


## Consultant Psychiatrist

### Job Description and Person Specification

Post and specialty:	Consultant Psychiatrist in Older Adult Psychiatry – Community  This post has arisen due to the retirement of the current postholder.  This job description may be subject to change in the future via the job planning process in keeping with the ongoing national and locally driven policy changes in adult psychiatry.		
Royal College of Psychiatrists approval details:	<b>RCPsych Ref No: NW NW-CO-NTH-2023-01696 (Approved)</b>  		
Base:	Altham Meadows, Morecambe, LA4 4RR / De Vitre House, Ashton Road, Lancaster LA1 5AL		
Contract:	Number of programmed activities: 10 PAs This is a substantive post		
	Total PAs: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Chief Medical Officer: Dr David Fearnley		
Accountable operationally to:	Network Medical Director (The Bay), via the Associate Medical Director (The Bay)		
Key working relationships and lines of responsibility:	Network Medical Director (The Bay) : Dr Alison Napier  Network Director of Operations (The Bay) : Amanda Housley  Network Director of Nursing and Quality interim (The Bay) : Clare Benson  Associate Medical Director (Bay) : Dr Thirunavukkarasu Aravinth  Responsible Officer / Chief Medical Officer: Dr David Fearnley  Deputy Chief Medical Officer : Dr Gareth Thomas  Director of Medical Education : Dr Varinder Singh  Chief Operating Officer : Emma McGuigan  Chief Executive Officer : Chris Oliver		

## **1. The Bay Locality**

Lancashire & South Cumbria NHS Foundation Trust (LSCFT) operates in an area that includes the Lake District National Park with World Heritage Centre status. It provides opportunities for living in beautiful places and accessing a wide range of outdoor pursuits.

The Lancaster and Morecambe area is a fantastic place to live and work. As well as the Lake District, we have the Yorkshire Dales and the Ribble Valley on our doorstep and we are within an hour by road or rail of the vibrant cities of Manchester and Liverpool, both of which have international airports. Additionally, London can be reached in just 2 ½ hours by rail.

The attractiveness of affordable rural or city living is further enhanced by our excellent state schooling system including state grammar schools.

We have close links with the internationally renowned Lancaster University Medical School, which is thriving and growing and offers one of the best courses in the UK for teaching quality and student experience. Furthermore, alongside your clinical role, we are keen to encourage you in developing your interests in education, research, leadership and other areas which spark your imagination. Moreover, we take an innovative and flexible approach to planning your job with you, focusing on work-life balance to enable you to make the most of all that living and working in Lancashire and South Cumbria has to offer. We will offer you our full support if you need to relocate and to help you settle comfortably into your new post.

The North Lancashire locality is within the area served by Lancashire Social Services. There is a combination of urban populations within Lancaster and Morecambe with villages and more rural settings in the surrounding area.

The North Lancashire population is served by the Royal Lancaster Infirmary, part of University Hospitals of Morecambe Bay NHS Trust, for acute medical services. The area has a very good standard of General Practice.

Lancaster is one of England's 'Heritage Cities'. The Lune Valley, Forest of Bowland (designated an Area of Outstanding Natural Beauty), Lancashire Coast, Lake District and Yorkshire Dales are all within easy reach.

Lancaster has one deprivation measure (local concentration) which appears in the 50 most deprived local authority areas in England; the majority of measures place it between 100 and 125 in deprivation rankings of 326 English local authorities. Population density is below the national average. Of a population of around 145 000, adults of working age account for around 91 000 (63%). Numbers reliant on welfare benefits are below the national average.

## **2. This Post**

This post is one of two older adult consultant posts in Lancaster and Morecambe working alongside an experienced Trust Associate Specialist and 3 specialty doctors. The successful applicant will have the opportunity to join a well-established, thriving and progressive team.

The post currently has the benefit of a core trainee CT1-3 and the current postholder and his consultant colleague are accredited trainers for an ST4-6 post based in Lancaster.

The older adult mental health teams in Lancaster and Morecambe are stable, supportive teams. Three current medical colleagues have been in post for more than 20 years! There is a well-attended, longstanding weekly peer support group meeting for older adult medical colleagues which offers an opportunity to share practice and meet up. The group meets once a month as an RCPsych CPD peer group.

