

Consultant Community Perinatal Psychiatrist
Perinatal Psychiatry
Old Trust Headquarters, Prestwich Hospital

Job Description

Post and Specialty	Consultant Perinatal Psychiatrist Perinatal Psychiatrist Cluster 2
Base	Old Trust HQ Prestwich Hospital Bury New Road
Contract details	Number of programmed activities: 10 Salary £93,666 – £126,281 pro rata On call commitment 1 in 18 The post is offered on a full-time basis, part-time applicants will be considered
Professionally Accountable to	Medical Director: Dr Arasu Kuppuswamy Deputy Medical Director: Dr Tessa Myatt Lead Consultant: Dr Sarah Jones
Operationally Accountable to:	Head of Operations: Debra Woodcock
Key working relationships	Director of Operations: Mr John Foley Medical Director and RO: Dr Arasu Kuppuswamy Chief Executive: Jan Ditheridge

Introduction

Greater Manchester Mental Health NHS Foundation Trust (GMMH) is one of the largest specialist mental health providers in the country.

We provide inpatient and community-based mental health care to people living in Bolton, the city of Manchester, Salford, Trafford and Wigan, and a range of specialist mental health and addiction services, across Greater Manchester, the northwest of England and beyond.

We also provide Health and Justice Services in various custodial settings. We employ over 6,600 members of staff and deliver services from 109 locations with an annual income of £443million. In a 12-month period we expect to meet the needs of around 81,000 service users.

Living and working in Greater Manchester

Greater Manchester is one of the world's most innovative, original, and exciting places to live and work. From the beauty of the surrounding countryside to the heart of the vibrant inner city with great shopping, entertainment, and dining options.

There are great schools, international sports teams, and a variety of places for the arts. It is one of the areas spearheading devolution in England. We have easy access to rail, air and road travel including a fast rail service to London and international and domestic flights from Manchester Airport.

Wherever you go you will experience a great northern welcome with people famed for their warmth, humour, and generosity.

1. Working here

- Largest mental health provider in Greater Manchester with focus on delivering excellent mental health care.
- Posts across rural, suburban, and urban settings.
- Standard offer of 2.5 SPAs: 7.5 DCCs (pro rata).
- Support for flexible and less than full-time working.
- Opportunities to pursue a special interest.
- The Trust is highly active in research and innovation and has links with several local universities; consultants can engage with research from recruitment through to dedicated research time.
- Clear framework for interested colleagues to develop management and leadership skills and take up positions in leadership and management.
- Access to in-house training including a Recovery Academy.
- Structured and supported approach to appraisal and revalidation.
- Agreed process for career breaks.
- Relocation package.

2. Local Information

We are looking for Consultant Perinatal Psychiatrists to join the Specialist Perinatal Community Service delivering care and treatment across Greater Manchester.

This position is for a full-time community consultant covering Salford and Wigan.

Salford is an exciting and dynamic place to work with the City of Salford and Media City. The city of Salford is based around the River Irwell and has an abundance of arts, culture, sport and heritage to offer. Salford has a population of 269,900.

Wigan is Lancashire's oldest town and has a population of 329,300. Wigan is situated on the River Douglas and known for its historical sites, ancient churches, industrial mills and beautiful parks and countryside.

3. Divisional Service details

The Specialist Perinatal Service in GMMH comprises the 10-bedded Mother and Baby Unit, based at Wythenshawe Hospital, South Manchester, which also has an associated outreach team. In addition, there are three Specialist Community Perinatal Teams and a prison pathway.



Cluster 1 Perinatal Team covers:

Central & South Manchester, Stockport and Trafford.

Cluster 2 Perinatal Team covers:

Wigan, Salford, Bury and Bolton

Cluster 3 Perinatal Team covers:

Rochdale, Oldham, Tameside and North Manchester.

The Specialist Perinatal Service (SPS) in Cluster 2 is responsible for the assessment and management of women with moderate to severe mental illness in the perinatal period, preconception counselling and obstetric liaison with maternity services. The maternity services for Cluster 2 are based at Bolton Hospital and Wigan maternity hospital.

