

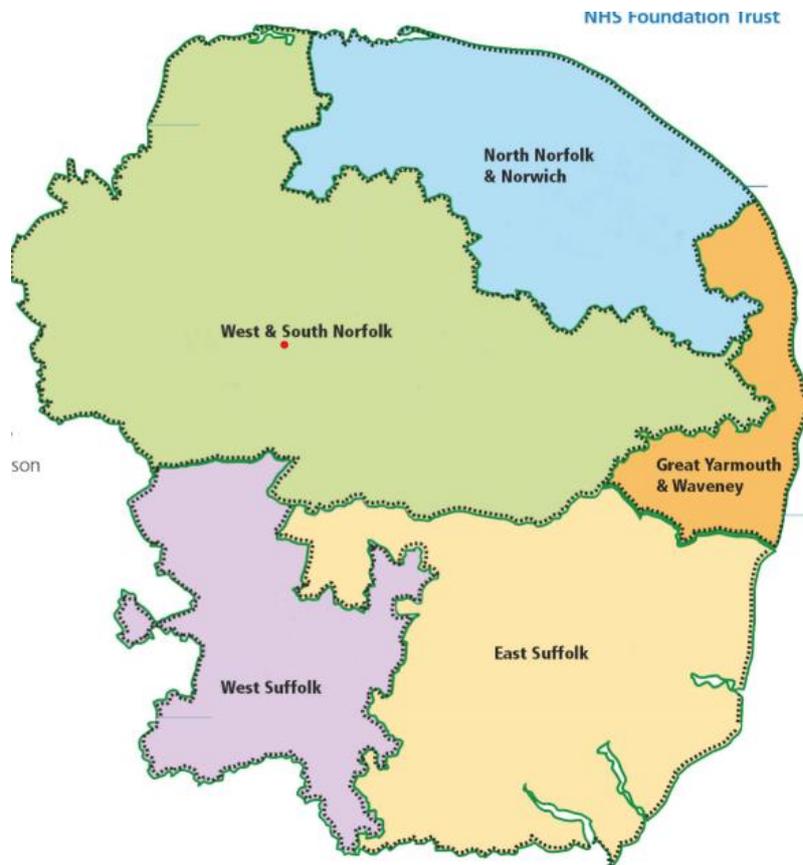
## Consultant Psychiatrist

### Job Description and Person Specification

Post and specialty:	<p><b>Consultant Psychiatrist in Crisis Home Treatment</b></p> <p>This is well established service; post created to bolster medical and clinical leadership of crisis pathway. Remit covers primarily the city of Kings Lynn as well as the surrounding area of West Norfolk. The post holder will be looking after the working age patient population.</p>		
Royal College of Psychiatrists approval details:	<p><i>Approval details to be completed by RCPsych</i></p> <p><b>RCPsych Ref No: XXXXXXXXX</b></p> <p><i>RCPsych to insert Approval Stamp</i></p>		
Base:	Chatterton House, Goodwins Road, King's Lynn, PE30 5PE		
Contract:	Full time (10 PA's), substantive Part-time or job share may be considered Salary as per National Terms and Conditions		
	Total PAs: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Chief Medical Officer		
Accountable operationally to:	Interim Clinical Director		
Key working relationships and lines of responsibility:	Interim Line Manager: Dr Zeyn Green-Thompson Team Lead : Bradley Stevenson Service Director : Howard Muzire Interim Clinical Director : Dr Zeyn Green-Thompson Chief Medical Officers : Dr Sohail Abrar & Dr Sarah Maxwell Chief Operating Officer: Thandi Matambanadzo Chief Executive : Caroline Donovan		

## 1 Introduction

Norfolk and Suffolk NHS Foundation Trust was founded in January 2012 coming together from Norfolk & Waveney Mental Health NHS Foundation Trust and Suffolk Mental Health Partnership. The Chief Executive is Caroline Donovan and Chair is Zoe Billingham.



## 2 Trust details

Norfolk and Suffolk NHS Foundation Trust is the main provider of specialist mental health services for the counties of Norfolk and Suffolk, serving a population of 1.6 million people. NSFT is a large organization covering a wide geographical area. These are divided into 'Care Groups', each covering areas previously known as localities. There are also Care Groups supporting children, family and young people's services, and specialist services, including Forensic mental health services. Each Care Group has its own Leadership team, with the aim of supporting clinically led decision making locally, to support the needs of people accessing services

The Trust provides mental health, drug & alcohol and learning disability services across Norfolk & Suffolk\*. The Trust believes in Whole life care and understands the importance of good physical health, maintaining relationships and achieving a balance between treatments and continuing an active life.

