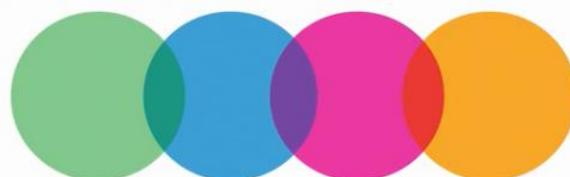


# Specialty Doctor in Psychiatry



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# 1. Introduction to the Post

<b>Post and specialty:</b>	Consultant General Adult Psychiatry – Acute Adult Inpatients and Gloucester Crisis Team.
<b>Main Base:</b>	Dean Ward, Wotton Lawn Hospital, Gloucester.
<b>Number of programmed activities:</b>	10 PAs per week.
<b>Professionally accountable to:</b>	Medical Director - Dr Amjad Uppal
<b>Operationally accountable to:</b>	Clinical Director – Dr Peter Dutton

## Context for the role

The Trust is seeking to appoint a Consultant Psychiatrist to join the Mental Health Inpatient and Urgent Care Directorate. The post is full-time, based on Dean Ward, as 15 bed female only ward, one of 4 General Adult acute wards on the Wotton Lawn Hospital site in Gloucester.

This post has arisen due to a change of role for the current Consultant.

## Key working relationships and lines of responsibility

Medical Director:	Dr Amjad Uppal
Deputy Medical Director Operations:	Dr Faisal Khan
Clinical Director – MH & LD Inpatients & Urgent Care:	Dr Peter Dutton



# 2. Service Details

## Summary of the Post



### **1. Job Organisation and Accountability**

- 1.1** This permanent appointment is for a full-time Consultant Psychiatrist. The post is based on Dean Ward, a 15-bed female-only acute psychiatric ward at Wotton Lawn Hospital in the city of Gloucester.
- 1.2** The post holder will be based at Wotton Lawn Hospital, with the potential for 1-2 PA to be worked remotely, subject to agreement in Job-planning and cross-cover arrangements.
- 1.3** The Wotton Lawn site consists of 4 Acute Wards, a 10 bed PICU, and a low-secure unit, as well as a Hospital-Based Place of Safety. The site is immediately adjacent to Gloucestershire Royal Hospital.
- 1.4** The post holder will be professionally accountable to the Medical Director (GMC Responsible Officer). Operational responsibility lies with the Clinical Director of the MH & LD Inpatient & Urgent care Directorate.

### **2. THE NHS LOCALLY**

- 2.1** **Gloucestershire Health and Care NHS Foundation Trust** provides Community Health, Mental Health, Social Care and specialist Learning Disability services across the county of Gloucestershire. The Trust was formed following the merger of two Trusts namely 2gether NHS Foundation Trust and Gloucestershire Care Services and started functioning as a merged Trust on the 1<sup>st</sup> of October 2019. The Trust received an overall rating of 'Good' from the CQC in 2022.

- 2.2 Gloucestershire Hospitals NHS Foundation Trust** provides medical and surgical services across the county. The inpatient services are largely based at Gloucester Royal Hospital and Cheltenham General Hospital.
- 2.3 ‘One Gloucestershire’ Integrated Care System** became a legal entity on 1 July 2022- an existing partnership that brings together NHS, social care, public health and other public, voluntary and community sector organisations.
- 2.4 NHS Gloucestershire Integrated Care Board** took over the role of commissioning services locally from NHS Gloucestershire CCG in 2022.

### **3. POPULATION AND DEMOGRAPHICS**

- 3.1** The population of the County is approximately 600,000. The age profile of the area is equivalent to national averages for children, working age and elderly populations. On the whole, the population enjoys a good standard of living and health with higher than average levels of life expectancy when compared to other areas of the south west and the rest of the UK. The mean Jarman Index is 24-29. However, despite the relative affluence of the area, with unemployment rates of 3.4% compared with 4.7% nationally, two wards in the county (both in Gloucester) fall within the 10% most deprived areas in England based on the 200 indices of deprivation. Although numbers of people from ethnic minorities are below the national average in the county they are approaching this in Gloucester city (about 8%).