The outpatient clinics will take place in the antenatal clinics in maternity, at other locations in the community convenient for the mother and via remote video clinics.

In addition to the 5YFV deliverables set out above, the community perinatal services are expanding in line with the Long-Term Plan and committed to:

- Extending the Specialist Perinatal Service offer to improve access to reach 10% Greater Manchester maternity rate
- Improving the access to psychological therapies within the Specialist Perinatal Service.

The Greater Manchester Perinatal Service has been developed to deliver perinatal mental health care in an integrated manner across the whole system. This is detailed in our GM Model which can be found: [download.cfm \(gmmh.nhs.uk\)](https://www.gmmh.nhs.uk/download.cfm). This is an opportunity to join a well-established, reputable perinatal service that delivers perinatal mental health care in a unique manner based on a whole system approach.

We are looking for enthusiastic, committed individuals with a passion for delivering high quality perinatal mental health care. Effective and cooperative working with allied teams and agencies is essential, including the maternity services, health visiting services, infant-parent services, social services, secondary care mental health services and IAPT services.

4. Duties of the post

Consultant Perinatal Psychiatrist:

The Perinatal Consultant Psychiatrist (CP) will be the clinical leader of the SPS supported by the Operational leads, a Core Trainee and Substantive Specialty doctor. The CP will prioritise women depending on clinical need and ensure recommended timeframes and key performance indicators are met.

The CP will have a role in the assessment, formulation and management of cases and will carry a caseload of patients with complex care needs and of patients deemed to present with increased risk in the perinatal period. Patients with complex care needs may require case management by both Psychiatrists and CPNs. Some patients may be cared for by the CP only; e.g. where medication changes/review are the focus of care but it is anticipated that this will be a limited caseload. These patients will predominantly be seen in the clinic setting but can also be seen in a variety of community settings if appropriate or necessary.

The CP will have a key role in chairing pre-birth planning meetings, alongside the community nurses, professionals' meetings and will run a pre-conception counselling clinic.

The CP will be expected to respond to urgent and routine requests for advice and assessment along with the community nurses. The CP will have an important role in responding to advice requests particularly on the safety of psychotropic medication in pregnancy and breastfeeding and will provide training to the team regarding medication in the perinatal period.

The CP will be expected to respond to requests for teaching and training internally and externally. Internal training for the MDT/new members of the team will be distributed throughout the team; however, the CP will take a lead in training on assessment, formulation, risk assessment and management. The CP will also organise teaching and training sessions to external agencies including maternity services, psychiatry liaison, GPs, health visitors, general adult services, AMHP, IAPT and CAMHS.

The CP will supervise Trainee Psychiatrists working within the Perinatal CMHT and will ensure sound clinical practice and will support trainees to undertake audit and quality improvement work.

It is estimated that the annual cluster caseload is approximately 600 new cases per cluster. Each of the three community clusters in Greater Manchester have two Consultant Perinatal Psychiatrists and a Specialty doctor.

The CP will have opportunities to receive training co-ordinated by the Training lead and special interests in research and education can be supported within the role and job plan.

Clinical role

- Provide Medical leadership for MDT meetings.
- Carry out comprehensive psychiatric Assessment and provide treatment for inpatients on the ward.
- Support ward-based staff to manage psychiatric emergencies
- Conduct patient reviews and lead Multidisciplinary ward reviews, CPA reviews and multi-professional meetings.
- Be the responsible clinician for the purposes of the Mental Health Act 1983(amended 2007) and carry out duties in accordance to the code of practice.
- Renew and maintain Responsible Clinician status according to agreed procedures.
- Carry out comprehensive Risk Assessments and participate in Trust's risk management processes.
- Provide medical leadership to the inpatient ward team.
- Maintain a high level of effective communication and work flexibly and cooperatively with other parts of the service including other wards and inpatient units, community mental health teams, services and primary care
- Liaison with Families and Carers
- Complete reports for Mental Health Tribunals with the support of the Staff Grade doctor
- Attend Mental Health Tribunals or supervise other members of the medical teams in Tribunal work Assess for use of the Mental Health Act, complete consent to treatment and authorise Section 17 leave.

