

Locum Consultant Liaison Psychiatrist

Job description and person specification

Post and specialty:	<p>Consultant in General Adult Psychiatry. This is an established post.</p> <p>The post holder will provide Consultant input to General Adult Services in Brighton & Hove in an inpatient setting.</p>
Base:	<p>Royal Sussex County Hospital Eastern Road Brighton BN2 5BE</p>
RCPsych approval details:	
Contract:	<p>Number of programmed activities: 10</p>
Accountable professionally to:	<p>Chief Medical Officer, Dr Peter Aiken</p>
Accountable operationally to:	<p>Clinical Director, Brighton & Hove, Simon Browes</p>
Key working relationships and lines of responsibility:	<p>Line Manager: Kirstin McAulay</p> <p>General Manager: Kirstin McAulay</p> <p>Head of Service: Carolyn Woods</p> <p>Clinical Lead: Vacant</p> <p>Clinical Director: Simon Browes</p> <p>Managing Director: Isabella Fernandez- Davis</p> <p>Chief Operating Officer: John Child</p> <p>Chief Medical Officer: Dr Peter Aiken</p> <p>Responsible Officer: Dr Peter Aitken</p> <p>Chief Executive: Dr 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 Integrated Care System partners, we have developed a compelling case for change in mental health services which strives to improve the links between health and social care to better serve our communities. The Trust is rated by the Care Quality Commission as *Good* for being safe, effective, responsive and well-led and 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 organisations.