### **4. MENTAL HEALTH SERVICES**

- 4.1** Community based mental health services were developed in Gloucestershire as part of a well-planned strategy culminating in the closure of the large local mental hospital, Coney Hill, in 1994. The advent of the National Service Framework for Mental Health (NSF) and subsequent development of specialist teams for Assertive Community Treatment (ACT), Crisis Resolution & Home Treatment (CRHT), Early Intervention in Psychosis (EIP), Primary Care, Eating Disorders, Liaison and Psychological Therapies, has led to a reorganisation of local services into specialist function-based teams. The Primary Care and assessment/short-term treatment component of existing Community Mental Health Teams (CMHTs) were reorganised into Primary Care Assessment and Treatment Teams (PCAT), with the long-term treatment/rehabilitation function of the CMHTs becoming specialist Recovery Teams. PCAT teams have since formed “Let’s Talk Gloucestershire”, a service provided under the *Improving Access to Psychological Therapies* framework, leaving a Primary Mental Health Service (now MHICT) to triage and manage access and primary care delivery with some new referrals from GPs going to Recovery Teams. In accordance with *New Ways of Working for Psychiatrists* (National Institute of Mental Health in England, 2005), capable teams have been constructed using referral and caseload data, with staff skill mixes reflecting the workload of the team.

The county is notionally divided into three localities: Cheltenham, Tewkesbury and North Cotswolds (population 196,000 approx.), Cirencester and Stroud (175,000 approx.), and Gloucester and Forest of Dean (225,000 approx.). Each locality has a Primary Mental Health service (PMS), Recovery, AOT and CRHT teams, as well as access to inpatient facilities at Wotton Lawn Hospital in Gloucester. Admissions take place through the CRHT teams and specialist consultant time is allocated across crisis and inpatient services.

The county has been an early signatory to the Crisis Concordat and work is ongoing to develop a robust 24-hour response to Crisis alongside colleagues in the rest of the health service together with the police. The model is being developed to increase home treatment and to deliver high quality crisis and home treatment services.

- 4.3** In addition to the locality based teams listed above, there is a countywide forensic/low secure service with one consultant psychiatrist, who provides consultation and an assessment service alongside psychology and nurse consultant colleagues. Psychological therapies are embedded in recovery teams with a whole-time equivalent consultant psychotherapist component. A countywide eating disorders team provides advice and support for teams managing patients with eating disorders and work with complex cases. There are liaison psychiatric nurses based at the two acute hospitals and part time consultant input. There is an assessment service for adults with Attention Deficit Hyperactivity Disorder and Autistic Spectrum Conditions. Work is ongoing to develop services for personality disorders.
- 4.4** Wotton Lawn Hospital in Gloucester has 66 acute beds and a 10-bed intensive care unit. Admissions are organised through the Crisis Teams who act as 'Gatekeepers' to the inpatient unit. Inpatient services were rated in the top 10 in the country by the Healthcare Commission (2008) and were third in the country under the Star Wards Scheme; they have recently received accreditation through the Royal College of Psychiatrists' AIMS process.
- 4.5** The Trust inpatient Psychiatric Rehabilitation at the Recovery Units based in Cheltenham: Laurel House (13 beds) and Honeybourne (10 beds). They provide an in-patient, recovery-focused environment for patients with complex needs who need a high level of ongoing monitoring and support with rehabilitation. Referrals are accepted from within and outside the Trust, but most come from the acute in-patient unit.
- 4.6** A Low Secure Inpatient Service, the Montpellier Unit, operates from the Wotton Lawn site in Gloucester. It provides a 12 bedded low secure rehabilitation service for patients from across the county. Dr Oana Ciobanasu, Consultant Psychiatrist for the unit, gives advice and assessment of complex forensic cases. The Montpellier Unit also provides a base for the local Court Diversion Scheme (the Gloucestershire Courts Mental Health Assessment Service). Medium secure forensic services are provided from the Fromside Clinic in Bristol.
- 4.7 Other Services**  
Inpatient facilities for older people in the County are at the Charlton Lane Centre in Cheltenham. These services are run by a separate, consultant-led, service. New referrals aged over 65, patients with pre-senile dementias and patients over 75 are accepted, depending upon need.
- 4.8** There is also a specialist consultant-led service (CAMHS) in the field of child and adolescent psychiatry.
- 4.9** Community Learning disability services are provided throughout the County and there is a specialist inpatient unit at Berkeley House in Stroud.
- 4.10** Mental Health Service management and administration is based at the Trust headquarters,

Edward Jenner Court in Brockworth, Gloucester. Teaching and library facilities are based at Wotton Lawn Hospital and at the Redwood House postgraduate education unit on the same campus.

