

## Specialty Doctor

### Job description and person specification

Post and specialty:	Specialty Doctor in Learning Disability Psychiatry  This is a newly developed post to be offered as a fixed term contract. The post holder will provide specialty doctor input to Learning Disability Services in East Sussex in a community setting.
Base:	Hastings And Rother Community Learning Disability Team Cavendish House Breeds Place Hastings East Sussex TN34 3AA
Contract:	Number of programmed activities: 6
Accountable professionally to:	Chief Medical Officer, Peter Aitken
Accountable operationally to:	Clinical Director Learning Disability, Dr Sarah Jonas
Key working relationships and lines of responsibility:	<p>Line Manager: Rhian Tucker, Team Leader, Hastings &amp; Rother Community LD Team</p> <p>Service Manager: Julia Howe, East Sussex Learning Disability Service</p> <p>Clinical Supervisor: Dr Sarah Stringer, Consultant Psychiatrist, Hastings &amp; Rother Community LD Team</p> <p>Lead Consultant: Dr Jane McCarthy</p> <p>Associate Clinical Director: Viki Baker, Learning Disability and Neurodevelopmental Services</p> <p>Clinical Director: Dr Sarah Jonas, Divisional Clinical Director Specialist Services</p> <p>General Manager : Andrew Cole</p> <p>Chief Operating Officer: John Child</p> <p>SAS Tutor: Dr Bilal Ahmad</p> <p>SAS Advocate: Dr Susan Hamilton</p> <p>Chief Medical Officer: Dr Peter Aitken</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 provides specialist NHS mental health and learning disability services in South East England. We care for people at home, in hospital and through our community services. Our services are for people of all ages across Sussex. We also provide specialist mental health services for children and young people in Hampshire.

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

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

The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. We are passionate about research and it's our aim to put it at the core of everything we do so we can continually improve our clinical care. We are also members of the University Hospital Association

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



## 2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008.

Building on the strengths of our Care Delivery Service model, we are moving to a four-division operational and clinical structure that includes three place-based divisions, for Brighton & Hove, East Sussex and West Sussex, and one specialist division for CAMHS, learning disability and neurodevelopmental services and forensic services. The specialist division will work in a co-ordinated way with place-based services in the three geographical areas. The four divisions will work together to deliver Trust-wide improvements and initiatives across the geographical boundaries to reduce unwarranted variation and improve the quality of services. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisations.