The Memory Assessment Service was one of the first services to achieve RCPsych MSNAP accreditation. More details about the teams and the service are provided below.

### **3. Older Adult Mental Health Services**

The service is increasingly needs based, breaking down the barriers for those people who have clinical needs which would be met most appropriately by the older adult services. There is a commitment to improving wellbeing for the whole community, wellbeing in this case referring to a much wider policy agenda than simply health promotion and prevention. There is no intention to move to 'ageless' inpatient services.

The core function of the older adult mental health services is to provide a range of high quality community and inpatient mental health services to people (predominantly aged 65 and over) who are experiencing dementia and/or functional conditions. The service is also available to people under this age whose clinical need would be more appropriately met here. The Trust protocol regarding transition between working-age and older adult services supports this only when based on individual need and patients up to 75 years have their service provided from the adult services if that is most appropriate.

Whilst the older adult mental health services continue to move towards service eligibility based directly on need and not age alone, it remains of importance that the over-65 population to which the service relates is approximately 358,000.

The Trust is committed to delivering effective clinical services that reflect identified good practice within the NHS and the best evidence bases for specific areas within mental health services. It is also strongly committed to research, staff development, education and training. There is a robust, longstanding link with the Department of Psychiatry at the University of Manchester. There is also a growing link with the new medical school developments at Lancaster University. Medical undergraduate training within the Trust has students placed from Manchester, Liverpool and Lancaster University Medical Schools.

The Trust provides training within the structures of the School of Psychiatry at the North West and Mersey Deanery. The Trust is part of the Manchester based rotational training scheme for junior psychiatrists and supports training for FY and CT / ST level training up to completion of specialist training. The Trust also has 15 trainers at levels ST4-6 and so provides training at all stages of psychiatric postgraduate training.

#### ***Community Services***

Community services for older adults in Lancaster and Morecambe include the Older Adult Community Mental Health Team (CMHT), Memory Assessment Service (MAS) and the Rapid Intervention and Treatment Team (RITT). The RITT service comprises two core functions: Single Point of Access, Home Treatment Team and Care Home Liaison.

There is a Mental Health Liaison Team based at the Royal Lancaster Infirmary with dedicated medical staffing but to which the older adult medical also contribute.

All referrals to these community services, which average 120 per month, pass through the Initial Response Service where they are directed to the appropriate team. Those referred are allocated a key worker who conducts an initial assessment and consults with a doctor for further assessment, diagnostic formulation and treatment as required.

## Medical Staff – Older Adults Service, Lancaster and Morecambe

### Consultants:

- This advertised post 1 WTE
- Dr Alison Napier 0.6 WTE

### Other medical staff in the locality are:

- Trust Associate Specialist: Dr Kalpesh Solanki
- Trust Associate Specialist: Dr Yashwant Shukla (0.4WTE)
- Specialty Doctor: Dr Roney Pallathra
- Specialty Doctor: Dr Radwa El-Attar
- Core Trainee Psychiatry CT1-3
- Higher Trainee Psychiatry ST4-6

## Rapid Intervention and Treatment (RITT) Team

The RITT Team operates seven days a week from 8am to 8pm and sees patients with acute mental health needs at home or in care homes with the aim of preventing admission to hospital or care home and facilitating early discharge from the inpatient wards. Referrals average 28 per month. The team is responsive to avert crises and provides support for patients who have higher needs or risks which require more intensive input than can be provided by other services.

1. Home Treatment Team (HTT) – Responsive support and increased intensity to manage risks, avoid admission and/or support patients at the point of discharge.
2. Care Home Liaison Team (CHLT) – Support and education for care homes. Newcastle Model forms the basis of 1:1 intervention to try to reduce the need for anti-psychotics.