- 4.12** Good working relationships exist with other agencies including the Social Services Department, Probation Service and the Voluntary Sector.

**Staffing skill-mix for the Inpatient ward team:**

Consultant: 1.0 WTE

Specialty Doctor 0.6 WTE (role split with Stroud Crisis Team)

Foundation Doctor and Core Trainee 2.0 WTE

Band 8a Matron: 1.0 WTE (this post is responsible for 6 wards on site)

Band 7 Ward managers 1.0 WTE

Band 6 Charge Nurses 5.6 WTE

Band 5 Staff Nurses 5.5 WTE

Band 3 Healthcare assistant 5.4 WTE

Band 2 Healthcare assistant 8.57 WTE

Band 3 Ward administrator 1.5 WTE

On site therapies departments include:

- Art room
- Gym
- Basketball court
- MHA tribunal rooms
- Multi-faith room
- Meeting rooms



## 3. Clinical Duties

You will provide senior clinical leadership to Dean Ward. This will include working with medical colleagues, the wider MDT and the patient's supporting system. The role will include both direct patient contact and consultation/supervision of others. You will be expected to develop comprehensive management plans for your patients' inpatient treatment and immediate follow-up, in order to ensure that they are able to return to living in the community as soon as reasonably possible.

You will be the Responsible Clinician for your inpatients and will be expected to exercise RC responsibilities in accordance with the Code of Practice. A key responsibility will be providing written and oral evidence at Mental Health Act Managers' Meetings and Review Tribunals. This work will be supported by your Specialty Doctor, who can be supervised to provide reports for and attend these hearings.

The Trust aims to ensure all inpatient days are productive for the patient's care, and have introduced daily 'board rounds' using the 'Red to Green' approach. The Consultant's support to these meetings is critical to ensure that delays to care and barriers to discharge are identified and escalated as soon as possible.

You will be supported in your role by two training-grade doctors, which could either be a Core Trainee Year 1 or a Foundation Doctor (F2). You will need to act as Educational Supervisor and/or Clinical Supervisor for these trainees and will be provided with appropriate training for this purpose. You will also be supported in applying to be an 'Advanced Trainer' for ST4-6 trainees.

### Teaching and Training

- To participate in teaching (MDT, medical students, Core and Foundation Trainees).
- To contribute to medical audit or research.
- To undertake and maintain mandatory training requirements.

### Clinical Governance

- Expected contribution to clinical governance.
- Participation in clinical audit, and/or Quality Improvement Projects.

### Administrative Support:

- A full-time medical secretary, shared with two other Consultant Colleagues, would be available to support the post holder.
- Consultants have dedicated office space, and you will have a laptop with remote access as

well as a smartphone, which will also give you access to BigHand Digital dictation. The Trust clinical IT system is RiO.

## General Duties

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively using RiO.
- 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, Mental Health Act Section 12 / AC approval and to abide by professional codes of conduct.
- To participate annually in a job planning review with the clinical manager, which will include consultation with a relevant operational manager in order to ensure that the post is developed to consider service developments.
- To work with local operational managers and professional colleagues in ensuring the efficient running of services.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.

## Other duties and review of duties

These duties are intended to be a guide to the post and should not be considered exhaustive. They are subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for annual review) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

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.

## Office Facilities

The post holder will have access to a dedicated office at Wotton Lawn Hospital. The provision of a laptop with remote access to the Trust's intranet and to the electronic patient record (RiO) system means that some remote working may be possible, depending on clinical demand.

## On-Call

There is a county wide rota covering all psychiatric specialties. Currently the Rota is a 1: 20 with 2 consultants on call each day, being either 1<sup>st</sup> or 2<sup>nd</sup> on call between 9am to 9pm swapping over for the night (9pm to 9am). This is to provide support for consultants assessing patients outside of their daily specialty. Annual training is provided on on-call assessments and a compensatory rest period is included for busy overnight duties.

There are regularly ST4-6 trainees on the rota who become the first on call (approx. 60% of on-calls).