The Trust has inpatient facilities across both counties with smaller bases in rural locations. Many of the Trust's services are offered in the community, enabling service users to receive the support they need in an environment familiar to them.

The Trust is actively engaged with the local system focused on implementing the vision of the NHS long term plan and the development of the Primary Care Networks, enhancing the current crisis pathways and looking at opportunities to work collaboratively

\*not all services are available in all areas

Our clinical pathways include:

- Child and Adolescent Mental Health Services
- Perinatal Mental Health Community Service
- Youth Services
- Looked After and Adopted Children services (LAAC) and Compass services
- Perinatal infant mental health teams (PIMHS)
- Perinatal community mental health services
- Early Intervention in Psychosis
- Community Eating Disorder Service
- Neurodevelopmental Disorders
- Community Mental Health Services
- Adult Services including acute and recovery services
- Forensic and secure care
- Dementia and Complexity in Later Life
- Drug and Alcohol Services
- Learning Disability Services
- Wellbeing Service and Psychological Therapies

### **3 Service Details**

#### **3.1 Overview**

West Norfolk is a large geographical area with approximately 170,000 residents. It includes the area from Wisbech, in the west, to the affluent northern coastal areas of Burnham Market in the north, extending as far as the Market town of Swaffham in the east, and south almost as far as Brandon. The urban hub of West Norfolk is the historic town of King's Lynn. The demographics of the area are diverse; there are affluent older populations in rural areas, but with pockets of deprivation in smaller rural communities. There are younger, significantly deprived, populations in King's Lynn and in the rural fenland communities to the southwest of the area.

West Norfolk has much to offer as a place to live. The North Norfolk coast is an area of outstanding natural beauty, and the peaceful rural heartlands and market towns of inland Norfolk are tranquil and affordable places to live, free from the congestion and strain of urban life. Transport links from West Norfolk are plentiful, with frequent direct trains to Cambridge and London from King's Lynn, and easy road access to Norwich.

This post is to provide Consultant input to and responsibility for the 16-bedded inpatients unit for the Norfolk West locality. The Norfolk West Acute service is an innovative service that aspires to excellence, and strongly encourages career advancement, including clinical, research and leadership activities.

### 3.2 The Post

This post is for a CRHT Consultant to lead primarily the west of Norfolk and to be based in Kings Lynn but secondarily to flex and provide advice and supervisory support to the crisis pathway in the south (which is a part of the West and South Care Group) and central areas of Norfolk. The latter to the neighbouring team primarily covering those areas. Support is based on crisis services being refashioned into a hub and spoke model to ensure senior supervision always available where needed. The post has been vacated due to the current consultant moving to another part of the country. Whilst the predominant focus of the role is direct clinical care we would like the post holder to contribute to service developments for the continual improvement of the care we offer.

The West CRHT is based at the Chatterton Centre which houses Samphire acute admission ward, the West Norfolk CMHT and assorted office space for outpatient services serving the west and the Care Group leadership.

The West team is co-located with the mixed gender 16 bed Samphire Ward at Chatterton House and works closely with the Mental Health Liaison Services at all acute hospitals county wide but in particular the local Queen Elizabeth Hospital QEH.

The Norfolk central CRHT - and neighbour in the hub and spoke pattern - is based at Hellesdon Hospital in the city of Norwich. There are also five wards at Hellesdon Hospital. Four wards predominantly serve the demand from Central Norfolk and one ward, the PICU, is countywide. However, to make best use of bed capacity there is no exclusion on admissions from other Trust areas and the west CRHT can admit to Hellesdon wards.

The acute inpatient service is supported overall by six Consultant Psychiatrist posts and six Specialty Doctor posts. The service also has regular foundation year doctors, core trainees and senior trainees on placement. It also supports medical students. The whole inpatient service is also supported by a Lead Nurse.

The inpatient service has close links with the Crisis and Home Treatment Team which in turn has dedicated psychiatry provision of a consultant psychiatrist and a specialty doctor. The wider NHS system has also named the crisis pathway in Norfolk as a priority and there are new service developments to support those in crisis in their community, including the introduction of a crisis house. One of the aims of this would be to reduce pressure on inpatient beds.

