

Consultant Psychiatrist (in-patient)

Job description and person specification

Post and specialty:	<p>Consultant in General Adult Psychiatry</p> <p>This is an established post split between an acute female, 14 bed ward (Abbey Ward) and an acute male, 9 bed ward (Castle Ward) at Woodlands Centre for Acute Care, Hastings. The post holder will provide Consultant input to General Adult Services in East Sussex in an inpatient setting.</p>
Base:	<p>Woodlands Centre for Acute Care Conquest Hospital The Ridge St Leonards-on-Sea East Sussex TN37 7PT</p>
Contract:	Number of programmed activities: 10
Accountable professionally to:	Chief Medical Officer: Dr Claire Woolcock
Accountable operationally to:	Clinical Director, East Sussex
Key working relationships and lines of responsibility:	<p>Line Manager: Christine Henham</p> <p>Clinical Operational Nurse Manager: Christine Henham</p> <p>Head of Service: Karen Hoskin</p> <p>Lead Consultant: TBC</p> <p>Clinical Lead: TBC</p> <p>Clinical Director: TBC</p> <p>Service Director: Ruth Hillman</p> <p>Chief Operating Officer: John Child</p> <p>Deputy Chief Medical Officer: Dr Aruna Wijetunge</p> <p>Chief Medical Officer: Dr Claire Woolcock</p> <p>Responsible Officer: Dr Aruna Wijetunge</p> <p>Chief Executive: Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our partners in the Sustainability and Transformation Partnership, we have developed a compelling case for change in mental health services across the STP which is comprised of 24 organisations and strives to improve the links between health and social care to better serve our communities. The Trust is rated *Good* overall by the Care Quality Commission (CQC) and was assessed as *Outstanding* for caring.



2.0 Trust details

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

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

3.0	Service details																								
3.1	<p>East Sussex is situated in the south east of England between the sea and the South Downs with a population of around 544,000. The county offers good access to London and is in close proximity to Gatwick Airport. In East Sussex, 19 out of 329 neighbourhoods are among the 10% most deprived areas in England. Income deprivation affects 13% (69,500) of people in the county compared to 10% regionally & 15% nationally. Nearly 32,000 people (6%) live in the most deprived 10% of areas in England. The health of people in East Sussex is varied compared with the England average. About 16% (14,200) of children live in low income families. Life expectancy for both men and women is higher than the England average.</p>																								
3.2	<p>The Trust is seeking a Consultant Psychiatrist to join Abbey & Castle Wards, Woodlands. This vacancy has arisen due to a voluntary resignation and the Trust regards this as an opportune moment to develop the functioning of the team.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for Abbey & Castle Ward and the families and carers using the service in challenging times.</p> <p>The wards provides intensive and responsive acute inpatient care to male & female adults aged 18 and over with a functional mental health problem, ensuing individuals are treated in the latest restrictive fashion which is consistent with their clinical safety needs.</p>																								
3.3	<p>Geographical area(s) the post covers: This post covers the working age population in Hastings and Rother in East Sussex.</p> <p>Local NHS mental health services are commissioned by Hastings and Rother Clinical Commissioning Group, covering a population of 183,000 people which includes areas of high urban deprivation as well as rural and coastal communities.</p>																								
3.4	<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</td><td>Clinical Nurse General Manager</td></tr> <tr> <td>1</td><td>Matron</td></tr> <tr> <td>1</td><td>Consultant (this post)</td></tr> <tr> <td>1</td><td>Speciality Doctor</td></tr> <tr> <td>1</td><td>Clinical Psychologist</td></tr> <tr> <td>2</td><td>Ward Manager Nurse Band 7</td></tr> <tr> <td>1</td><td>Senior Nurse Practitioner</td></tr> <tr> <td>4</td><td>Band 6 Nurse</td></tr> <tr> <td>3</td><td>Band 5 Nurse</td></tr> <tr> <td>14</td><td>Band 2 Support Worker</td></tr> <tr> <td>2</td><td>Occupational Therapist</td></tr> </tbody> </table>	WTE	Job Title	1	Clinical Nurse General Manager	1	Matron	1	Consultant (this post)	1	Speciality Doctor	1	Clinical Psychologist	2	Ward Manager Nurse Band 7	1	Senior Nurse Practitioner	4	Band 6 Nurse	3	Band 5 Nurse	14	Band 2 Support Worker	2	Occupational Therapist
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3.5	<p>Psychiatry doctor names associated with this team:</p> <ul style="list-style-type: none"> • Dr Sohail Bakhsh – Specialty Doctor
3.6	<p>Availability of other relevant local mental health services:</p> <p>There are two CRHT (Crisis Resolution Home Treatment) teams in East Sussex, one in Eastbourne and one in Hastings. Adult Liaison Psychiatry services are provided for the General Hospitals at the Conquest, Hastings and Eastbourne DGH</p> <p>Secondary mental health care for adults is provided by the Hastings and Rother Assessment & Treatment Service (ATS), based in Cavendish House, Hastings with satellite outpatient clinics in Bexhill and Battle. The ATS provides services across the whole adult care pathway, including Assessment & Treatment, Recovery & Wellbeing and Specialist Older Adults functions.</p>
3.7	<p>Details of inpatient service facilities and post holder links with:</p> <p>Services are provided across the Trust area and Acute Services (both inpatient and Urgent Care Services) are located in: Chichester, Worthing, Crawley, Hove, Eastbourne and Hastings.</p> <p>This post will be based in Hastings.</p> <p>There are 2 Hospitals in East Sussex that provide acute care for adults</p> <p>Woodlands in Hastings has the following acute services:</p> <ul style="list-style-type: none"> • Abbey Ward - 14 beds for female adults • Castle Ward - 9 beds for male adults • St Raphael - 17 beds for older male • Mental Health Liaison Practitioners who provide short term intervention on this site <p>Department of Psychiatry (Eastbourne) has the following acute services:</p> <ul style="list-style-type: none"> • Bodiam Ward - 18 beds for Male Adults • Amberley Ward - 18 Beds for Female Adults • Heathfield Ward - 18 Beds for older Female • ECT suite is also on the DoP site • Mental Health Liaison Practitioners who provide short term intervention • Beechwood - 16 beds for Dementia
3.8	<p>Teams that support the post holders' team:</p> <p>Rehabilitation in East Sussex Care Delivery Service:</p> <ul style="list-style-type: none"> • Amberstone Hospital in-patient and Community Rehab: Amberstone in-patient rehabilitation service is located close to Hailsham, 10 miles from Eastbourne and comprises a 28 bedded unit set within its own grounds in a semi-rural location. The service provides active rehabilitation to service users with complex needs. Referrals are received from acute in patient and urgent care services, community teams and forensic services. • Community rehab provide AOT and rehab interventions alongside intensive 12-week support for transition from hospital or in need of more intensive support for people with primary diagnosis of psychosis <p>The post holder will have interactions with other local mental health teams. They would be expected to form a working relationship with the acute ward staff and also those that work in the crisis team. They will also work closely with relevant third sector organisations, including local drug and alcohol and homeless support services.</p> <p>The Trust is divided into Care Service Delivery Services:</p>