<b>3.0</b>	<b>Service details</b>																		
<b>3.1</b>	<p><b>East Sussex</b> is situated in the south east of England between the sea and the South Downs with a population of around 549,000. 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 12% (64,600) of people in the county compared to 10% regionally &amp; 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% (14,993) of children live in low income families. Life expectancy for both men and women is higher than the England average.</p>																		
<b>3.2</b>	<p>The Trust is seeking a Specialty Doctor to join the Hastings And Rother Community Learning Disability Team. 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. This post is one example of the commitment of the Trust to develop better provision and capacity for Hastings and Rother Community Learning Disability 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 0.6 whole time equivalent Specialty Doctor for the locality area.</p>																		
<b>3.3</b>	<p>There are two Community Learning Disability Teams (CLDT) in East Sussex; Eastbourne Downs &amp; Weald and Hastings &amp; Rother and it is expected that this post will provide Specialist Doctor input into the geographical area covered by the Hastings and Rother CLDT.</p> <p>The two CLDTs consist of Consultant Psychiatry, Speech &amp; Language Therapy, Occupational Therapy, Physiotherapy, Psychology, Learning Disability and Mental Health Nursing. Each CLDT is closely joined with East Sussex County Council Social Care colleagues, and excellent joint working is prioritised by both agencies.</p>																		
<b>3.4</b>	<p>The current multidisciplinary team establishment is as follows for Hastings and Rother CLDT:</p> <table border="1"> <thead> <tr> <th>WTE</th><th>Job Title</th></tr> </thead> <tbody> <tr> <td>1.0</td><td>Service Manager</td></tr> <tr> <td>0.8</td><td>Team Leader</td></tr> <tr> <td>0.6</td><td>Consultant</td></tr> <tr> <td>0.6</td><td>Speciality Doctor</td></tr> <tr> <td></td><td>Clinical Psychologist</td></tr> <tr> <td></td><td>Nurses</td></tr> <tr> <td></td><td>Behavioural Support Specialist</td></tr> <tr> <td></td><td>Occupational Therapist</td></tr> </tbody> </table>	WTE	Job Title	1.0	Service Manager	0.8	Team Leader	0.6	Consultant	0.6	Speciality Doctor		Clinical Psychologist		Nurses		Behavioural Support Specialist		Occupational Therapist
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		Speech & Language Therapists	
		Physiotherapists	
<b>3.5</b>	<p>Consultant Psychiatrist colleagues in East Sussex LD Community Services are as follows:</p> <ul style="list-style-type: none"> <li>• Eastbourne Downs &amp; Weald: Dr Toby Buxton and Dr Kris Zakrewski</li> <li>• Hastings &amp; Rother: Dr Sarah Stringer</li> </ul>		
<b>3.6</b>	<p>There is a core psychiatry trainee who works across both teams supervised by Dr Buxton and Dr Stringer and a Higher Trainee who works with Dr Buxton.</p> <p>There is also an enhanced support service who provide assistance to the CLDT working with those on the Transforming Care risk register. Not separate from the team. The team provides it when needed.</p>		
<b>3.7</b>	<p>The CLDTs interface with local adult mental health services in Hastings and Rother and are co-located in the same building at Cavendish House.</p>		
<b>3.8</b>	<p>Sussex Partnership Trust also provides a 10-bedded individually funded, specialist inpatient service, the Selden Centre in Worthing, to which admissions can be made under the Mental Health Act or voluntarily if required (and following agreement from the responsible CCG commissioner). The post holder will carry no responsibility for inpatients.</p>		
<b>3.9</b>	<p>There is a Trust-wide specialty doctor network which is supported by Dr Susan Hamilton as SAS advocate and Dr Bilal Ahmad as SAS Tutor.</p>		
<b>3.10</b>	<p>The Hastings &amp; Rother CTLD including the psychiatrists is managed locally by the Team Leader. Clinical supervision for the post holder will be provide by Dr Sarah Stringer as the Consultant Psychiatrist for Hastings &amp; Rother CTLD who works Wednesday to Friday. On Monday and Tuesday, Dr Jane McCarthy as Lead Psychiatrist and Dr Dossett as the Consultant for the in-patient unit (Selden Centre) are available for advice as needed.</p>		
<b>3.11</b>	<p>The Learning Disability Service is under the Specialist Division with Dr Sarah Jonas as Clinical Director. The Specialist Division includes CAMHS, LD , Neurodevelopmental and Forensic Services. Viki Baker is the Associate Clinical Director for LD and Neurodevelopmental Services. Governance is monitored by the Learning Disability &amp; Neurodevelopmental Quality &amp; Leadership Forum. It ensures that systems and processes are in place to monitor the overall service, manage risk and implement improved and/or new ways of working that is safe, therapeutic, effective and value for money.</p>		
<b>3.12</b>	<p>Referrals to the team are accepted from individuals (self-referrals), family, carers, paid staff, GPs, Social Workers, other professionals. Referrals will be accepted via the telephone for self-referrals/ family referrals, by letter from GPs and on the Community Learning Disability Team referral form for other carers, families and other professionals. As much information as possible must be given and consent from the individual sought. If the individual does not have capacity to consent the Best Interests (Mental Capacity Act) must be followed. All referrals are made on the CLDT referral form and can be by email, post or hand delivered. No phone referrals.</p>		
<b>3.13</b>	<p>New referrals/ cases will be offered an initial assessment and then allocated to appropriate clinical pathways (mental health, behaviour support and complex physical health/ ASC diagnosis) and following discussion at the weekly referral meeting to disciplines within teams. Cases will then be allocated to the professional who is best</p>		