The Trust also has dedicated Norfolk inpatient service for older people at the Julian Hospital.

PICU is focused on adults of working age.

### 3.3 Staffing and Other Support

The focus of CRHT is on care at home for adults in mental health crisis. We aim at short-term brief interventions for assessment and treatment. CRHT provides a gatekeeping function for new admissions including the crisis house. We are providing community based MH crisis care in order to reduce need for acute hospital beds.

The West Norfolk CRHT staff team consists of:

Consultant Psychiatrist (1 WTE, this post)

Clinical Psychologist B8b (1 WTE)

Non-medical prescribers (2 WTE)

Advanced Nurse Practitioner (1 WTE)

Administrator (1 WTE)

Team Manager (1 WTE)

Mental Health Nurses B5 and B6

Assistant Practitioners

Occupational Therapist CRHT staff need to work closely with the inpatient wards and the PICU and community teams in terms of patient flow. The Trust has secured the funding to build a replacement inpatient unit covering all 5 acute wards (excluding the PICU). This provides a good opportunity for the post holder to be involved in shaping the design and function of the new unit.

Peer support for medical staff is available. There is a monthly consultant forum for West and South Care Group chaired by the Clinical Director and there is also opportunity to participate in the local MSC meeting.

#### **4 Continuing Professional Development (CPD)**

- The post holder will be expected to comply with the requirements for appraisal and re-validation from the Royal College of Psychiatrists and the General Medical Council.
- The post holder will be expected to remain in good standing for CPD with the Royal College of Psychiatrists.
- Norfolk has a program of educational and peer review meetings, including the provision of participation certificates for appraisal and revalidation.
- There is Trust support for CPD activities, including study leave arrangements and dedicated funding for Doctors. The Trust offers 2.5 sessions for supporting professional activities (SPA).
- The post holder will be supported to join a Peer Review Group. The post-holder will devise a Personal Developmental Plan (PDP), approved by the members of the peer group. The peer group is required to meet regularly and oversee the progress of the PDP in a given year, which will contribute towards remaining in good standing of the Royal College of Psychiatrists for CPD purpose.
- The trust supports CPD activities and procedures are in place to apply and seek funding for educational activities.
- The post-holder is expected to remain up to date with the statutory and mandatory training requirements of the Trust. An electronic system (ESR) is in place to support the post-holder.

#### **5 Clinical Leadership and Medical Management**

- To be a clinical leader within the CMHT and influence / support decision making.
- The post holder will work with their Consultant and management colleagues, service users and stakeholders in the planning, development and management of services.

- The post holder is expected to contribute to improving quality in the service and to work with the clinical team to achieve agreed performance targets.
- As is expected from the holder of a senior public position the post-holder must comply fully with the Nolan Principles and the Standards of Business Conduct.
- Medical Director is the professional manager of all the Doctors in the Trust. Where appropriate this is delegated to the Clinical Director of the service.
- The postholder will support the management and training of junior medical staff.

## **6 Appraisal and Job Planning**

- The Trust is committed to supporting annual appraisals of Consultants. There is a well embedded Trust process to support the annual appraisal cycle, including the seeking of 360-degree feedback. There is an expectation that the post-holder engages with this.
- The annual appraisal of the Consultant will contribute to the five-yearly revalidation.
- The Trust offers annual job planning to all Doctors within the Trust. Job plans are reviewed annually with the Clinical Director or their nominated deputy.
- The Trust has a named Responsible Officer to support the Revalidation process.
- The Medical Director is the named responsible officer of all the Doctors in the Trust.
- As well as the overarching Trust induction, the Service offers a local induction to the post-holder at the time of joining.

## **7 Teaching and training**

- Discharge teaching, examination and accreditation duties as required. This might include contributing to postgraduate and continuing education for medical and multi-disciplinary professions.
- Contribute to relevant education programmes, including teaching for medical students attached to the service from the University of East Anglia Medical School.
- To engage with and participate in relevant Trust-wide teaching and education
- To participate and engage with regular weekly medical education meetings in the Care Group
- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- To act as a designated medical practitioner (DMP) for the supervision and practice mentoring of learner non-medical prescribers
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory limits
- The Director of Medical Education is Dr Somayya Kajee. She is supported by the Trainee Programme Director. There are also three clinical tutors.