### The team consists of:

Consultant time	4PA (DCC)
Associate Specialist/SD	0.75WTE
Manager	1
Nurses (Band 5&6)	7.9
Nurses (Band 4)	1
Support Workers	3
Occupational Therapists	2
OT Technical Instructor	1
Psychologist	0.7
Administrators	2

## Community Mental Health Team (CMHT) (Older Adults)

Community services are provided by a multidisciplinary Community Mental Health Team. The Consultants in the team provide clinical supervision in line with new ways of working. Referral rates are currently around 15 per month, with a total team caseload of 250 to 300. The care coordinators see the patients initially and the doctors offer consultancy or direct assessment of patients as appropriate. Patients may be seen in community or clinic settings generally with the care coordinator (Lead professional). The role of the Consultant is predominantly consultancy and the Trust policy is for the Consultant to have care coordination responsibility for not more than 4 cases. Referrals are made as required to local speech and language therapy, physiotherapy and other health services.

The team consists of:

Consultant time	4.5PAs (DCC)
Associate Specialist/SD	0.75WTE
Team Manager	1
Psychologists	1.5
Occupational Therapists	1.8
Nurses (Band 5 & 6)	5.6
Assistant Practitioner	2
Social Workers	3.8
Social Care Support Officers	1.8
Support Workers	1.8
Administrator	1.4

### **Memory Assessment Service (MAS)**

The Memory Assessment Service across the Lancaster & Morecambe locality is based at Altham Meadows in Morecambe with a satellite base at De Vitre House in Lancaster. At present there is one Consultant, 2 Specialist Doctors plus the team of junior doctors working in the service, who also see patients under the CMHT and RITT. Referral rates to the service range from 50 to 80 per month.

The Memory Assessment Service is primarily a diagnostic service. The service operates a 'consultation model' to diagnose clients with presenting memory impairment to facilitate early diagnosis and treatment. The service consists of two pathways: standard and complex. A triage process is applied to the referral detail and through contact with the patient in order to select the right management pathway. All new patients are screened by a Memory Service Practitioner to complete initial baseline assessments. Diagnostic formulation is then progressed through case presentation and consultation with the memory service doctors. The diagnosis is shared with the patient by the assessing clinician and with guidance for any medication options agreed by the doctor.

20% of patient throughput is via our 'one stop' option whereby patients are seen first by a clinician with an immediate follow on by a doctor for the diagnostic element of their journey. Titration is overseen by a Nurse Prescriber within the service. There are also clear pathways for access to other older adult mental health and third sector services should a more specific or intensive service be required. The service also provides annual reviews for patients who are prescribed anti-dementia medication. The service is small but very supportive and committed to innovation and excellent standards of care. There is a post-diagnostic session offered to each patient to talk over their diagnosis and provide signposting. The service also has a Dementia Advisor.

The Memory Assessment Service has close links with research programs within the Trust and links with Lancaster University. We are proud to have been one of the first clinics to be accredited to RCPsych, MSNAP standards.

The team consists of:

Consultant	2PA (DCC)
Associate Specialist/SD	0.5 WTE
Team Manager	1
Nurses	2.8
Occupational Therapist	1
Psychologist	0.3
Administrator	2.4

### **Hospital Liaison Services (age-inclusive)**

Current referrals for older adult liaison services average around 15 per month. The Royal Lancaster Infirmary is under one mile from De Vitre House.

The structure of the Lancaster Liaison team, including older adult and adult functionality is:

- 1 Consultant Psychiatrist covering older adult and general adult psychiatry
- 5.3 WTE Band 7 Nurses
- 4.4 WTE Band 6 Nurses
- 1 Team Manager
- 0.8 WTE Administrator
- 1 Medical Secretary

### **Inpatient Services**

The inpatient mental health units in North Lancashire are sited in Lancaster and Blackpool, providing 24 hour care for patients. Patients from the Bay may be admitted to any of the following:

**The Orchard, Lancaster:** The Orchard on Pathfinders Drive in Lancaster is an 18 bedded, mixed sex, adult inpatient unit. Consultant input is from Adult Psychiatry colleagues.

**Kentmere Unit,** Westmorland General Hospital, Kendal: Kentmere Unit is a 12 bedded, mixed sex, adult inpatient unit.

**Dova Unit,** Dane Garth, Furness General Hospital, Barrow: Dova Unit is an 18 bedded, mixed sex, adult inpatient unit.

**Ramsey Unit,** Dane Garth, Furness General Hospital, Barrow: Ramsey Unit is a 15 bedded ward for patients with dementia.