Participation in the on-call and S12 rota is remunerated at 3% plus an additional 0.5PA (full time equivalent).

## 4. Suggested Timetable

Day	Time	Activity	Category	No. of PAs
Monday	am	"R2G" board round. Post-weekend review and task-setting	DCC	1 PA
	pm	Postgraduate medical education/CPD (1 SPA)	SPA	1 PA
Tuesday	am	"R2G" Board Round Clinical reviews on the ward ( 1.0 DCC)	DCC	1 PA
	pm	Clinical Admin (0.5 DCC) Supervision of Trainees (SPA 0.5)	DCC/SPA	1 PA
Wednesday	am	MHA report writing/hearings	DCC	1 PA
	pm	Clinical admin	DCC	1 PA
Thursday	am	R2G Board Round Ward Work/MDT	DCC	1 PA
	pm	SPA	SPA	1 PA
Friday	am	R2G Board Round Reviews on Ward	DCC	1 PA
	pm	Clinical Admin/report writing	DCC	1 PA

The timetable includes 7.5 PAs for direct clinical care, 2.5 SPA for revalidation, audit and general admin and supervision of trainee and other management responsibilities and peer group meetings.

Code: DCC = Direct Clinical Care

SPA = Supporting Professional Activities.

NB: The above timetables to be agreed annually as part of the job planning process.

External duties: There are no external duties expected for this post.

## 5. Remuneration and Benefits



### TERMS AND CONDITIONS OF SERVICE

- 1.1 The Terms and Conditions of Employment will initially be those set out in the Terms and Conditions – Consultants (England 2003) Any changes proposed by the Trust will be negotiated locally with the medical staff concerned. It must be accepted that the resources available to the Trust are finite and that all changes in workload and developments requiring additional resources must have prior agreement through the Trust's management arrangements.
- 1.2 **REGISTRATION:**  
The Consultant appointed will have and maintain full Registration with the General Medical Council.
- 1.3 **PRIVATE RESIDENCE:**  
The doctor appointed will be required to live within a reasonable travelling distance of the base in Gloucester.
- 1.4 **MEDICAL CLEARANCE:**  
Any offer of appointment will be subject to satisfactory medical clearance by our Occupational Health provider. This is usually by a health questionnaire, but may involve a medical examination.
- 1.5 **EXCEPTIONS**  
Any locally agreed Trust arrangements.

## **2. GENERAL INFORMATION FOR CANDIDATES**

### **2.1 PROFESSIONAL REGISTRATION**

Appointment will be subject to the successful candidate having and maintaining full registration with the General Medical Council. Proof of renewal will be required on an annual basis.

### **2.2 POLICIES AND PROCEDURES**

The appointee will be expected to participate in the development of policies and procedures used within the Trust and will be expected to adhere to the policies agreed by the Trust.

### **2.3. SMOKING**

The Trust operates a No Smoking Policy.

### **2.4. APPLICATIONS:**

All candidates must fully complete all sections of the Trust Application form on Trac. In addition, candidates may submit their curriculum vitae to support their application. (1 copy only required).

Receipt of application forms will only be acknowledged if requested. All candidates will be advised in writing, via Trac, whether they have been short listed and invited to interview or, if their application has been unsuccessful.

### **2.5. CHECKS ON FITNESS TO PRACTICE AND CRIMINAL BACKGROUND**

2.5.1. Applicants will be required to sign a Declaration regarding Fitness to Practice Proceedings and Criminal Investigations - in accordance with Health Service Circular HSC 2000/019.

2.5.2. This post is NOT protected by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) Amendments Order 1986. Candidates will be required to declare prosecutions or convictions, including those considered "spent" under this Act.

2.5.3 As this is a Clinical post, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions in accordance with Joint Circular No. HC(88)9, HOC8/88 WHCF(88)10.

Short listed candidates will be required to give written permission for a Disclosure and Barring Service (DBS) check to be carried out. Refusal to do so could prevent further consideration of the application.

Candidates are assured that the completed forms will be treated with strict confidentiality and will not be disclosed to the Interview panel until the successful

candidate has been selected. A DBS check will only be requested in respect of the candidate recommended for appointment. All forms completed and returned by other candidates will be destroyed when the final selection of the candidate to be recommended for appointment has been made.

