trusts in England. 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 also work closely with the organisations within the National Institute for Health and Care Research (NIHR) and the Brighton &amp; Sussex Health Research Partnership, and are the host for the regional Applied Research Collaboration (ARC).</p>



	<p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. Support for researchers is provided by the Brighton &amp; Sussex Clinical Trials Unit and the Brighton &amp; Sussex Joint Clinical Research Office.</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 research activities in collaboration with researchers at Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
<b>9.0</b>	<p><b>Mental Health Act and Responsible Clinician Approval</b></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>
<b>10.0</b>	<p><b>Secretarial Support and office facilities</b></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 service benefits from an established administrative support team and the post holder will be assigned 0.5 WTE of named admin support.</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>The consultant will have a designated office with lockable storage. For all clinical work, supervision, case discussion, meeting with colleagues, other professionals or families, bookable rooms with access to IT and communication technology are available with advance booking. Regular clinics, reviews and meetings are block booked in advance by the admin team. Rooms are available in the emergency department and on the hospital wards to see patients with privacy.</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 as well as a locker.</p>
<b>11.0</b>	<p><b>Clinical duties of post holder</b></p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> <li>• Provide specialist medical/psychiatric assessment, treatment and care for people who require acute services and are presenting to the Emergency department in Princess Royal hospital and their carers.</li> <li>• Provide specialist medical advice and consultation to a range of health staff as appropriate to promote effective delivery of person centred mental health care. This includes specialist advice and consultation towards care for people presenting to the Urgent treatment Centre in Crawley.</li> <li>• Provide consultation to colleagues from various disciplines from acute care at Princess Royal hospital.</li> <li>• Provide clinical leadership, support and advice to the multi-disciplinary team</li> <li>• Offer training to professional audiences as appropriate to improve the quality of mental health-care locally</li> </ul>

	<ul style="list-style-type: none"> <li>• Participate in planning and developing local Mental Health Services and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Trust.</li> <li>• Operate within the professional code of conduct, guidelines, policies, procedures and legislation relevant to the post.</li> <li>• Provide clinical advice and liaison as required to colleagues in primary care, community services and acute specialties. The post-holder will provide annual leave cover to colleague in Assertive Outreach team. There are opportunities to attend an education programme locally with peers.</li> </ul>
<b>12.0</b>	<p><b>Clinical governance and quality improvement</b></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>
<b>13.0</b>	<p><b>General Duties</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• To undertake the administrative duties associated with the care of patients.</li> <li>• To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.</li> <li>• To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.</li> <li>• To participate in annual appraisal for consultants.</li> <li>• To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.</li> </ul>

	<ul style="list-style-type: none"><li>• To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.</li><li>• To participate annually in a job plan review with the clinical lead, 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.</li><li>• 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.</li><li>• 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.</li><li>• To comply with guidelines associated with national and trust policies and recommendations related to Covid-19 and embrace change in guidelines according to changing evidence base.</li></ul>																							
14.0	<b>External duties, roles and responsibilities</b> 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.																							
15.0	<b>Other duties</b> 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	<b>Work Programme</b> It is envisaged that the post holder will work 6 programmed activities over 3 to 5 days. Following appointment, a meeting will take place no later than three months from appointment with the clinical lead or clinical director to review the job plan and objectives of the post holder. The overall split of the programmed activities is 4.5 to be devoted to direct clinical care and 1.5 to supporting professional activities (as per Royal College of Psychiatry recommendation).  1.5 programmed activity is allocated for CPD, 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.																							
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	Wed	AM	Princess Royal	Clinical work (Liaison)	DCC
		PM	Langley Green/ Online	Teaching/ education/ audit/research	SPA
	Thurs	AM	Princess Royal	Clinical work (Liaison)	DCC
		PM			
	Fri	AM			
		PM			
<p><b>Note:</b> 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. There is a Liaison psychiatry session already provided by an existing consultant psychiatrist on Friday.</p>					
17.0	<p><b>On call and leave cover arrangements</b></p> <p>The post holder will be expected to take part in the out of office hours on call rota as second on call. A trainee doctor is first on call. This is a not less than 1 in 11 commitment, undertaking one day at a time with appropriate allowance for compensatory rest agreed during contracted hours during each on-call.</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 24-hours. 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><b>Leave and cover arrangements</b></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 arranged with the team and also include support from cross-cover arrangements and community consultants and is agreed and authorised using electronic unavailability management software.</p>				
19.0	<p><b>Contract Agreement</b></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>				

<p><b>20.0</b></p>	<p><b>Wellbeing</b></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>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"> <li>• Discussion with Team Leader/Service Manager</li> <li>• Discussion with the Clinical Lead or Clinical Director</li> <li>• Team Debrief</li> <li>• 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</li> <li>• Reflective discussion during the annual appraisal meeting</li> </ul>
	<p>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.</p>
	<p>A list of our ongoing wellbeing activities across the Trust can be found on our careers portal: <a href="#">Working for Us   Sussex Partnership NHS Foundation Trust</a></p>
<p><b>21.0</b></p>	<p><b>Visiting Arrangements</b></p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p><b>Dr Ram Kamat, Clinical Lead, North West Sussex CDS</b> 07471227930 <a href="mailto:ram.kamat@spft.nhs.uk">ram.kamat@spft.nhs.uk</a></p> <p><b>Dr Claire Tanner, Clinical Director</b> <a href="mailto:claire.tanner@spft.nhs.uk">claire.tanner@spft.nhs.uk</a></p>

	<p>Further details about our Trust can be obtained via our website <a href="http://www.sussexpartnership.nhs.uk">www.sussexpartnership.nhs.uk</a></p>
<b>22.0</b>	<p><b>Equality, Diversity &amp; Inclusion Statement</b></p> <p>At Sussex Partnership, we are committed to becoming a diverse employer and inclusive workplace in which people from all backgrounds can belong and pursue enriching careers. We care deeply about recruiting and sustaining a workforce that reflects the diversity of our patients and the communities we serve.</p> <p><u>Guaranteed Interview Scheme</u></p> <p>As a Disability Confident Employer and member of the Armed Forces Covenant, SPFT are proud operators of the Guaranteed Interview Scheme. This means that any applicants who disclose a disability or an armed forces affiliation within their application and meet the minimum essential requirements for the role will automatically qualify for an interview.</p> <p><u>Reasonable Adjustments</u></p> <p>If you have a disability and require reasonable adjustments throughout the application or recruitment process, please get in contact with the hiring manager. Likewise, the hiring manager will be available to discuss reasonable adjustments within the role.</p> <p><u>Flexible Working</u></p> <p>We know that flexible working is important to a lot of people, especially to older adults, parents, disabled people and/or those with caring responsibilities. We are committed to being open to agile working opportunities for all roles, so please discuss your requirements with the hiring manager to see how it can work for you.</p>
<b>23.0</b>	<p><b>Approval of Job Description by the Royal College of Psychiatrists</b></p> <p>This job description and person specification has been sent to the Royal College for approval.</p>

## Person specification/selection criteria for Consultant Psychiatrist

<b>ASSESSMENT STAGE ABBREVIATIONS</b>	<b>SCR</b> Screening prior to short-listing <b>SL</b> Short-listing from application form	<b>AAC</b> Advisory Appointments Committee <b>REF</b> References	<b>PRES</b> Presentation to AAC panel
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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
			Endorsement in Liaison Psychiatry	SL
			Dual training in General Adult and older persons mental health	
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		
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	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		