	equipped to meet needs both in terms of professional background and also capacity to meet needs. They act as lead practitioner.
<b>3.14</b>	The team expects to receive on average 5 new referrals a week and has in place a service that is multi-disciplinary in nature. The initial assessment is undertaken by members of the wider MDT
<b>3.15</b>	The caseload number requiring psychiatric care within the Hastings and Rother Team is about 75 to 80 with the Postholder expected to have a case load of 30 to 40.
<b>3.16</b>	The Trust is very supportive of quality initiatives and currently Dr Stringer is with a core trainee leading on a Trust wide audit of LD services looking at the management of ADHD in adults with learning disability
<b>3.17</b>	A good source on meeting health needs of people with learning disability can be found on the NICE website at <a href="http://www.nice.org.uk/guidance/ng11">www.nice.org.uk/guidance/ng11</a>
<b>3.18</b>	The post holder will be encouraged to participate in planning and developing local mental health services and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Trust.
<b>3.19</b>	The post holder under the supervision of the Consultant Psychiatrist will be encouraged to support the strategic development of local services for people with learning disability
<b>3.20</b>	<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>
<b>4.0</b>	<p><b>Continuing professional development (CPD)</b></p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Specialty Doctors 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 £500 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>Consultant psychiatrists and SAS doctors working in learning disability teams across Sussex meet monthly to share good practice and have Case Based Discussions.</p> <p>All Specialty Doctors have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. Specialty Doctor peer groups are established which the post holder will be expected to join. The Trust is committed to supporting CPD activities both internally and externally.</p>

<b>5.0</b>	<p><b>Clinical Leadership and medical management</b></p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, an Appraisal Lead, a SAS Advocate, Clinical Directors, Lead Psychiatrists and a Chief Pharmacist. Local medical management is undertaken by the Lead Psychiatrist for the Learning Disability Service who will sign off your annual leave &amp; study leave</p> <p>The post holder will attend a weekly multi-disciplinary team meeting in proportion with hours worked. The post holder will be expected to work collaboratively with managers to achieve the most efficient and effective use of resources.</p> <p>Quality Improvement is the chosen improvement methodology for this organisation and the post holder will be expected to: to participate in the improvement of the quality of care within the team and contribute to improving quality across the system.</p> <p>The post holder will be encouraged to contribute to other relevant management activities within the Division and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
<b>6.0</b>	<p><b>Appraisal &amp; Job Planning</b></p> <p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Peter Aitken, Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new specialty doctors.</p>