## **8 Research, Audit and Quality Improvement**

- The Trust considers research as a core function. The Trust has a well-established and active central research department, including a Consultant Psychiatrist with a specific role to support research in the Trust. The team is focussed on supporting clinicians in the design and delivery of research. The team helps in developing research proposals for funding and facilitating dissemination of research. The Trust's Research Development Officers will offer help in areas such as finding academic and clinical collaborators, locating appropriate funding opportunities and support for the application process, and conducting costing and feasibility assessment of the project.
- The post holder will be encouraged to participate in appropriate research initiatives.

- The post holder will be supported to undertake training in Quality Improvement methodology. There is a small dedicated Quality Improvement Team who are available to support all staff who wish to undertake a QI project.
- The post holder will engage in audit and service evaluation. There is a centralised audit schedule and also a locally designed and agreed audit schedule for the Care Group. The post holder will be supported to undertake audit in relation to these agreed priorities. They will also be supported to undertake clinically relevant audit outside of these schedules, as agreed as part of the job planning process or through discussion with the Clinical Director or Associate Clinical Director. There is support available from the central audit department. The post holder as a minimum will be expected to undertake audit as required to support their revalidation and to help inform clinical practice.
- The Care Group are committed to embedding research into the clinical working day and will support you to develop your research portfolio.
- There is a Library and Librarian to support with access to information.
- The Trust works closely with the University of East Anglia, the Collaborations for Leadership in Applied Health Research and Care (CLAHRC), and a number of other networks in the development and delivery of research.

## **9 Clinical Governance and quality assurance**

- The post holder will be expected to play an active role in the setting and monitoring of relevant Clinical Governance activity.
- The post holder will engage with all relevant stakeholders to ensure regular evaluation of service and the planning and implementation of future service developments.

## **10 Mental Health Act and Approved Clinician approval**

- The post-holder is expected to maintain Section 12 approval and also to be an Approved Clinician (AC) which will enable the post-holder to discharge duties in relation to the Mental Health Act.
- A Trustwide procedure is in place which will enable the post holder to attend designated courses and renew their AC-status.
- Refresher courses are run regularly in Cambridge.

## **11 Secretarial support and office facilities**

- The post holder will have access to named secretarial support.
- The post holder will have access to all ICT equipment necessary for the role (including a dedicated laptop, mobile phone, headphones).
- Dedicated office space with appropriate facilities is available.
- There is a dedicated ICT team within the Trust to provide any required support with IT issues
- The Trust also has a dedicated informatics team that can provide data and information on request

## **12 Clinical Duties of Post Holder**

### **12.1 Summary of duties**

The post holder is appointed as a senior professional to provide advanced professional expertise and clinical leadership. As such, the post holder is always expected to conduct him/herself in such a manner as to be demonstrably helping the Trust to deliver its strategic and business objectives, and to act as an ambassador

at the interface with external partners and stakeholders. At no time must the post holder bring the Trust into disrepute.

Additionally, the post-holder, as is expected from the holder of a senior public position, must always comply fully with the Nolan Principles and the Standards of Business Conduct.

The post holder is being appointed to a post of clinical leadership and will, therefore, be expected to have, and to demonstrate, leadership qualities as set out in the Medical Leadership Competency Framework (NHS Institute for Innovation and Improvement and the Academy of Medical Royal Colleges)

## **12.2 Clinical Duties (not exhaustive)**

- Assessment and diagnosis of patients within the service.
- Management of moderate to severe complex mental illnesses including personality disorder and dual diagnosis.
- Support and promote the physical health and wellbeing of the service user group
- Use of Mental Health Act and other relevant legislation where clinically appropriate.
- Psychiatric review of patients who are on the caseload of the supervising Consultant.
- Psychiatric involvement in CPA reviews and report preparation.
- Use rating tools and/or outcome measures that it has been agreed the team will use.
- Writing reports (e.g. For Hospital managers or Tribunals) on patients the post holder has seen and attendance at Professional and other multi-agency meetings as appropriate.
- Clinical audit.
- The opportunity to develop teaching skills if the candidate shows an aptitude and interest in teaching.
- Cross cover for colleagues within the service on the days the post holder is at work may be required.
- To provide consultancy, advice, support and intervention to the team and wider professionals.
- The area of specific responsibility to be determined in conjunction with the other medical team.
- To provide specialist assessment in complex cases and provide management strategies.
- Working within the team to manage risk for those patients with complex disorders and risky behaviors.
- Multi-disciplinary team working and liaising with other secondary care services and external stakeholders as required.
- To work closely with the care coordinator or key worker within the team and other relevant teams.
- To involve service users and their carer's in decision about their treatment.
- To work flexibly with other psychiatrists to provide cover for annual leave professional and study leave and sort periods of sickness absence.