**The Harbour, Blackpool:** The Harbour is a 154 bedded mental health hospital situated on Preston New Road (A583) just off junction 4 of the M55 at Blackpool. The hospital was designed with extensive input from service users and clinicians and is based on good practice guidance and 'safety by design' to ensure that it can provide high quality care. The ethos of the unit is to provide therapeutic care which is empowering, person centered and needs led and focuses on promoting recovery and independence.

The inpatient units in The Harbour consist of:

- 4 x 18 bedded wards for adults (2 male & 2 female)
- 2 x 18 bedded wards for older adults with functional mental illness (1 male & 1 female)
- 2 x 15 bedded wards for patients with dementia (1 male & 1 female)
- 2 x 8 bedded psychiatric intensive care units (PICU) (1 male & 1 female)

## **4. Continuing professional development (CPD)**

- Consultants are expected to maintain personal portfolios in accordance with the requirements of the Royal College of Psychiatrists; to participate in a CPD peer group; and to obtain an annual certificate of "good professional standing for CPD" from the College.
- Study leave arrangements for consultant medical staff are in accordance with the new consultant's contract within Lancashire and South Cumbria NHS Foundation Trust.
- Regular clinical supervision is an important part of professional development and it is the postholder's responsibility to access the appropriate levels of supervision and locality peer review group to support and further develop their clinical practice.

- All doctors are encouraged and expected to join a peer group for their annual CPD submission and medical appraisal. This can be externally if the doctor is already part of a peer group prior to joining the Trust, or internally within the Trust. There are opportunities to join any of the existing Trust groups. In case there is a number of doctors recruited at one time, colleagues in medical education can facilitate communication to form a new peer group as necessary.
- Supervision arrangements for all new consultant appointments are available through the Associate Medical Director (AMD).
- In addition to possible academic input into the University, consultants are also expected to contribute to postgraduate psychiatric training as required and to other training initiatives within the Lancashire and South Cumbria NHS Foundation Trust.
- There is an active local programme of case conferences and journal clubs in the locality. The postholder will be expected to participate in appropriate local programmes as agreed with the Associate Medical Director. An active research interest would also be encouraged.

## **5. Clinical leadership and medical management**

The Trust is committed to the full involvement of clinical staff in the management and development of the service. In the current arrangement a consultant Associate Medical Director (AMD) and clinical manager support each part of the service.

The AMD liaises closely with medical colleagues, the Locality Medical Director (who also fills the role of the Clinical Director within the locality) and the Chief Medical Officer, to provide clinical leadership and direction to the service.

The core management role of this post is to provide leadership in co-production with the team manager, including:

- Participation in ensuring the provision of effective clinical services including implementation of the Patient Charter Standards, implementation of relevant legislation and amendments to The Mental Health Act 1983 and Mental Capacity Act 2007 and management of clinical outcome measures.
- Participation in planning, steering and working groups and subjects relevant to special interests or general area of work and contributing in a positive and constructive manner to the development of services and new innovations for the whole adult community service.
- Participation in network and Trust professional groups with responsibility for managing service delivery.
- Participation in relevant management training courses as part of personal development and to ensure effective delivery of services.
- Developing and maintaining a healthy working relationship with all medical, non-medical, clinical and managerial colleagues in the interest of best outcomes for patients and Trust services.
- Participation in and the preparation of reports for serious incident investigations and investigations of poor performance.
- The Trust would encourage the postholder to participate in regional and national groups, activities of the Royal College, GMC, DOH and similar bodies. Such activities have to be discussed and agreed with the Associate Medical Director and have to be approved by the Chief Medical Officer in accordance with the relevant Trust policies.



- The Trust has an active audit programme and the postholder will be expected to participate in and lead local and Trust-wide audit activity and to be involved in audit training for medical and other disciplines.