3.0	Service details																						
3.1	<p>Brighton and Hove is a vibrant city situated between the sea and the South Downs with a population of around 289,000. The city offers excellent access to London and is in close proximity to Gatwick Airport. Brighton & Hove is the 102nd most deprived local authority of the 326 in England according to the 2015 Index of Multiple Deprivation. In 2015, 45% of the population of the city lived in the 40% most deprived areas in England and only 7% in the 20% least deprived areas. The health of people in Brighton and Hove is varied compared with the England average. About 15% (6,600) of children live in low income families. Life expectancy for both men and women is similar to the England average.</p>																						
3.2	<p>The Trust is seeking a Locum Consultant Psychiatrist to join the Mental Health Liaison Team based at the Royal Sussex County Hospital in Brighton on a 12 month fixed term contract. This vacancy is to cover parental leave.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for the Mental Health Liaison Team, and the families and carers using the service in challenging times. This post completes the medical establishment of the team providing a minimum of 2.7 whole time equivalent Consultant Psychiatrists for the Brighton & Hove Mental Health Liaison Team.</p>																						
3.3	<p>Detail of the geographical area(s) the post covers</p> <p>The Mental Health Liaison team (MHLT) is based in the Emergency Department in the Royal Sussex County Hospital (RSCH) in the centre of Brighton, and has been providing 24/7 on-site cover since 2012. Recent NHS Transformation Funding has led to an increase in the Consultant Psychiatry, Nursing and Business Support input to the team, which has moved towards a service that can provide 'CORE-24' support to RSCH.</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>1.0</td><td>Nursing Lead</td></tr> <tr> <td>0.5</td><td>Service Manager</td></tr> <tr> <td>2.3</td><td>General Adult Consultant Liaison Psychiatrist (including this post)</td></tr> <tr> <td>0.8</td><td>Older Adult Consultant Liaison Psychiatrist</td></tr> <tr> <td>1.0</td><td>Band 7 Nurse Team Leader</td></tr> <tr> <td>15.0</td><td>Band 6 Nurses</td></tr> <tr> <td>0.2</td><td>Higher Trainee</td></tr> <tr> <td>1.0</td><td>Foundation Year Doctor</td></tr> <tr> <td>0.4</td><td>Business Support Administrator</td></tr> <tr> <td>1.0</td><td>Administrator</td></tr> </tbody> </table>	WTE	Job Title	1.0	Nursing Lead	0.5	Service Manager	2.3	General Adult Consultant Liaison Psychiatrist (including this post)	0.8	Older Adult Consultant Liaison Psychiatrist	1.0	Band 7 Nurse Team Leader	15.0	Band 6 Nurses	0.2	Higher Trainee	1.0	Foundation Year Doctor	0.4	Business Support Administrator	1.0	Administrator
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3.5	<p>Psychiatry doctor names associated with this team and areas they cover:</p> <ul style="list-style-type: none"> • Dr Jemima Gregory - General Adult Liaison Consultant Psychiatrist • Dr Priscilla Kent - General Adult Liaison Consultant Psychiatrist • Dr Georgia Belham - Older Adult Liaison Consultant Psychiatrist <p>There are 17 Consultants Psychiatrists working across the Brighton & Hove area</p>
3.6	<p>Availability of other relevant local mental health services:</p> <p>This post is managed within the Brighton & Hove Care Delivery Service and is aligned to Acute Services, which consist of Inpatient and Urgent care services, including the Crisis Resolution & Home Treatment Team.</p>
3.7	<p>Details of inpatient service facilities and if the post holder will carry any responsibility for inpatients:</p> <p>The Royal Sussex County Hospital (RSCH) is a 625 bedded teaching hospital situated in the Kemptown area of Brighton and forms part of University Hospitals Sussex NHS Foundation Trust. RSCH has a busy Emergency Department that sees approximately 93,500 attendances per annum, of which around 2,800 are for self-harm. RSCH provides regional trauma, renal, vascular and cardio-thoracic surgery services and is the regional neurosurgical centre. The hospital is a major training and research base for Brighton and Sussex Medical School, with onsite teaching and simulation facilities and a clinical investigation and research unit.</p> <p>RSCH is in the midst of undergoing major infrastructure redevelopments. The largest of these is a £485 million programme known as the '3Ts redevelopment' which will provide much needed clinical buildings at the front of the hospital with the aim of enhancing the 'Teaching, Trauma & Tertiary Care' function of the hospital. Once complete, the regional neurology inpatient service will relocate to this site. The 3Ts redevelopment is well underway and is due for full completion by 2023 / 2024. Please see the following link for more detail:</p> <p>https://www.bsuh.nhs.uk/about-us/hospital-redevelopment/about-the-redevelopment/</p> <p>The role will involve a unique combination of older adult and working age liaison work and the post-holder will have a key role in supporting the wider nursing team and providing continuity of care across the week.</p> <p>Mill View Hospital houses the Trust inpatient services within the Brighton & Hove CDS. There are five wards based there: Meridian Ward (functional older adult); Brunswick Ward (organic/dementia); Regency Ward (working age - male); Caburn Ward (working age - female); Pavilion Ward (Psychiatric Intensive Care Unit - male). A hospital place of safety for patients detained under Section 136 of the Mental Health Act 1983 is also based at Mill View.</p>
3.8	<p>Teams that support the post holders' team and details:</p> <p>The post-holder will be expected to liaise closely with other medical, clinical and managerial staff in the acute trust, acute mental health services, community Assessment and Treatment Services and substance misuse services in order to provide high quality care pathways for service users.</p>
3.9	<p>Details of Trust-wide consultant network:</p>

	<p>The post-holder will be invited onto the joint RSCH-MHLT/Sussex Partnership Steering Group, which has been set up to oversee and monitor the smooth running of mental health care across the hospital site.</p> <p>In addition, the post-holder would be a member of the Brighton & Hove Medical Advisory Committee. This group meets on a monthly basis to discuss matters relevant to the senior medical staff in the area.</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 locality.</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>The operations of the local services to which this consultant post relates:</p> <p>The post-holder will be expected to provide specialist medical and psychiatric assessment, treatment, and liaison to people aged 16 and above referred to the MHLT from the Emergency Department and the inpatient wards within the RSCH. The post-holder is expected to have expertise in adult mental health, organic mental states, medically unexplained symptoms, the interplay between physical and mental health problems and management of psychiatric crises.</p> <p>The post-holder will work with senior managers and clinicians within the local Care Delivery Service to provide clinical leadership and to ensure safe, supportive care within the liaison service. There is the opportunity to participate in planning and development of local mental health services and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Foundation Trust.</p> <p>The post-holder will have a lead role in reducing the volume of crisis work done in A+E by identifying frequent attendees and working with colleagues to develop innovative solutions for these patients, by seeking to reduce attendance and manage the level of risk through individual multi-agency and multi-disciplinary care plans.</p> <p>The post-holder will be joining a team that has a history of participating in Liaison Psychiatry research and is actively involved in the teaching and training of Brighton and Sussex Medical School students in addition to nursing and paramedic students. The post-holder will be expected to plan and deliver teaching and training to acute staff and there are opportunities for expanding the MHLT's role in simulation training. In addition, there are already two junior doctors who work with the team (1 x Higher Specialist Trainee; 1 x Foundation Year Doctor) and there will be an opportunity to develop more psychiatry training posts within the team. Therefore, there will be opportunities for educational and clinical supervision and input to the local training schemes.</p>
3.11	<p>Care Delivery Service management and governance arrangements:</p> <p>The post-holder will be the professional lead for junior doctors within the team as well as a member of the local Acute Clinical Governance Group and locality Joint Medical Staffing Committee. The post-holder will be expected to take a lead and work with managers on developing and improving services.</p> <p>Organisational line management for this post is provided by the General Manager for Acute Services, Brighton and Hove. Professional line management is provided by the Clinical Lead for Brighton and Hove CDS and supported by the Medical Directors and Chief Medical Officer.</p>