## **12.3 General duties**

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly
- To participate in service and business planning activity for the service
- To participate in annual appraisal
- 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 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.
- 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.
- To comply with the mandatory training required by the Trust

#### **12.4 Other duties**

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.

### **13 Work Programme**

The post has 7.5 Direct Clinical Care sessions and 2.5 Supporting Professional programme activities.

It is envisaged that the post holder will carry out 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the Clinical Director to review and revise the job plan and objectives of the post holder. The job plan will be reviewed annually thereafter. The overall split of programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only.

Suggested draft timetable below. This remains flexible and will be agreed with the successful applicant after appointment. The example given below is illustrative.

**For a 1 WTE post holder**

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	CRHT	Clinical Reviews	DCC	1
	PM	CRHT	Clinical Reviews	DCC	1
<b>Tuesday</b>	AM	CRHT	Clinical Reviews	DCC	1
	PM	Flexible	Quality Improvement/Audit	SPA	1
<b>Wednesday</b>	AM	CRHT	Clinical Work	DCC	1
	PM	Flexible	DCC clinical administration	DCC	1
<b>Thursday</b>	AM	CRHT	Clinical Reviews	DCC	1
	PM	Flexible	Trust academic programme 0.5 SPA	DCC SPA	0.5 0.5
		CRHT	supervision 0.5 DCC		
<b>Friday</b>	AM	Flexible	Revalidation activity/CPD	SPA	1
	PM	CRHT	Clinical Work	DCC	1
<b>Total PAs</b>	Direct clinical care				7.5
	Supporting professional activities				2.5

Normal working hours will be Monday to Friday 9-5pm 40 hours per week.

**14 Contract agreement**

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

**15 Visiting arrangements**

Candidates are very welcome to visit our services and meet the team by contacting Dr Zeyn Green-Thompson Interim Clinical Director [zeyn.green-thompson@nsft.nhs.uk](mailto:zeyn.green-thompson@nsft.nhs.uk)

**16 Special Interest**

The post holder will be supported in the development of areas of special interest that are of relevance to the service or agreed to be of wider benefit. These will be agreed with the Clinical Director.

## **17 Emergency Cover**

The post holder will undertake, exceptionally, to perform additional duties in emergencies and unforeseen circumstances and to be available for such irregular commitments outside normal duties as are essential for continuity of patient care.

## **18 Annual Leave**

The post holder will have leave authorised by their manager following discussion with their medical lead. Cover arrangements must be made before going on leave and notice given of that cover. The post holder would be expected to liaise with colleagues within their service or other Medical staff to secure this cover and would be expected to provide similar cover during periods of leave taken by colleagues.

The post holder is entitled to annual leave, as per national Terms and Conditions – Consultants (England) 2003, the exact annual leave entitlement is according to the seniority of the Consultant.

## **19 Study Leave**

The Trust encourages full use of study leave, which amounts to thirty days in any three-year period. There is an expectation that the successful candidate will remain in good standing for Continuing Professional Development (CPD) with the Royal College of Psychiatrists (as is a requirement for annual appraisal).

## **20 Sick Leave / Compassionate Leave**

The post holder will be entitled to national terms and conditions. It is usually the responsibility of the doctor to secure cover for absences and they would be expected to provide similar cover during periods of leave taken by colleagues where possible. In an unexpected, or emergency situation requiring the post holder to take sick or compassionate leave, they would not be expected to arrange their own cover.

## **21 On-call and Cover Arrangements**

The post holder will be expected to participate in the on call rota, on an agreed basis, including weekend and out of hours on call. On call consultants are required to support trainee doctors who are first on call.

