

JOB DESCRIPTION

Consultant in General Adult Psychiatry (Outpatients Service)

Oldham

10 PAs

**Cherrywood Clinic
Royal Oldham Hospital**

Rochdale Road

Oldham

OL1 2JH

Contents

- 1. Deployment of consultants in the Oldham General Adult Psychiatry service**
- 2. Outline of Oldham**
- 3. Outline of Pennine Care NHS Foundation Trust**
- 4. Outline of partner organisations**
- 5. Outline of Oldham Mental Health services**
- 6. The job itself**
- 7. General matters**
- 8. Management**
- 9. Eligibility and person specification**
- 10. Terms and conditions of appointment**
- 11. Arranging a visit**

Pennine Care NHS Foundation Trust

Appointment of Consultant in General Adult Psychiatry-
Outpatients Service (10 PAs)

Pennine Care NHS Foundation Trust is seeking to make a substantive whole-time appointment to this established post with Oldham Mental Health Services. This post will cover the West sector within the Oldham area.

1. Deployment of consultants in the Oldham general adult psychiatry service

The Oldham general adult psychiatry service (generally for people aged 16 to 64) has been run since 2008 according to a model whereby our team of consultants are deployed as follows: three consultants work exclusively in the community and outpatient areas, one consultant works with the Early Intervention Service, two consultants cover the inpatient area and one works with our Home Treatment and A&E Liaison Team. Within this arrangement, the consultant appointed to this post will work with other sector consultants (East, West, South and Central sector community outpatients).

2. Outline of Oldham

Oldham is a town with considerable geographical, cultural and ethnic diversity, situated in the northeast part of Greater Manchester, between the City of Manchester and the Pennines. The town enjoys excellent transport connections via the M62, and M60 motorways and the Metrolink tram system.

The population of Oldham Borough is 227,312, of whom 62.1% are aged between 16 and 64 (OMBC 2013 mid-year estimate). Approximately 22.5% of the population are from ethnic minority groups. A wide range of public sectors services across Greater Manchester are becoming increasingly integrated through the initiative known as Devo Manc and the recently launched 'Oldham Cares' which is a combined health, social service and local authority framework working together with multiple partners from the third sector. To provide part of the context for the development of mental health services in Oldham for the foreseeable future.

3. Outline of Pennine Care NHS Foundation Trust

Pennine Care became an NHS Foundation Trust in July 2008. The Trust provides specialist mental health services for people living within the boroughs of Bury, Rochdale, Oldham, Tameside (including Glossop), Stockport (including High Peak), and Trafford. The Trust also delivers several services in addition to those provided at borough level.

These include a Psychiatric Intensive Care Unit based at Stockport and several rehabilitation units based at Tameside, Stockport and Rochdale. A new purpose built low secure rehabilitation unit opened in 2011 on the Birch Hill Hospital site at Rochdale. There are also two inpatient units for younger people aged up to 18 years on the Fairfield General Hospital site at Bury.

The Chief Executive of the Trust is Mr Anthony Hassall, and the Medical Director Dr Simon Sandhu.

4. Outline of partner organisations

Oldham Metropolitan Borough Council

We have good working relationships with local social services, organised by Oldham MBC, despite the very considerable financial strains on local authorities nationally. Most social care staff in mental health services are now either employed directly by Pennine Care or seconded in from the MBC. The Social Services' Emergency Duty Team, and some residential care services are still managed by OMBC. The mental health lead for Oldham MBC is currently Mr John Moran.

Pennine Acute NHS Trust

Pennine Acute is primarily responsible for the provision of acute hospital services across the Northeast part of Greater Manchester, with sites at the Royal Oldham Hospital, Birch Hill Hospital, Fairfield General Hospital and North Manchester General Hospital (the first three being coterminous with Pennine Care). We have seen significant expansion on the Oldham site in A&E, Paediatric and Maternity Services, a new maternity unit and children's ward having opened in 2015. There is also a specialist cancer care centre on the Royal Oldham Hospital site, linked to the Christie Hospital. We have excellent working relationships with our Pennine Acute consultant colleagues at Oldham.

The postholder will be employed by Pennine Care NHS Foundation Trust:
Pennine Care NHS Foundation Trust, 225 Old Street, Ashton Under Lyne,
Lancashire, OL6 7SR.

Oldham Integrated Care Board (OICB).