## **6. Appraisal and job planning**

The Trust has started rolling out a leadership program for all consultants. The postholder will be encouraged to develop her/his leadership skills by participating in one of these programs. The Trust has recently rolled out a new job plan software L2P and the postholder will be provided training and support in using the system. There is also a dedicated coordinator for job planning and appraisal within the Trust. The job plan will make allowances for clinical, educational and professional supervision of trainees and medical students as required.

There is a well-developed programme of annual appraisal and job plan reviews which will be carried out annually in negotiations with the Associate Medical Director (AMD).

The posts are subject to the Trust annual appraisal process leading to revalidation. There is a Trust policy relating to medical staff appraisals.

It is envisaged that the 10 PAs of a full-time working week will consist of 7.5 PAs for direct clinical care, 1 PA for CPD and 1.5 PAs for other supporting professional activities (SPA) such as teaching, trainee supervision, management/strategy meetings, appraisal and revalidation etc.

Newly appointed consultants will be given time to attend the Trust's Corporate Welcome at the start of their post as well as a face-to-face induction with the Medical Relationship Team. There is also a half day bespoke 1:1 induction with the Medical and Dental Human Resources Team.

The Trust also runs a Consultant Development Programme for new consultants. The choice of an experienced colleague as a mentor is also offered to all new consultants to the Trust.

## **7. Teaching and training**

The Trust is committed to promoting both undergraduate and postgraduate medical training.

The team also have monthly dedicated CPD, continual professional development time where training is provided and the postholder may be asked to contribute to training of other disciplines within the team. The postholder will be encouraged to participate in providing educational supervision of trainees and other disciplines. There is a trainee attached to this post and the postholder will provide clinical supervision to them. The postholder will also be supported to develop educational/ clinical supervisor competencies. The current postholder has an accredited higher trainee post (ST4-6).

LSCFT has an excellent portfolio in conducting research and is committed to developing and undertaking research programs that enable us to deliver quality evidence-based care and services to people in our local community. Following the appointment of Andrew Pennington (Director of Research), the Trust has a well-established Research Department that has developed a reputation for quality research that benefits local services and local people. We have a number of consultants who are Principal Investigators for studies and the postholder will be strongly encouraged to take an active part in the many ongoing research projects within the Trust.



Postholders who express interest in conducting or participating in research are encouraged to do so but with full compliance with the Trust and NHS policies that govern research.

## **8. Mental Health Act and Responsible Clinician approval**

The postholder 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.

The postholder must be a medical practitioner fully registered with the General Medical Council. In addition, they should be entered on the GMC Specialist Register or be within 6 months of this at the time of interview.

## **9. Secretarial support and office facilities**

- There is a designated private office at Altham Meadows.
- Admin support will be provided by a full-time, Band 4 Medical Secretary based at Altham Meadows.
- Other administrative support is available to the Consultant as required from Medical Secretaries and members of the Admin team at Altham Meadows, Morecambe and De Vitre House, Lancaster.

In addition, the consultant will be allocated a Trust laptop and a Trust smartphone to enable them to access clinical records at various Trust sites. IT support is provided by the IT Helpdesk and can be accessed by phone, email or self service via the Trust Intranet site.

## **10. Clinical duties of postholder**

The clinical component of the post is focused on the care of the patients referred to the Rapid Intervention and Treatment Team, Community Mental Health Team and Memory Assessment Service with work base in Morecambe and/or Lancaster as will be agreed during job planning.

- a) This post will provide support to the Community Mental Health Team, Rapid Intervention and Treatment Team and the Memory Assessment Service. The requirement is for both direct care and advice/consultancy to other members of the team.
- b) For the Community Mental Health Team and Rapid Intervention and Treatment Team the postholder shall provide clinical input within the teams, including providing supervision to the team and doing domiciliary visits. The postholder will collaborate with community team members to ensure an emergency response is available as necessary during normal working hours to services for the locality.
- c) Clinical input to the Memory Assessment Service will include memory assessments as well as providing clinical supervision to the team. The role will involve assessments and diagnosis of patients referred for cognitive impairment. The follow-up assessments are being done in titration and monitoring clinics run by Nurse Practitioners/support staff.
- d) The postholder will be expected to undertake assessment and management of patients under The Mental Health Act and Mental Capacity Act. In order to carry out these duties maintenance

of Approved Clinician or Section 12 approval is desirable and Deprivation of Liberty Mental Health Assessor approval status will also be preferred.