## 2.6 REFERENCES

Candidates are required to submit the names and addresses of three referees, one of whom must be the Medical Director of their current or most recent employer.

## 2.7 IMMIGRATION STATUS

The post holder must have valid and current permission to live and work in the UK at all times, in accordance with the Asylum and Immigration Act 1996.

## 2.8 RELATIONSHIPS

Candidates who are related to any member or senior office holder in the Trust should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship will be disqualified.

2.9 Applicants are advised against canvassing of any member of the interview panel for Gloucestershire Health and Care NHS Foundation Trust, Gloucestershire Hospitals NHS Foundation Trust and Gloucestershire CCG. This should not, however, deter candidates from approaching any person to request further information about the post.

## 2.10 TRAVELLING EXPENSES TO INTERVIEW

Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Short listed candidates who visit the Trust on a second occasion, for example, on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on this occasion also. **In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom.**

## 2.11 CLOSING DATE FOR APPLICATIONS:

As per details advertised

## 2.12 SELECTION PROCESS:

It is anticipated that the Interview Panel will meet on TBC.

## 2.13 DETAILS FOR VISITING

Candidates wishing to visit the hospitals and community facilities may do so and should make prior arrangements with the following:

## **PERSON SPECIFICATION**

<b>CHARACTERISTICS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS AND TRAINING</b>	Basic Medical Qualification GMC registered. On GMC Specialist Register, or are eligible for such inclusion. Advanced Trainees within 6 months of their CCT date at the time of interview. Approved Clinician/S12 approval or eligibility for approval.	MRCPPsych Training or experience in inpatients, crisis, AOT and/or substance misuse psychiatry.
<b>WORK EXPERIENCE</b>	Higher specialist training/extensive UK experience in acute psychiatry.	Experience of Crisis Team working at consultant or Advance Trainee/SpR level.
<b>SPECIALIST KNOWLEDGE AND SKILLS</b>	Understanding of wider NHS context and recent policy developments.	Management Skills, Audit, Research. Business skills.
<b>PERSONAL SKILLS AND QUALITIES</b>	Effective leadership capacity of Multidisciplinary team. Good interpersonal skills Commitment to supervising junior staff.	Calm but dynamic Supportive Training in work-based placed assessments.
<b>MOTIVATION</b>	Willingness to accept lead clinician and management responsibilities for parts of the service.	Ambitions to take part in the wider activities of the consultant role e.g. audit, tutoring, research.
<b>OTHER RELEVANT FACTORS</b>	Commitment to high quality service, full driving licence or able to make own transport arrangements.	To start as soon as possible.
<b>Teaching</b>	Teaching experience	Teaching qualification, for example, certificate in teaching.

## General Terms and Conditions

This appointment is subject to the terms and conditions of service for the Consultant (England) 2003 for this post.

## Salary

The salary scale for a full time Consultant is available on NHS Employers.

The point of entry onto the salary scale will be determined as per schedule 14 of the Terms and Conditions of Service. Progression through the pay points will be subject to the conditions of schedule 15 of the Terms and Conditions of Service.

## Annual Leave

As per Consultant (England) 2003 Terms and Conditions available on NHS Employers

## Sick leave

### Statutory Sick Pay

An employee who is absent from duty owing to his or her illness who is entitled under the provision of Social Security and Housing Benefit Act 1982 to statutory sick pay, shall receive the level of benefit payable under that Act.

### Occupational Sick Pay

An employee absent from duty owing to his or her illness (including injury or other disability) shall be entitled to receive Occupational Sick Pay allowance in accordance with the following scale:

During first year of service	One month's full pay and (after completing four months' service) two months' half pay.
During second year of service	Two months' full pay and two months' half pay.
During third year of service	Four months' full pay and four months' half pay.
During fourth and fifth years of service	Five months' full pay and five months' half pay.
After five years' service	Six months' full pay and 6 months' half pay

## Travelling Expenses

The post holder will be able to claim travelling expenses between sites. If the post holder is unable to drive they can claim travelling expenses from standard public transport mileage.

## Flexible working

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider requests for flexible working arrangements, considering the impact on colleagues and the Service, in line with the Trust Flexible Working Policy.

## Maternity and Paternity Leave

The Trust offers generous maternity leave, after qualifying service for extended maternity pay together with up to a years' leave with the right to return to the role within the Trust. We also offer paternity leave in line with the Trust's Maternity, Paternity, Adoption & Shared Parental Leave Policy.