3.12	<p>Clinical input and service development time:</p> <p>The successful applicant will provide ongoing support of Transformation funding in line with Five Year Forward View, which involves developing new care pathways and ways of integrating psychiatric care with medical and surgical teams at RSCH. Central to this programme of work will be:</p> <ul style="list-style-type: none"> a) the achievement of performance targets within the Emergency Department, observation wards and the acute medical ward b) a reduction of length of stay of those patients referred to the MHLT c) increased provision of teaching and training to general hospital staff. <p>Opportunities for leadership roles within the MHLT will be available from the outset. Over time, it is expected that the post-holder will develop bespoke services with acute colleagues to deliver better integrated care across RSCH for in-patients and out-patients and may wish to get involved with wider initiatives towards integrating physical and mental healthcare across the region.</p>
3.13	<p>Summary patterns of referral and the systems in place for caseload flow:</p> <p>The team receives referrals from the Emergency Department and the inpatient wards in the Royal Sussex County Hospital.</p> <p>Emergency Department referrals are made by telephone and are taken by a member of the clinical team. Referrals from the wards are made via email; email referrals are reviewed and triaged at the team handovers (handovers occur twice a day - 0900 and 1300).</p> <p>The target time for assessments is within 1 hour for Emergency Department referrals and within 24 hours for ward referrals.</p>
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>In 2020, the team received a total of 3118 referrals (2609 to the working age team and 509 to the older adults' team) - i.e. on average 60 referrals per week.</p> <p>New referrals are allocated to clinicians for assessment at the team handovers (or for A&E referrals at the point of referral). Generally, referrals allocated for assessment by the Consultant would be those with complexity requiring senior medical input (e.g. diagnostic uncertainty, complex medical co-morbidities, complex medication issues, significant risk issues).</p> <p>For patients who are seen by other members of the team, the Consultant will be expected to provide advice and oversight where needed.</p>
3.15	<p>Expected caseload numbers per team member and the role expected of the psychiatrist within the team:</p> <p>MHLT provides 24/7 on-site input to RSCH and receives over 4,000 referrals per annum. The team is commissioned to provide a 1hour response to patients who are fit for assessment within the Emergency Department, including the observation wards.</p> <p>Team members do not hold caseloads themselves.</p>

	<p>The role of the Consultant Psychiatrist in the team is to see patients where there is complexity requiring senior medical input and to provide clinical advice and support to other team members in the management of other patients. In addition, the Consultant will be expected (in common with other Consultants in the team) to act as Responsible Clinician for patients detained under the Mental Health Act 1983 to the Royal Sussex County Hospital.</p>
3.16	<p>Examples of good clinical Trust practice or local services that provide extra resource: 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. 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: 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: 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 expected to operate within guidelines, policies and procedures relevant to the post. They will provide clinical advice and liaison as required to colleagues in other parts of the Acute Trust, Acute Mental Health Services as well as Community Services to provide a seamless care package for service-users.</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: The post will have a total of 8PAs with a split of 5.5PA for DCC and 2.5PA for SPA.</p> <p>The successful applicant will provide ongoing support of Transformation funding in line with Five Year Forward View, which involves developing new care pathways and ways of integrating psychiatric care with medical and surgical teams at RSCH. Central to this programme of work will be:</p> <ul style="list-style-type: none"> a) the achievement of performance targets within the Emergency Department, observation wards and the acute medical ward