- e) The postholder will be required to participate on the North Consultant On-Call rota.

Consultants will be asked with other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies. This is not a reciprocal arrangement and it is aimed to provide continuity of care. Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

## **11. Training duties**

The postholder will be expected to engage in both formal and informal education of multidisciplinary colleagues. More specifically, fulfilling responsibilities for clinical and education supervision should be supplemented by participation in the weekly local education and postgraduate training programme.

The postholder will be encouraged to obtain approval as a specialist trainee trainer.

The postholder will be expected to provide supervision to trainees and medical students (if placed with the team).

The postholder will be encouraged to participate in the academic and teaching programmes, teaching the medical students and other mental health professionals if they are attached to the clinical team.

The postholder will have access to the library facilities in the Lantern Centre.

Medical undergraduate students: the Trust provides training for undergraduate students from Manchester and Lancaster Universities and the postholder is expected to actively participate in their training programme.

The Trust has developed an excellent record of supporting the development of SAS and Locally Employed Doctors and participates in the Medical Training Initiative. The postholder would have the opportunity to contribute to this.

## **12. Clinical governance and quality assurance**

Consultants are expected to be aware of the principles of clinical governance and to work towards achieving continuing improvement in all aspects of service delivery in line with the aims of Lancashire and South Cumbria NHS Foundation Trust.

Consultants have the opportunity to contribute to development of guidelines, clinical policies, monitoring and reviewing procedures through membership of the Medical Advisory Committee, Drugs & Therapeutic Committee and Local Negotiating Committee.

The postholder will be expected to ensure, together with other professionals in the service, that clinical audits are carried out as required and that the work is regularly evaluated and reviewed.

The Trust supports the view that whilst clinical audit is fundamentally a quality improvement process, it also plays an important role in providing assurances about the quality of services.

The Trust considers that the prime responsibility for auditing clinical care lies with the clinicians who provide that care.

### **13. General duties**

- To provide clinical leadership to the Teams.
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the Medical Director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the postholder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the Chief Medical Officer and other managers in preparing plans for services.

### **14. External duties, roles and responsibilities**

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

### **15. Other duties**

From time to time it may be necessary for the postholder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the postholder will not unreasonably withhold agreement to any reasonably proposed changes that the Trust might make.

### **16. Work programme**

It is envisaged that the postholder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the Associate Medical Director or other Clinical Manager to review and revise the job plan and objectives of the postholder.

The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation).

1.5 SPAs are core with 1 SPA for additional activities agreed via job planning.

The timetable shown below is indicative only. A formal job plan will be agreed between the postholder and Associate Medical Director or Clinical Manager three months after commencing the post and at least annually thereafter.

In the event of the job content changing bilateral consultation and negotiation would take place between the postholder and Associate Medical Director.

Day	Time	Location	Work	Category	No. of PAs
<b>MONDAY</b>	AM	Altham/HV	Outpatient Clinic	DCC	1
	PM	<b>Altham/ De Vitre House</b>	Admin/urgent duty/meetings	DCC	1
<b>TUESDAY</b>	AM	Altham/Home Visit	MAS Clinic	DCC	1
	PM	Altham / De Vitre House	Admin/Supervisions/meetings	DCC	1
<b>WEDNESDAY</b>	AM	Altham	Peer Group/CPD/ Appraisal and Revalidation / Audit	SPA	1
	PM	DeVitre House or via Teams	Education and Training/non clinical meetings	SPA	1
<b>THURSDAY</b>	AM	Altham/Home Visit	Outpatient Clinic	DCC	1
	PM	Altham/ De Vitre House	Admin/Supervision Non Clinical Admin	DCC SPA	0.5 0.5
<b>FRIDAY</b>	AM	Altham/HV	Outpatient Clinic	DCC	1
	PM	Altham/ De Vitre House	Admin/Supervision/meetings	DCC	1
<b>TOTAL PAs</b>	<b>Direct Clinical Care (DCC)</b>				7.5
	<b>Supporting Professional Activities (SPA)</b>				2.5

## 17. On-call and cover arrangements

The postholder will be expected to take part in the on-call rota out of hours and weekends. This will be remunerated appropriately. The North Consultant On-Call rota covers the general adult psychiatry and older adult psychiatry specialities within the locality. The current rota is a minimum of 1:25. This

attracts a 3% availability supplement and 0.5 PA.