	<ul style="list-style-type: none"> • Primary care - Health In Mind • Adults Integrated Services which includes adult mental health, and later life & dementia care • Children and younger persons & EIS & Learning Disability services • Forensic services <p>Adult Mental Health Services is managed in 2 groups;</p> <ul style="list-style-type: none"> • Acute Services (including both Inpatient and Urgent Care Services) and • Assessment and Treatment services which has three elements of service that is assessment and treatment Recovery, and wellbeing and dementia services.
3.9	<p>Trust-wide consultant network.</p> <p>The post holder will be part of a Trust wide consultant network. The post holder will be able to access peer support from colleagues in the CRHT & ATS team.</p> <p>If newly qualified or new to the Trust the post holder will be offered a mentor. Newly qualified consultants meet regularly with peers and the Chief Medical Officer as a group.</p>
3.10	<p>Local services to which this consultant post relates</p> <p>The post holder will be in-patient based, working 10 PAs at Woodlands Centre for Acute Care, Hastings and provide reciprocal leave cover for other consultants within acute services. The post holder will support the team that provides a service 24 hrs.</p> <p>Adult Mental Health Services provide an ageless model for functional mental illness, though there is separate Consultant Psychiatrist input for older people with a functional disorder and Later Life needs. All job plans will be subject to review as part of service development and career progression.</p> <p>The post holder is expected to fully embrace New Ways of Working in their clinical practice. Team members are able to carry out comprehensive initial assessments, and are able to formulate initial treatment plans with Consultant input when necessary. There will be an expectation that the post holder will work closely with senior managers.</p>
3.11	<p>Care Delivery Service management and governance arrangements.</p> <p>The post holder will be within the East Sussex Adult CDS directorate. The CDS is responsible for the delivery of high-quality services across East Sussex. The service director for adult mental health is John Child.</p> <p>The post-holder will be the professional lead for junior doctors within the team. The post-holder will also be expected to take a lead and work with managers on developing and improving services</p>
3.12	<p>Clinical input and service development time.</p> <p>The post holder will have pro rata 7.5:2.5 of direct clinical contact: SPA time.</p>
3.13	<p>Summary patterns of referral and the systems in place for caseload flow.</p> <p>The wards have a total of 23 beds. Referrals are managed by our Shift Co-ordinators within our CRHT, in addition to support from other clinical colleagues. The post holder will support referral management and the triage function through medical advice, consultation and screen referrals that may require a medical consultation and inpatient intervention.</p> <p>The post holder will be expected to see all new admissions within 24 hrs of admission during</p>