Oldham ICB are the commissioners for most mental health services in Oldham (tier 4 services still being commissioned by NHS England). The ICB is the main organisation representing GPs as clinical commissioners in Oldham. We have good regular communication with them and well-developed personal links with local GPs.

The ICB's Clinical Director for mental health is Dr Julia Hose. We have worked with him and other colleagues to produce a mental health strategy for Oldham.

5. Outline of Oldham Mental Health Services

a) Consultant Staffing

General Adult Psychiatry (WTE unless otherwise stated)

Inpatient service

Dr S Khan (locum)
Andrew Gallivan
(Nurse Consultant)

Community service

Dr. A. Mohan - West sector
Dr. M. Kurkar- East sector
Dr. A. Roy - South sector
Dr S Tareen - Central

Home treatment team

Dr. N. Fernando
Dr N Perera

Early intervention team

Dr. N Combs (Sep 23)

Old Age Psychiatry

Dr. J. Palle – North Sector
Dr. C Buck (Sep 23) - South sector
Dr. A Theodossiadis- memory clinic
Dr. J. Nel- senior staff grade

Liaison Psychiatry

Dr. R Overshott
Dr S Abrahams

Psychological Medicine

Dr A Singhal
Dr J Hose

CAMHS

Dr. M Bhandary
Dr. R. Ramkisson

Psychiatry of Intellectual Disability Tbc

TMS Service

Dr M Kurkar
Dr A Singhal

b) Junior Medical Staff

Currently we generally have 3 Higher Speciality Trainees (STs), two in Liaison Psychiatry and another in CAMHS.

There are currently 17 junior doctors in basic training grades in the department. This number comprises 4 Core Psychiatry Trainees, 5 GP Trainees, 7 Foundation doctors and a GP+ post.

Junior medical staff are allocated by agreement with the Mental Education Team in accordance with service demands and training requirements.

The junior doctor allocation to the inpatient consultant post is as follows.

- 1. 1 GPST trainee**
- 2. Either an FY1 or FY2**

The post holder may apply to become an educational supervisor for Specialty Trainees and if accepted may be allocated an ST from the HENW training scheme. The clinical commitments of an ST working with this consultant will be consistent with their own training needs.

c) Inpatient Services

A modern purpose built inpatient unit, Parklands House, was opened in 1998. This unit comprises two wards for younger adults and two for older people. The accommodation consists of single rooms with en-suite toilet and shower. There are 44 beds for adults aged 16-64, 12 beds for older people with functional disorders and 10 beds for assessment of older people with organic disorders. **The adult wards have completed a full refurbishment in 2018 and is of a highstandard throughout.**

The same building also houses administration offices, the Home Treatment Team, the Access Team and an ECT Suite.

d) A&E Liaison Service

A 24-hour liaison service to the A & E Department of the hospital is provided by a team of ten Band 6 mental health nurses and social workers. The staff of this team provides first-line mental health assessments for people attending the A & E Department, as well as a short term follow-up clinic. They also run a "street triage" system, offering advice to front-line police officers on matters relating to mental health.

Oldham is one of the initial sites that is moving to full all age comprehensive Mental Health assessment through the acute side in keeping with principles of **Core 24**.

e) Outpatient Facilities

The outpatient department is in the Cherrywood Clinic, a modern single story building, adjacent to our other buildings. Offices are provided here for consultants and junior medical staff. This building is due for refurbishment in 2020.

An additional outpatient facility has just opened on the ground floor of Forest House which is next door, and this is currently being expanded to offer facilities for Core 24 staff as well as secondary care psychotherapy team and will have facilities to review patients with a central reception on the ground floor.

Consultant outpatient clinics are also held in a number of primary care centres around Oldham.

f) Access Team

This team, which includes 3.8 WTE clinical practitioners, provides comprehensive co-ordination of assessments of people newly referred to the service. The team is supported by 1.5 PAs of consultant time a week to assist with triage. The team deals with approximately 450 referrals per month.

There are plans to upgrade this team to a full assessment team with additional consultant and senior staff reviews with an agreed commitment from local authority, CCG and CMHT to allocate staff to undertake full holistic assessments with agreed formulations for these patients.

g) Community Mental Health Team

The Oldham CMHT works as a single service, matching the needs of patients referred to the most appropriate care pathway. The team is made up of health and social care staff, managed through a single line within Pennine Care. All referrals to the team are screened by the Assessment and Short-term Intervention sub-team, whose staff aim to provide a full assessment and appropriate early intervention. Decisions regarding the best pathway to follow are made by a multidisciplinary team, including nursing, social work, psychology, medical and OT staff.