**Special Leave**

The Trust supports Special Leave for personal/domestic emergencies in line the Trust's Other Types of Leave Policy.

**Relocation expenses**

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

**Pension**

The NHS offers a Superannuation Scheme for which deductions are made at source. The scheme provides a variety of benefits based on service and final salary. Further details are provided on appointment.

**Period of notice**

To terminate employment a period of 3 months' notice on either side will be required.

**Two Ticks Disability Symbol:**

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Two Tick Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled, but consider yourself to have a disability.

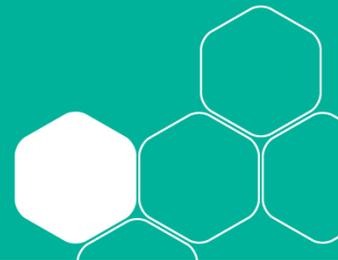
**NHS standard pre-employment checks**

Any offer of appointment is subject to three satisfactory references, clearance from the DBS and the Occupational Health department.

**How to apply – via NHS Jobs/Trac Recruitment**

For further information about the post or to arrange an informal visit, please contact:  
Dr Peter Dutton, via their PA: 01452 894912 or [amy.jowett@ghc.nhs.uk](mailto:amy.jowett@ghc.nhs.uk)

## 7. Geography/Attractions of Area



Gloucestershire is a great place to live, ranging from the Cotswolds Hills through the Severn Valley to the Forest of Dean. Gloucester city offers up a variety of activities, an historic cathedral, the vibrant docks area, as well as numerous shops and restaurants. The neighbouring Spa Town of Cheltenham also hosts many festivals. Not only the Cheltenham festival with its famous Gold cup, but also the Literature, Science, Jazz and Food and Drink festivals. Along with its recently refurbished brewery quarter and many independent food outlets and bars there is a lot to offer all tastes. Stroud, Tewkesbury and

Cirencester are also towns in the area which are home to vibrant communities with quaint boutique shops, cafes and hilltop walks on your doorstep. Gloucestershire is also home to some great schools both public and private, as well as a range of highly Ofsted rated nurseries. It is served by the M5 motorway and A40 - with the cities of Bristol, Oxford and Birmingham all within an hour's travel.

### Job Planning

The post holder will be expected to participate in Job Planning in accordance with the standards identified in Job Planning Standards of Best Practice for Consultants

The job planning process links to appraisals. Job planning and appraisal will be agreed on an annual basis. There will be bilateral consultation and negotiation in the event of job content changing.

### Contract Agreement

The post will be covered by the Terms & 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.

### Clinical Governance and Audit

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees. It seeks to support clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.

The post holder is expected to undertake continuing professional development and be in good standing with respect to this; to keep themselves informed of important developments within the field of Medicine, and Psychiatry in particular. The post holder will take part in audit, evidence-based medicine journal clubs and appraisal and peer support groups.

The Clinical Governance programme in every aspect is co-ordinated by the Clinical Director for the service and supported by a range of multi-professional groups which co-ordinates Policies and Procedures, Clinical Audit, Education and Training, Research and Development and similar. The post holder will be encouraged to be an active participant in the full range of Clinical Governance activities.

### Induction

An induction programme will be offered on commencement with the Trust, the content of which will vary according to the individual's need.

### Library Facilities

There are medical library facilities on most of the Trust's main sites, with extensive journals, information technology and dedicated library staff.

## 10. Apply for the Post



To apply for this post please go to NHS jobs website on [NHS Jobshttps://www.jobs.nhs.uk/](https://www.jobs.nhs.uk/)

### Visiting Arrangements

We would welcome the opportunity to meet any interested candidates prior to the interviews or submission of an application. To discuss the post further, or to arrange a visit to the hospital or community facilities, please contact:

Dr Faisal Khan  
Consultant Psychiatrist and Deputy Medical Director  
01242 634506  
[faisal.khan@ghc.nhs.uk](mailto:faisal.khan@ghc.nhs.uk)

Dr Peter Dutton  
Consultant Psychiatrist, and Clinical Director  
[peter.dutton@ghc.nhs.uk](mailto:peter.dutton@ghc.nhs.uk)