	the working week.
3.14	<p>New referral numbers per week; how the team assesses and allocates referrals; expectation of team members and the Consultant including types of cases.</p> <p>The role of the post holder will be to provide detailed assessments, formulation and risk assessments, to develop management plans and review these in preparation to transition to a CRHT or community setting. The post holder will direct these patient's treatment.</p> <p>The post holder will liaise with local primary / ATS care services and provide up to date clinical information on the patient they have treated in their inpatient care. They will provide supervision of junior medical staff and provide advice to other members of the team including the duty worker. They will provide senior clinical leadership to the ward.</p> <p>The post holder will be expected to provide medical leadership in the development of the team and wider working age services, in line with the CDS and Trust goals, in order to provide high quality mental health care for patients.</p>
3.15	<p>Expected caseload numbers per team member and the role expected of the psychiatrist within the team.</p> <p>There are 14 beds on Abbey ward and 9 beds are Castle ward.</p>
3.16	<p>Clinical Trust practice or local services that provide extra resource.</p> <p>Sussex Partnership NHS Foundation Trust was rated as 'Good' by the CQC in its most recent inspection report https://www.cqc.org.uk/provider/RX2</p> <p>Trust Organisational Strategy can be accessed here: https://staff.sussexpartnership.nhs.uk/working-here/about-us/our-organisational-strategy</p> <p>We are part of a wider network of health and social care commissioners and providers and are working in partnership with our staff, volunteers, education and other agencies. Close links have been developed with Brighton and Sussex Medical School (BSMS) and there is a Sussex wide training scheme in psychiatry.</p> <p>We are an important stakeholder in the Sussex Integration and Care System (ICS) https://www.sussexhealthandcare.uk/about-us/our-work-mental-health/</p>
3.17	<p>References to Trust, NHS England/CCG websites:</p> <p>The team works within the Trusts 2020 vision and in line with the current clinical strategy. The clinical strategy is focused on developing teams, implementing new roles, working towards providing a single point of access for people in crisis, working more effectively with communities, and more integration between community, crisis and acute services with the aim of providing high quality mental health care. The post holder will be expected to work towards these Trust goals.</p> <p>Mental Health services in East Sussex have close links with primary care and ASC.</p> <p>The Trust website can be accessed through the following link: Sussex Partnership NHS Foundation Trust</p>
3.18	<p>Reference to other teams and resources that relate to this service:</p> <p>The post-holder will be required to work within the multi-disciplinary team to provide high quality specialist assessments, treatment and care to users and their carers They will be</p>

	<p>expected to operate within guidelines, policies and procedures relevant to the post.</p> <p>The post-holder will work in partnership with service users and carers, so that they are fully involved in and empowered to make decisions about their treatment and care. They will work constructively with managers and clinical colleagues to maintain effective team working and service improvement.</p> <p>The post-holder will establish good communication and effective working relationships with all relevant agencies in relation to individual patients and service development. They will build a knowledge of and links with voluntary and independent service providers locally.</p>
3.19	<p>Involvement in strategic development of team and services.</p> <p>The trust has developed a clinical strategy as part of our 2020 vision (as detailed above) and the post holder would be invited to participate in developments and quality improvements linked to the urgent care pathway.</p> <p>Opportunities for leadership roles within the CDS are available.</p>
3.20	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p>Continuing professional development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement is £650 per year 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>Peer supervision is arranged between the consultants working in the locality; West Sussex, East Sussex, Brighton and Hove monthly, multidisciplinary supervision is arranged in the local teams, and ability to discuss cases and service problems occur on a monthly basis in the monthly Pan-Sussex meeting for consultants and SAS grade doctors and (first Wednesday of each month, 2pm-5pm).</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</p>

	Trust is committed to supporting CPD activities both internally and externally.
5.0	<p>Clinical Leadership and medical management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>The post-holder is expected to provide clinical leadership to the multi-disciplinary team and to provide clinical supervision to junior medical staff.</p> <p>Quality Improvement is the chosen improvement methodology for this organisation and the post holder will be expected to:</p> <ul style="list-style-type: none"> • Develop a clinical leadership role within the multidisciplinary team and across the service as a whole and work with colleagues and management to ensure optimal service delivery. • Participate in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the Trust. • Lead the improvement of the quality of care within the team and contribute to improving quality across the system. <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</p> <p>The Trust is committed to ensuring all Trust medical staff 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 Aruna Wijetunge, Deputy Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>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>