The postholder will be treated at par with existing consultants for on-call remuneration.

There is no requirement to be resident on call. You will be supported by a 1st tier rota (comprising doctors in the CT grade, GPST, FY2 trainees and equivalent Trust grades). These doctors cover the Central Lancashire locality. You will also be supported by the middle tier cover which is fully staffed and comprises of the STs and specialist registrars in the North Western Deanery.

It is accepted that the consultant will be asked with other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies. This is not a reciprocal arrangement and it is aimed to provide continuity of care. Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

**Core SPA** time for full-time consultants is 1.5 PAs per week for professional activity to support revalidation, personal appraisal, personal job planning, mandatory training, and participation at consultant and governance meetings. Additional SPA time can be agreed for additional activities such as supervision, audit, education and research.

The Trust retains the right to require all consultants to take part in the on-call rota (in such a case, on-call will be negotiated and paid appropriately).

## **18. Contract agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## **19. Leave**

Annual leave is in accordance with that detailed in the Consultant Contract Terms and Conditions (2003). Leave cover is provided on a reciprocal basis with colleagues.

The postholder is entitled to 10 days study leave per annum. An allowance which can be utilised over a period of three years with prior approval of the Associate Medical Director and Director of Medical Education.

The Trust has an allocated budget for Consultant training that can be utilised by following the appropriated procedures in the study leave policy.

## **20. Visiting arrangements**

Applicants or prospective applicants are strongly encouraged to visit the Trust and to meet prospective colleagues. Informal discussions to discuss the job or arrangements for visiting may be made with:

Chief Medical Officer:	Dr David Fearnley (01772 773513)
Locality Medical Director:	Dr Alison Napier (01772 773513)

Lancashire & South Cumbria NHS Foundation Trust  
Sceptre Point, Sceptre Way

Walton Summit, Bamber Bridge  
Preston, PR5 6AW

## **GENERAL TERMS AND CONDITIONS**

All terms and conditions of service are in accordance with those detailed in the Consultant Contract Terms and Conditions (2003), Hospital Medical and Dental Staff (England and Wales), General Whitley Council and where applicable those of the Trust. These may vary from time to time.

The appointee will be expected to work with local managers and professional colleagues in the efficient running of services, and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, he/she is expected to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. The appointee will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of their patients, to be able to contact a Consultant when necessary.

The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.

## **Residence/Removal Expenses**

The appointee will be required to live within 10 miles or 30 minutes of their clinical base unless the Chief Medical Officer and Chief Executive agree to a greater distance. If the appointee is required to move house to meet the residential clause of the contract, removal expenses may be payable. Terms and Conditions of service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner's home is required and that the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into contractual agreement until such time as the formal approval of the Trust is confirmed in writing.

## **Health & Safety**

The Trust recognises its duties under the relevant Health and Safety at Work legislation and will ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

## **Rehabilitation of Offenders Act 1974**

Due to the nature of this work, the post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975.

Applications for the post are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be treated in the strictest confidence and will be considered only in relation to an application for a position to which the order applies.

## **Professional Standards**

The AMD is managerially responsible for all activity in which the consultant works. The Chief Medical Officer has overall responsibility for the professional performance of consultants employed by the Trust. All consultants are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice",

and to be accountable to the Trust for their actions and the quality of their work.

**Maintaining medical excellence/Responding to Concerns**

LSCFT is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables quick and confidential reporting of any concerns about conduct, performance or health of medical colleagues (Chief Medical Officer 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and should apply it.

**Approval of this job description by the Royal College of Psychiatrists**

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on 10/01/2024.



## Appendix 1: Person specification/selection criteria for consultant

**Abbreviations for when assessed:** Scr: Screening prior to short-listing

SL: Shortlisting from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

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

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