<p><b>7.0</b></p>	<p><b>Teaching and training</b></p> <p>Sussex Partnership has a strong and progressive Medical Education Team that supports high-quality patient-centred training across the Trust. We recognise that SAS doctors make significant contributions to the advancement of psychiatry in areas of education, leadership, research and governance.</p> <p>SAS doctor continuing professional education is underpinned by robust Governance arrangements. Our dedicated SAS Tutor is a member of the Medical Education Team and the first point of contact for all SAS Doctors. The SAS Tutor is there to support and offer advice and guidance on career related issues, education and development and the use of SAS funding at a local level.</p> <p>Everyone benefits from SAS doctors receiving appropriate supporting professional activity time and study leave for revalidation preparation and continuing professional development (CPD). The SAS Tutor works closely with the Medical Education Team to address SAS training needs locally and to offer formal training pathways where appropriate. All SAS doctors have access to internal and external CPD activities / training programmes (including our well established and highly regard Trust Academic Programme) as well as study leave time and funding; this is equivalent to their consultant colleagues and encompasses 10 days of study leave per year and a study budget of £1,500 over a 3 year cycle. As an organisation we regularly organise cross cover or rotate attendance at training days to ensure that all SAS doctors have the opportunity to attend.</p> <p>The Medical Education Team is proactive in enabling SAS doctors to assume extended Education Roles, such as Educational Supervisor and Simulation Facilitator, in support of our progressive Medical Education Strategy. SAS doctors are invited to collaborate with the Medical Education Department across all of its key work streams including understanding and reducing Differential Attainment in International Medical Graduates, developing and delivering multi-professional Simulation, teaching students from Brighton and Sussex Medical School, Leadership Development and developing innovative teaching strategies including a virtual patient experience.</p> <p>The Medical Education Team is establishing a SAS Local Faculty Group chaired by the SAS Tutor and attended by the Director of Medical Education and this will focus on:</p> <ul style="list-style-type: none"> <li>• Ensuring SAS doctors have access to support and guidance relating to application for Certificate of Eligibility for Specialist Registration (CESR)</li> <li>• Supporting CESR Applicants to apply for additional funding for personal and professional development activities where available</li> <li>• Supporting and allocating time to SAS doctors to enable their full participation in the SPFT annual appraisal process including access to appraiser training (and appraiser training where applicable) and the necessary CPD and study leave requirements, which naturally arise from appraisal</li> <li>• SAS doctor involvement in extended roles (Education Roles, Management Roles; Appraisal Roles; Education Roles)</li> <li>• The development of the roles of SAS Tutor, SAS Clinical Lead and SAS Mentors (who support professional and personal development needs as well as appropriate support and time to learn new skills)</li> </ul>
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	<ul style="list-style-type: none"> <li>• The systems and processes for SAS doctors to undertake secondments in line with SPFT policy</li> <li>• The breadth and depth of clinical work and relevant professional activities to enable the SAS doctors to achieve and maintain relevant competencies and develop as clinicians</li> </ul> <p>Our Medical Education website is updated regularly and provides a valuable resource which covers all aspects of Medical Education. SAS doctors also have access to our full range of virtual and in person Library and Knowledge Services.</p>
<b>8.0</b>	<p><b>Research</b></p> <p>Sussex Partnership is the most active mental health research organisation in the south of England with more than 9000 participants taking part in high quality research studies since 2010. Indeed during 2016/17 we were one of the highest recruiting mental health Trusts in England and have generated over £9 million in income. 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>
<b>9.0</b>	<p><b>Mental Health Act and Responsible Clinician Approval</b></p> <p>It is not mandatory for the post holder be approved as a Responsible Clinician or undertake training to obtain Section 12(2) MHA. However, the post holder will be actively supported to undertake training to obtain Section 12(2) MHA approval and will be expected to renew this approval according to agreed procedures.</p>
<b>10.0</b>	<p><b>Secretarial Support and office facilities</b></p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned admin support .</p> <p>The specialty doctors will have access to their own laptop, mobile phone and functioning of both devices are supported by a centralised IT service.</p>



	<p>The specialty doctor will be in office space shared with the team which provides appropriate levels of privacy and resources for the post holder.</p> <p>Private bookable rooms are available for supervision.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space as well as a locker.</p>
<b>11.0</b>	<p><b>Clinical duties of post holder</b></p> <p>The post holder is required to:</p> <p>To provide specialist medical/ psychiatric assessment, treatment, consultation and liaison to people with a learning disability.</p> <p>To provide specialist medical advice and consultation to the health and social care colleagues within the team as appropriate in providing good quality person centred mental health care.</p> <p>To deputise for the consultant in the medical/ psychiatric input to the management and monitoring of patient care pathways into inpatient acute care and other specialist care settings within the Trust.</p> <p>The community teams are committed to ensuring people with a learning disability are able to access mainstream health services wherever possible. This post holder will be expected to work jointly with colleagues in mental health to enable them to meet the needs of people with a learning disability wherever possible.</p> <p>To contribute to the development of the pathways of care for patients requiring complex interventions and to contribute constructively to improving the standards of mental health care and physical health care for people with a learning disability within Sussex.</p> <p>Given the level of experience, to participate in Mental Health Act assessments involving LD patients as necessary.</p>
<b>12.0</b>	<p><b>Clinical governance and quality improvement</b></p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p>

	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.
<b>13.0</b>	<p><b>General Duties</b></p> <ul style="list-style-type: none"> <li>• To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.</li> <li>• To undertake the administrative duties associated with the care of patients.</li> <li>• To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.</li> <li>• To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.</li> <li>• To participate in annual appraisal for Specialty Doctors</li> <li>• To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.</li> <li>• To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval (if appropriate to role), and to abide by professional codes of conduct.</li> <li>• 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.</li> <li>• To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.</li> <li>• To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.</li> </ul>
<b>14.0</b>	<p><b>External duties, roles and responsibilities</b></p> <p>The Trust actively supports the involvement of the SAS workforce in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>
<b>15.0</b>	<p><b>Other duties</b></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>
<b>16.0</b>	<p><b>Work Programme</b></p> <p>It is envisaged that the post holder will work 6 programmed activities over 3 days. Following appointment a meeting will take place no later than six 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 to be devoted to direct clinical care and 1 to supporting professional activities.</p>