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

9.0	<p>Mental Health Act and Responsible Clinician Approval</p> <p>The post holder will be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.</p>
10.0	<p>Secretarial Support and office facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned dedicated 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 post holder has access to the use of clinical rooms and separate administrative office space as well as a locker. Private bookable rooms are available for supervision.</p>
11.0	<p>The post holder is required to:</p> <ul style="list-style-type: none"> • Manage the inpatient admissions, team meetings, supervision of team members. • Management of complex cases. • Clinical leadership of team. • Role in assessment of referrals/admissions. • Care plan and treatment formulation, guidance on evidence-based treatment and effectiveness. • Liaison and collaborative working with other services/agencies. • Mental Health Act implementation. • Multi-disciplinary, multi-agency and partnership working. • Other clinical duties, e.g. any other specialities covered.
12.0	<p>Clinical governance and quality improvement</p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p>

	<p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	<p>General Duties</p> <ul style="list-style-type: none"> • To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework. • To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant. • To undertake the administrative duties associated with the care of patients. • To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department. • To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service. • To participate in annual appraisal for consultants. • To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme. • To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct. • To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation. • To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management. • To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.
14.0	<p>External duties, roles and responsibilities</p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>
15.0	<p>Other duties</p> <p>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.</p>

16.0 Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment a meeting will take place no later than three months from appointment with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per Royal College of Psychiatrists recommendation). 1.5 programmed activities are allocated for CPD and 1.0 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.

	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA
Mon	AM	Abbey/ Castle Ward	Ward Duties	DCC
	PM	Abbey/ Castle Ward	Ward Duties	DCC
Tues	AM	Abbey/ Castle Ward	Ward Duties	DCC
	PM	Abbey/ Castle Ward	Ward Duties	DCC
Wed	AM	Abbey/ Castle Ward	Ward Duties	DCC
	PM	Abbey/ Castle Ward	Supporting Professional Activities	SPA
Thurs	AM	Abbey/ Castle Ward	Ward Duties	DCC
	PM	Abbey/ Castle Ward	Ward Duties	DCC
Fri	AM	Abbey/ Castle Ward	Ward Duties Supporting Professional Activities	DCC SPA
	PM	Abbey/ Castle Ward	Supporting Professional Activities	SPA

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

17.0	<p>On call and leave cover arrangements</p> <p>The post holder will take part in the team based daily rota for emergencies, together with Consultant colleagues and the team speciality doctor. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be contacted if required.</p> <p>The post holder will be expected to take part in the out of office hours on call rota, supported by the Urgent Help Service, who work 9am-8pm Monday to Friday and 10am-6pm on weekends and bank holidays. A trainee doctor is first on call with the rota providing second on call. In line with the consultant terms and conditions the rota frequency is at least a 1 in 9 commitment, with appropriate allowance for compensatory rest.</p> <p>An availability supplement of a category A, 3% of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan.</p> <p>The Sussex Mental Health Line telephone service accessed by patients is available on weekdays between 5pm-9pm and 24-hours at weekends. It provides support and information and is staffed by nurses and support workers. A Trust operational manager is on call each day.</p>
18.0	<p>Leave and cover arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of consultants and is agreed and authorised using electronic unavailability management software.</p>
19.0	<p>Contract Agreement</p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
20.0	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p>
20.1	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p>

	<ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
20.2	The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.
20.3	A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.
21.0	<p>Visiting arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Christine Henham - Clinical Operational Nurse Manager christine.henham@spft.nhs.uk</p> <p>Karen Hoskin - Deputy Director, Adult Services East Sussex Division Karen.hoskin@spft.nhs.uk 07500799718</p> <p>Dr Aruna Wijetunge - Deputy Chief Medical Officer Aruna.Wijetunge@spft.nhs.uk 07825 044 013</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality & Diversity Statement</p> <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p>
23.0	<p>Approval of job description by the Royal College of Psychiatrists</p> <p>This job description and person specification is to be approved by the Royal College of Psychiatrists' regional advisor.</p>

Person specification/selection criteria for Consultant Psychiatrist

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

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	SCR	Qualification or higher degree in medical education, clinical research or management.	SL
			MRCPsych	SCR
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	SCR	In good standing with GMC with respect to warning and conditions on practice	SCR
	Included on the GMC Specialist Register OR within six months.	SCR		
	Approved clinician status OR able to achieve within 3 months of appointment	SCR		
	Approved under S12 OR able to achieve with 3 months of appointment	SCR		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	SCR		

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

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