Patients may be referred on to the Care Coordination, Health Support or Care Management sub-teams or to other providers where appropriate.

Most cases are managed by Care Coordination staff, on a one-to-one basis but with MDT support, and all these patients are subject to CPA. All cases are discussed at least once a week at zoning meetings. Caseloads vary but are typically 20 per care coordinator. Patients are “zoned” according to clinical need, as Red, Amber or Green. Patients in the ‘black’ zone are current inpatients. Weekly zoning meetings are an opportunity to discuss patients in the Red, Amber and Black zones, i.e. those with the most acute current needs.

The Health Support staff lead the provision of community clinics and the hospital-based Clozapine Clinic. They also take the lead in ensuring, in liaison with GPs and primary care teams, that patients receive a good standard of physical health care.

The Care Management staff manage a mix of patients in secure or long-stay settings or with complex commissioned care arrangements. The CMHT has close links with employment services and the Recovery College.

The staffing of the team comprises:

- 9 AMHPs (all currently social workers)
- 6 other social workers
- 19 CMHNs
- 13 community support workers
- 6 managers/clinical leads
- 11 admin staff
- 1 service manager

h) Home Treatment Team

This team has two dedicated consultant psychiatrists (1.2WTE). The team is fully staffed to the level recommended by DOH guidance. The team acts as the gatekeeper to inpatient services, providing alternatives to inpatient admission and facilitating early discharge.

The team comprises six Band 6 nurses (one of whom is a Deputy Manager), two Band 5 nurses, four Band 3 support workers, one Band 5 OT, one Band 4 STAR worker, and admin staff, as well as a team manager.

The team usually has a caseload of 19-20 patients.

The team has been expanded to cover **Safe Haven** based at the side of the ground floor of Forest House to provide emergency care and review for those attending A&E not requiring admission and is part of the additional investment into MH services in Oldham over the last 12 months.

i) Early Intervention Team

This team has been established to provide a service to younger people experiencing their first episode of schizophrenia or similar illnesses. It comprises:

- 1.0 WTE Consultant Psychiatrist
- 1.0 WTE Experience Advanced Practitioner
- 1 Team Manager
- 2 Community Mental Health Nurses
- 2 Occupational Therapists
- 1 Social Worker
- 0.5 Clinical Psychologist
- 2 Community Support Workers
- 1 Clerical/Admin

j) Clinical Psychology

The Clinical Psychology Department is being relocated to purpose built department on the ground floor of Forest House and provides psychology services for adult and elderly mental health, children, and people with learning disabilities.

There are three clinical psychologists working in adult mental health, linked to the Community Mental Health Team. The local lead for clinical psychology is Dr David Robinson.

k) IAPT/Oldham Healthy Minds

Oldham's Primary Care Psychological Therapies service, known as Healthy Minds, is provided by Pennine Care, and managed along the same lines as similar services in other boroughs served by the Trust. There is no direct involvement of our consultants in this service, and medical responsibility for the patients seen lies with their GP. Nevertheless, we take a close interest in the service, as it can be the source of several referrals into specialist mental health services. The service has 10 psychological well-being practitioners, 9 high-intensity therapists, 5 counsellors and 2 clinical psychologists.

l) Liaison Psychiatry

We are fortunate in Oldham in having a very well-developed liaison psychiatry service with currently three consultants and a range of other staff including clinical psychologists and cognitive behavior therapists. The service is very popular with psychiatric trainees and currently hosts two STs plus other STs doing special interest sessions. The team is seen as a model of good practice in the Trust and beyond. They provide primarily an outpatient service.

A full Liaison comprehensive service has recently started for the whole hospital site (Core 24).

m) Residential Provision

The Local Authority provides a limited amount of accommodation for people with mental health problems who need assessments of their independent living skills.

n) Interpreter Services

These are provided by both health and social services and are used intensively by all mental health staff. Pennine Care makes use of interpreters provided by a specialist firm called Language Empire. The service is good and accessible and is used as needed by all grades of staff.

6.Consultant Role:

The Consultant will cover the **west sector** within the Oldham area. This will include the postcodes OL1, OL2, OL9.

This is an exciting time to join the Trust and there are many opportunities to contribute to the organisations' innovation and for personal development. Oldham borough has a new state of the art TMS suite. We are the only NHS provider for this service in the Northwest.