Leadership role

- Lead clinical decision making in the multidisciplinary team to ensure the delivery of high-quality care.
- Develop service clinical priorities in line with national and professional guidance and standards.
- Engage with service transformation programmes including attendance at consultant meetings for their service and directorate.

Educational role

- Provide clinical supervision for trainees in gaining core psychiatric experience.
- Provide clinical supervision for psychiatric trainees in achieving competencies in core general psychiatry.

Team Composition

The Specialist Perinatal team in Cluster 2 comprises:

- Consultant Perinatal Psychiatrists
- Substantive Specialty doctor
- Perinatal Pharmacist (split across all three community clusters)
- Team Manager
- Advanced Clinical Practitioners
- B6 nurses
- Nursery nurses
- Perinatal Psychologists

Details of other local mental health services

Cluster 2 Specialist Perinatal Community team has close interfaces with the local mental health services. The service works closely with the home based treatment teams in Salford and Wigan, the general adult community services, inpatient services and the Mother and Baby Unit, based at Wythenshawe Hospital.

5. Secretarial support and office facilities

The consultant will have a shared secretary and in accordance with the guidance published by the Royal College of Psychiatrists (revised in November 2016).

The post-holder will have their own office, a laptop, and a mobile phone. They will have remote access to systems and networks to support flexible working and on-call commitment.

Clinical governance and quality improvement

Each consultant is expected to take an active part in audit and other quality improvement activities. They are expected to actively contribute to monitoring standards, service, and team evaluation and to the development of their service. The consultant will be supported by the audit department and will have ring-fenced time that can be discussed with the line manager either within SPA time or study leave.

Consultants are expected from time to time to support the investigation of clinical issues that may arise in other services in the trust.

6. General duties

It is expected that all consultants will:

- Manage, appraise, and give professional supervision to junior medical staff as agreed between consultant colleagues and the associate medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- Ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- Undertake the administrative duties associated with the care of patients.

- Record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- Participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- Participate in annual appraisal for consultants.
- Attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- Maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval process, and to abide by professional codes of conduct.
- Participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager to ensure that the post is developed to consider changes in service configuration and delivery associated with modernisation.
- Work with local managers (their lead consultant, associate medical director, deputy operational director and other operational managers) and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- 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.
- Participate in investigations both when clinical care of one of their patients is being investigated or as a clinical investigator when issues arise in other services within the trust.

The Trust is committed to providing safe and effective care for patients and all staff have a responsibility to contribute to the high standards of care. They must work in partnership to achieve service objectives and promote a culture of working together through good communication, openness, and honesty in accordance with NHS duty of candour. They need to: -

- Take a proactive role in identifying risk and acting on the results to resolve problems at source wherever possible bearing in mind resources and priorities and liaising with line management.
- Take part in risk management practices both clinical and non-clinical in line with the Trust's Risk Management Strategy.
- Be open and honest and report actual and potential incidents and participate in developing systems to identify and record respond to near misses.

7. External duties, roles, and responsibilities

The Trust actively supports the involvement of consultants in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

8. 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.

9. On call, leave and cover arrangements.

This is three-tier on call, with a core trainee and higher trainee or specialty doctor as first and second on call respectively. The candidate will be expected to participate in the rota with other consultants participating at a rate of 1/18.

On-call covers old age and general adult psychiatry. There are alternative arrangements for CAMHS, LD, Addictions and Forensic Psychiatry.

The on-call is paid at low frequency level.

Cover arrangement for leave is provided by colleagues from within the perinatal service, with Christmas and summer periods prospectively planned within the Consultant group.

This cover is mainly limited to emergencies. The post holder will be involved in the decision making before any formal arrangements are considered.

10. Clinical leadership and medical management

The Board of Directors are collectively responsible for setting the strategic direction, and delivering high quality, safe and effective services.

The Executive Directors manage the day-to-day operational running of the organisation under the leadership from our newly appointed Chief Executive, Jan Ditheridge, whilst the Non-Executive Directors challenge the Executive Directors on strategy and performance.