There is a separate, voluntary, rota for Section 12 work which attracts additional remuneration

## **22 Wellbeing**

At NSFT, we promote positive mental health and wellbeing in the workplace. A wide range of resources are available on the Trust intranet which is updated regularly. We provide all team members, an easy access to our Occupational Health service, with confidential referrals open to all. The team is contactable at Workplace Health & Wellbeing Level 1, 20 Rouen Road, Norwich, NR1 1QQ Main reception: 01603 287035 ([www.workplacehealthandwellbeing.co.uk](http://www.workplacehealthandwellbeing.co.uk)).

Our network of Wellbeing Champions is key in supporting staff health and wellbeing around the Trust. Wellbeing Champions let their colleagues know about new health and wellbeing initiatives and can organise wellbeing activities that suit their team.

The trust also organises Wellbeing walks and virtual physical activities for the staff. The trust also has a physiotherapy service for our staff's wellbeing. The team is contactable at the Physiotherapy Team telephone 01603 421321 (extension 6321).

All new doctors are encouraged to work with a mentor for first 6 months. All medical staff will have a clear job plan and it will be reviewed regularly to review the workload and ensure staff wellbeing too. NSFT is committed to health & wellbeing of its staff and recognises the importance of supporting individuals involved in a traumatic or stressful incident or needing support in general. Staff who have been involved in such an event may be affected both personally and/or professionally are made aware of what support is available to them in the short and longer term, both internally and externally. One such support is TRiM support. TRiM is a peer-led process that seeks to identify, assist, support and, if necessary, signpost people for further help when they may be at risk of psychological injury after experiencing a traumatic incident at work.

Sometimes we can feel overwhelmed, anxious or stressed whether that's caused by work or home issues or a combination of both. At NSFT, there is help and support available if this happens to you. One source of help is our new STRAW (Sustaining Resilience at Work) programme. NSFT also run a Staff Support line from Monday to Friday and that can be accessed by calling confidentially at 0300 123 13335. There is also support available for bereavement and pastoral care for our staff.

We're aware that financial issues can often be a cause of significant anxiety and stress for staff. As part of the wellbeing and benefits support available to staff, we have therefore partnered up with Eastern Savings and Loans. Eastern Savings and Loans is a credit union set up to support individuals requiring financial support without getting into financial difficulty through the high interest rates that many providers offer. In addition to loans, a savings scheme is available if you'd like to, for example, save for Christmas. Additionally, for staff who may not have a bank account, pay as you go debit cards can be offered. Eastern Savings and Loans are part of the Financial Services Compensation Scheme.

### **23 Equality and Diversity**

"We want everyone to live their hopes, dreams, and aspirations. Whether you're a new or existing member of staff, a volunteer, or a bank or agency worker, our Trust wants you to feel involved in all aspects of our work and to have amazing opportunities.

We welcome people regardless of age, sex, disability, gender identity and expression, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you are a carer, are pregnant or on family leave. Our staff networks are very important to us, and everyone is encouraged to join. They provide peer support and safe spaces, making sure all voices can be heard and that every voice is valued. Our networks include: Ability (for staff with disabilities), Autism Group (a part of the Ability Network), Black and Minority Ethnic (BME), Carers, Faith Spirituality and Belief, Out and Proud (LGBT+), Lived Experience (Mental Health), Women's"

**SPECIFIC CLAUSES**

**TRUST VALUES AND BEHAVIOURS**

To promote and adhere to the workplace values of NSFT.

Our values and behaviours were created by 1,300 staff members, service users and carers all working together in the Putting People First project.

They reflect what we all believe makes the most positive difference to the care we offer and to the way we work with one another. By ‘living our values’ we will develop our Trust, our people, and continue to improve the quality of everything we do.

**Our values... Our behaviours... Our future**

Working together for better mental health...

**Positively...**



- Be proactive...**  
Look for solutions, think creatively and focus on what we can do
- Take pride...**  
Always do our best
- Take responsibility...**  
Plan ahead, be realistic and do what we say we will
- Support people to set and achieve goals...**  
And be the best they can
- Recognise people...**  
Their efforts and achievements, and say thank you

**Respectfully...**



- Value everyone...**  
Acknowledge people’s unique experiences, skills and contribution
- Step into other people’s shoes...**  
Notice what’s actually happening
- Take time to care...**  
Be welcoming, friendly and support others
- Be professional...**  
Respect people’s time and be aware of our impact
- Be effective...**  
Focus on the purpose and keep it as simple as possible

**Together...**



- Involve people...**  
Make connections and learn from each other
- Share...**  
Knowledge, information and learning
- Keep people updated...**  
With timely, open and honest communication
- Have two-way conversations...**  
Listen and respond
- Speak up...**  
Seek, welcome and give feedback



nsft.nhs.uk

**REGISTERED HEALTH PROFESSIONAL**

All staff that are members of a professional body must comply with standards of professional practice/conduct. It is the post holder’s responsibility to ensure that they are familiar with and adhere to these requirements.