	<p>b) a reduction of length of stay of those patients referred to the MHLT</p> <p>c) increased provision of teaching and training to general hospital staff.</p> <p>Opportunities for leadership roles within the MHLT will be available from the outset. Over time, it is expected that the post-holder will develop bespoke services with acute colleagues to deliver better integrated care across RSCH for in-patients and out-patients and may wish to get involved with wider initiatives towards integrating physical and mental healthcare across the region.</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 Trust is committed to supporting CPD activities both internally and externally.</p>
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>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.

	<ul style="list-style-type: none"> • 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>

	There is an expectation that the post holder will serve as Responsible Clinician function for the acute trust on occasions as required.
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 have access to the team admin support as detailed in section 3.4.</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 be based in an office with other members of the multidisciplinary team, including other doctors and nurses.</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>
11.0	<p>Clinical Duties of Post Holder</p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> • 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 assessments for patients. • Acting as Responsible Clinician for patients detained under the Mental Health Act 1983 to the Royal Sussex County Hospital. • Multi-disciplinary, multi-agency and partnership working.
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 (QI) strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations</p>

	<p>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 8 programmed activities over 4 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 5.5 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.

Although the liaison team is managed and based within one office and provide a degree of cross-cover, the team is divided into General Adult MHLT and Older Adult MHLT group in terms of staffing and caseload management. The provisional timetable in this post is as follows:

- 10 with General Adult Mental Health Liaison Team

	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA
Mon	AM	RSCH	General Adult MHLT Session	DCC
	PM	RSCH	General Adult MHLT Session	DCC
Tues	AM	RSCH	General Adult MHLT Session	DCC
	PM	RSCH	General Adult MHLT Session	DCC
Wed	AM	RSCH	General Adult MHLT Session	DCC
			Supporting Professional Activities	SPA
	PM	RSCH	Supporting Professional Activities	SPA
Thurs	AM	RSCH	General Adult MHLT Session	DCC
	PM	RSCH	Supporting Professional Activities	SPA
Fri	AM	RSCH	General Adult MHLT Session	
	PM	RSCH	General Adult MHLT Session	N/A

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 On Call and Leave Cover Arrangements

	<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. The frequency of the consultant on call rota is approx. 1 in 23 (at least a 1:9 in line with the Consultant Terms and Conditions). Appropriate allowance for compensatory rest is agreed in line with Trust policy.</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.</p> <p>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>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>

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	<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>
20.3	<p>A list of our ongoing wellbeing activities across the Trust can be found on our careers portal: Working for Us Sussex Partnership NHS Foundation Trust</p>
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>Simon Browes- Clinical Director, Brighton & Hove Care Delivery Service Email: simon.browes@spft.nhs.uk</p> <p>Kirstin McAulay - Urgent Care General Manager Mobile: 07341737153 Email: Kirstin.mcaulay@spft.nhs.uk</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality, Diversity & Inclusion 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> <p>At Sussex Partnership, we care deeply about hiring, retaining, and developing a workforce that reflects the communities we serve. Our staff networks play a crucial role in exploring relationships trust-wide and advancing opportunities for all staff, helping underrepresented communities continue to feel they belong here.</p> <p>More information on our staff networks can be found on our careers portal using the following link: Diversity and Inclusion SPFT Recruitment (sussexpartnership.nhs.uk)</p>

23.0	Approval of Job Description by the Royal College of Psychiatrists This job description and person specification is to be approved by the Royal College of Psychiatrists' regional advisor.
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Person specification/selection criteria for Consultant Psychiatrist

ASSESSMENT STAGE ABBREVIATIONS	SCR Screening prior to short-listing SL Short-listing from application form	AAC Advisory Appointments Committee REF References	PRES 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
			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	Additional expertise in Addictions psychiatry, Neuropsychiatry or Psychotherapy	SL, AAC
	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		
	The competencies to work with both General Adult and Older Adult patients. The successful candidate will be able to provide evidence of relevant experience accordingly.	SL, 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		