Our newly appointed Medical Director, Arasu Kuppuswamy, is part of the Board of Directors, and, as Responsible Officer, has specific responsibility for medical leadership across the organisation, supported by our Deputy Medical Director, Tessa Myatt, and a team of Associate Medical Directors.

The leadership and management services are devolved into four care groups aligned to localities and specialities.

Key relationships in the care group include: -

Insert Name of Care Group: • Manchester Care Group

Associate Medical Director • Dr Nishan Bhandary

Associate Director of Operations – Bridget Hughes

Head of Operations – Debra Woodcock

Lead Consultants – Dr Sarah Jones

Consultants are active members of the Senior Leadership Team (SLT) for each division.

If you are a new Consultant, you will be supported to attend our New Consultant Development Programme.

All Consultants are supported to attend our leadership development programme 'Role Model, Coach Care'.

Those interested in further developing their leadership will be supported through their Personal Development Plans (PDP), which is made with your supervisor during your appraisal.

Other opportunities for developing leadership include access to coaching and mentoring.

Other key relationships include:

Director of Medical Education – Taseer Kazmi
Medical Workforce Lead – Joanne Kenyo

11. Appraisal and job planning

The post-holders job plan will include 7.5 PAs for direct clinical care, and 2.5 PAs for supporting professional activities, or the pro-rata equivalent if the post-holder is part-time, as per the Royal College of Psychiatrists recommendation. For this post, it will be 6 PAs DCC + 2 PAs SPA).

Supporting professional activities may include CPD, appraisal and revalidation, audit, research, leadership and management, education and training, and any other professional activities agreed in the job plan.

The post-holders job plan will be agreed the Lead Consultant within 6 months of their appointment, and reviewed at least annually thereafter, in line with the appraisal process.

We have a well-established appraisal and revalidation system which is monitored by the Medical Director, as our Responsible Officer, and the Trust Board. The post-holder will be allocated a trained appraiser and will be supported to maintain their portfolio by the Medical Appraisal and Revalidation Team.

To meet the requirements for revalidation, the post-holder must maintain their portfolio and attend an annual appraisal meeting with their appraiser.

The post-holder will be supported to become a trained appraiser via our Appraiser Training Programme

12. Teaching and training

Medical education is important to us at GMMH and we aim to be a leading provider of undergraduate and post graduate training with full accreditation from the Royal College of Psychiatrists.

Our Medical Education department is led by Dr Taseer Kazmi, Director of Medical Education (DME) and supported by Dr Judy Harrison, as Deputy DME leading on undergraduate teaching.

We host medical students from the University of Manchester and University of Central Lancashire, and Consultants provide teaching during the student's 4-week attachment in Psychiatry in their fourth year.

Trainees at all levels are also present, and we have a high complement of core and specialty psychiatry trainees.

As a trainer you will be job-planned to provide one hour of dedicated timetabled clinical supervision per week to support each trainee in achieving the competencies required from their placement.

You will also be expected to attend the weekly LEP (Local Education Provider) teaching at our headquarters on Bury New Road, Prestwich.

You will have the opportunity to develop and apply for an active leadership role in education (Site Tutors, Associate Medical Director for Medical Education etc.) and there will be specific programmed activities allocated for these roles as well as support in educational leadership development.

13. Research

We are a key player in the Manchester Academic Health Science Centre (MAHSC), which is one of only eight academic Health Science Centres across the UK, and the only one in the North-West.

We also have a Research and Innovation Committee, which is keen to encourage participation in research with the MASHC and University of Manchester, and University of Salford and the University of Central Lancashire that provide further research opportunities.

There is an opportunity for the post-holder to set aside programmed activities for research to support quality improvement of the service.

They will also have access to library services located at our The Curve (Trust Headquarters) in Prestwich, and the excellent Post-graduate Education Centre at the Royal Bolton Hospital.

14. Supervision and Wellbeing

We recognise the importance of health and wellbeing for consultants and others providing health care services, which can often be demanding, high-stress environments.

Our trust wide offer to support wellbeing, and maintain good health, includes the following.