**RISK MANAGEMENT/ HEALTH & SAFETY**

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures as laid down by the Trust. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.

## **RECORDS MANAGEMENT**

The post holder has responsibility for timely and accurate record keeping where appropriate and in line with professional guidelines.

The post holder has responsibility for the creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and other relevant statutory requirements. Training will be provided in appropriate information management for the post.

## **SUSTAINABILITY**

Carbon reduction and sustainable development are issues that impact on the lives of everyone and it is expected that all staff will commit to the principles of carbon reducing behaviours and sustainable development to ensure that resources are used efficiently, our carbon footprint is reduced and health services continue to improve.

## **SAFEGUARDING**

The NSFT expect that all staff will maintain statutory and local compliance to competency based training in relation to Safeguarding Children and Adults as outlined in Children Act 1989/2004, Working Together to Safeguard and Promote the Welfare of Vulnerable Children 2010 and No Secrets 2002.

## **CONFIDENTIALITY**

The post holder is required to maintain confidentiality of information in accordance with professional and Trust policy. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of their duties.

## **TRAVEL**

The postholder is expected to be able to travel independently to their usual work base and may also be required to travel between sites. Standard users will claim mileage using the Trust electronic expense system. Those using public transport will be expected to travel at standard rates. Staff who have any special travel requirements owing to disability, should discuss these needs with their line manager so that reasonable adjustments can be made.

This job description and supportive information is not intended to be definitive or restrictive but to give a broad view of the role generally and is subject to change in order to meet needs of the service.

<b>PERSON SPECIFICATION:</b>		
<b>Consultant Psychiatrist</b>		
<b>REQUIREMENT</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATION/EDUCATION</b>	<p>Full registration with the GMC with licence to practice</p> <p>MRCPsych or equivalent</p> <p>Eligible for inclusion on the Specialist Register or within 3 months of gaining CCT</p> <p>Section 12(2) approval at or following appointment</p> <p>Approved Clinician</p>	<p>Postgraduate thesis</p> <p>A postgraduate qualification in Medical Education</p>
<b>EXPERIENCE</b>	<p>Relevant experience in the speciality of adult psychiatry</p> <p>Full training that is, or could be, recognised as suitable for approval under Section 12 of the Mental Health Act</p> <p>The diagnosis and treatment of complex mental illness</p> <p>The management of complex mental health needs</p> <p>Knowledge and experience of using the Mental Capacity Act</p>	<p>Three years' supervised training in an appropriate SpR training programme or equivalent.</p> <p>Experience of working in Adult psychiatry</p> <p>Experience in general medicine or general practice</p> <p>Skills in psychological or social therapies.</p> <p>Experience of implementing service change to enhance the quality of patient care.</p> <p>Experience of leadership and management.</p>
<b>ATTRIBUTES</b>	<p>Ability to work in a team</p> <p>Good interpersonal skills</p>	<p>Demonstration of initiative and perseverance</p>

	<p>Enquiring, critical approach to work</p> <p>Caring attitude to patients</p> <p>Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies</p> <p>Ability to demonstrate an understanding of the context of the service within the wider context of developments in the NHS</p> <p>Knowledge of modern treatment options.</p> <p>The ability to make decisions, take responsibility and work independently.</p> <p>A willingness to develop services</p> <p>Flexibility</p> <p>Optimistic outlook</p>	
<b>CLINICAL GOVERNANCE</b>	<p>A clear understanding of clinical governance</p> <p>A commitment to open review of clinical practice.</p>	Experience of clinical audit.
<b>TEACHING</b>	<p>Experience of supervising junior medical staff.</p> <p>Teaching and presentation skills.</p>	Experience in teaching doctors and other clinical disciplines.
<b>RESEARCH</b>	Evidence of an interest in research.	Published research. Ongoing projects.
<b>TRANSPORT</b>	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	