Specific programmed activity may be agreed in line with both individual and service need.				
	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA
Mon	AM	Cavendish House, Hastings	Outpatient Clinic/Community visits	1.0PA DCC
	PM	Cavendish House, Hastings	Outpatient Clinic/Community visits	1.0PA DCC
Tues	AM	Cavendish House, Hastings	Referral Meeting & other MDT meetings	1.0PA DCC
	PM	Cavendish House, Hastings	Consultations and Clinical administration	1.0PA DCC
Wed	AM	Cavendish House, Hastings	Supervision with Dr Stringer  Clinical work	1.0PA DCC
	PM	Cavendish House, Hastings or as determined by the activity	Teaching/ clinical/ research	1.0PA SPA
<p><b>Note:</b> It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.</p>				
<b>17.0</b>	<p><b>On call and leave cover arrangements</b></p> <p>There is no on-call duty attached to this post. Leave cover to be agreed with other doctors in the team.</p>			
<b>18.0</b>	<p><b>Leave and cover arrangements</b></p> <p>The post holder is entitled to 27 days of annual leave plus bank holidays for the first 2 years of their service. 32 days of annual leave plus bank holidays for over 2 years of their service and 34 days plus bank holidays after 7 years of service. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered by Dr Sarah Stringer and is agreed and authorised using electronic unavailability management software.</p>			
<b>19.0</b>	<p><b>Contract Agreement</b></p> <p>The post will be covered by the terms and conditions of service for Terms and Conditions of Service – Specialty Doctor (England) April 2021 as amended from time to time.</p> <p>Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.</p>			

<b>20.0</b>	<p><b>Wellbeing</b></p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p>
<b>20.1</b>	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> <li>• Discussion with Team Leader/Service Manager</li> <li>• Discussion with the Clinical Lead or Clinical Director</li> <li>• Team Debrief</li> <li>• All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings</li> <li>• Reflective discussion during the annual appraisal meeting</li> </ul>
<b>20.2</b>	<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>
<b>20.3</b>	<p>A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.</p> <p>The Trust has a SAS Advocate post and Dr Susan Hamilton, who will promote and improve support for SAS doctors' health and wellbeing.</p>
<b>21.0</b>	<p><b>Visiting arrangements</b></p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Dr Jane McCarthy(Lead &amp; Consultant Psychiatrist, LD Services) Jane.McCarthy@spft.nhs.uk</p> <p>Julia Howe (Service Manager, East Sussex) Julia.Howe@spft.nhs.uk</p> <p>Further details about our Trust can be obtained via our website <a href="http://www.sussexpartnership.nhs.uk">www.sussexpartnership.nhs.uk</a></p>
<b>22.0</b>	<p><b>Equality &amp; Diversity Statement</b></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>

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.

More information on our staff networks can be found on our careers portal using the following link: [Diversity and Inclusion | SPFT Recruitment \(sussexpartnership.nhs.uk\)](https://sussexpartnership.nhs.uk/diversity-and-inclusion/spft-recruitment)

## Person specification/selection criteria for Specialty Doctor

<b>ASSESSMENT STAGE ABBREVIATIONS</b>	<b>SCR</b> Screening prior to short-listing <b>SL</b> Short-listing from application form	<b>AAC</b> Advisory Appointments Committee <b>REF</b> References	<b>PRES</b> Presentation to AAC panel
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As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	SCR	Qualification or higher degree in medical education, clinical research or management.	SL
	4 years at full-time postgraduate training or higher or equivalent experience with at least 2 years in a specialty training programme in a relevant specialty	SCR	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
			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, AAC	Experienced in clinical research and / or service evaluation.	SL, AAC
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement.	SL, AAC	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL
	Participated in continuous professional development	SL, AAC	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC
	Participated in research or service evaluation.	SL, AAC		
	Able to use and appraise clinical evidence.	SL, AAC		

	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,		