- Occupational Health service – telephone or in-person advice delivered from our trust headquarters on bury new road, Prestwich. This can be accessed via management or self-referral.
- Employee assistance programme - 24/7 phone line to an experienced advisor, counselling, mindfulness, nutritional advice, financial advice, family, and Relationship support, and more,
- Greater Manchester Resilience Hub – 1-1 telephone support for health and care staff and their families, and team support, including workshops and peer support spaces.
- Post-incident Debrief Service, · Physiotherapy, support line and ‘hands on’ physiotherapy treatment.
- Psychological therapies,
- Spiritual Care Hub at Prestwich site.
- Staff Support Networks
- Wellbeing Apps, and more.

1:1 line management supervision is offered on a monthly basis with the Lead Consultant from perinatal services and on an ad-hoc basis as required. There is a monthly Perinatal Consultant meeting held remotely on a Wednesday afternoon 3-5pm.

15. Equality and Diversity

We are committed to improving diversity at all levels, particularly within our most senior leadership positions. We strongly encourage people from all backgrounds to apply, particularly those from Black Asian Minority Ethnic communities, as we know we are underrepresented at this level.

If you would like to have an informal chat about the recruitment process or any adjustments that we can make to remove potential barriers, please contact Dr Sarah Jones, sarah.jones2@gmmh.nhs.uk

16. Contract agreement

The post will be covered by the Consultant Terms and Conditions of Service (2003).

The starting incremental point will be decided by agreement based on prior experience at consultant level. Experience in other countries or in locum posts will be considered wherever possible.

Progression through the thresholds will be dependent upon satisfactory performance, as assessed through the job planning and appraisal mechanisms.

A satisfactory medical examination and health assessment is a condition of employment for medical and dental staff within the NHS. The appointment will be subject to medical clearance by the Trust Occupational Health Department and Disclosure and Barring Service (DBS) check.

17. Leave

Full timers are entitled up to 32 days (34 days for those with more than seven years' service in the consultant grade) annual leave, plus bank holidays, and up to 10 days of study leave per year. Part timers have pro rata leave. Study is calculated over a three-year cycle.

Consultants are expected to provide prospective cover for colleague's leave by prior arrangement, usually one consultant colleague at a time with reciprocal arrangements.

18. Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days.

Following appointment there will be a meeting at no later than three months with the Lead consultant and head of Operations to review and revise the job plan and objectives of the post holder.

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

A formal job plan will be agreed between the post holder and Lead consultant three months after commencing the post and at least annually thereafter.

Flexible working arrangements and part-time working will be considered.

19. Indicative Job Plan

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Lanceburn (Salford) Outpatient clinic	Post natal OPC	DCC	1
	PM	Team base (OTH)	Admin/Supervision	DCC	1
Tuesday	AM	Wigan	Antenatal OPC	DCC	1
	PM	Team base (OTH)	Admin/Supervision	DCC	1
Wednesday	AM	Team base (OTH)	MDT	DCC	1
	PM	Team base (OTH)	Team meeting	DCC/SPA	1
Thursday	AM	Wigan	Postnatal OPC	DCC	1
	PM	Team base/flexible	CPD	SPA	1
Friday	AM	Flexible	Urgent/home visits	DCC	1
	PM	Team base/flexible	CPD	SPA	1
Unpredictable/emergency on-call work					
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

For more information or to visit the unit please contact:

Dr Sarah Jones
 Sarah.jones2@gmmh.nhs.uk

20. Person specification

	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 OR MRCPsych equivalent approved by the Royal College of Psychiatrists.	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		
CLINICAL SKILLS, KNOWLEDGE AND 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 AND 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 Reflected on purpose of CPD undertaken Experienced in clinical research and/or service evaluation. Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications. Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC
	Ability to work in and lead team	SL, AAC		SL, AAC
	Demonstrate commitment to shared leadership and collaborative working to deliver improvement.	SL, AAC		SL, AAC
	Participated in continuous professional development	SL, AAC		SL
	Participated in research or service evaluation.	SL, AAC		
	Able to use and appraise clinical evidence.	SL, AAC, Pres		SL, AAC
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, Pres		

Abbreviations for assessment

Scr	Screening prior to shortlisting
SL	Shortlisting from application form
AAC	Advisory Appointments Committee
Ref	References
Pres	Presentation to AAC