Oldham has a very strong teaching commitment and candidates will be expected to contribute to the teaching of medical and nursing staff. There are close links to ongoing research projects such as Bright Mind, FreshSTART, Gamechange to name a few.

The Consultants contribute to local service user & carer groups. The Central sector covers the areas of South and East Oldham (Chadderton; Royton and Shaw; Delph, Uppermill, Lees, Ashton Under Lyne).

The work will include the care of all patients aged between 16 and 64. (As services for Older People are increasingly provided on a need led basis, it is appropriate for General Adult Psychiatrists to continue to treat a certain number of patients after they have reached the age of 65).

Patients will be seen in hospital and community clinics, at their own homes or in other clinical settings according to clinical need.

Outpatient clinics are held at the Cherrywood Clinic on the Royal Oldham Hospital site and at the Werneth Primary Care Centre. Werneth Primary Care Centre is 1.5 miles from the hospital.

The consultant in this post will work with the East, South and Central Sector CMHTs and also with the Care Management and Review Team, which is a sub-team working across both CMHTs and which supports people with more stable but long term mental illnesses. The CMHT and the Care Management and Review Team are located at Maple house, which is near the town centre and 1.9 miles from the hospital.

There is considerable scope for the post holder to develop and refine the role of the Community Consultant Psychiatrist. To foster coordination of our service, all seven consultants in General Adult Psychiatry meet on a weekly basis.

Provisional Job Plan

The post holder, the Lead Consultant for general adult psychiatry in Oldham will agree a job plan under the contract of employment.

Included in the job plan will be the identification of the nature and timing of fixed commitments. 10 programmed activities per week should be identified, usually with 7.5 dedicated to direct clinical care and 2.5 to supporting professional activities.

The job plan will be subject to review each year and revisions may be proposed by the consultant, the lead consultant in general adult psychiatry or the Medical Director. If agreement is not reached, the matter may be referred to the Chief Executive. Objectives will be agreed on an annual basis during the job plan review.

Proposed Distribution of Programmed Activities

a) Direct clinical care 7.5 PAs

Patient reviews 5.5 PAs
MHA-related work 1 PAs
Team meetings/ consultation 0.5 PA
Patient related administration 0.5 PA

b) Supporting professional activities 2.5 PAs

CPD and Audit 0.5-1.0 PAs
Consultant meetings 0.5 PAs
Junior doctor supervision 0.5 PAs
Service development 0.5 – 1.0 PAs

An indicative timetable for the post would be as follows:

West CMHT Consultant Timetable including Access work.

MONDAY	9:30-10:30 – Junior Supervision including dedicated CT educational supervision 10:30 – 11:45 - CMHT meeting	12:30 – 13:30 – Consultants meeting	14:00 – 15:00 – Urgent F/U clinic 15:00 – 16:30 – Routine F/U clinic
TUESDAY	09:30 – 11:30 – Werneth community clinic	13:00 – 14:00 – GPIPT 1 supervision	14:00 – 17:00 – Routine F/U clinic plus occasional Home Visit
WEDNESDAY	09:00 – Clinical supervision for juniors' Wed AM clinic 09:30 – 11:30 – 1 New and 2 F/U clinic patients		13:00 – 16:00 – Teaching
THURSDAY	Access MDT / Tribunals / MDTM	13:00 – 14:00 – Clinical admin	14:00 – 17:00 – New patient clinic. Two or three 1 hour appointments
FRIDAY	09:00 – 11:00 – Access clinic	11:30 – 12:30 GPIPT 2 supervision	Admin

6. General matters

Accommodation

The consultant will have exclusive use of an office in the Department of Psychiatry at the Royal Oldham Hospital. The consultant's secretary will be based with them. The consultant will be provided with the appropriate IT support which can link to printers, the Trust network, the internal e-mail system digital dictation and the Internet. The consultant will be provided with a laptop and mobile phone.

On Call Arrangements

There is a 1 in 30 (or pro-rata) on call rota covering weekdays between 5pm and 9am, weekends and bank holidays, across the Trust's North Division (Oldham, Rochdale and Bury). The consultant on call covers for both General Adult and Old Age psychiatry and is therefore expected to respond for all cases involving adults aged 16 and above. There is always a junior doctor and a middle grade on call. The consultant is therefore the third tier of the rota. Time spent working whilst on-call is factored into the rota so when on call Monday to Thursday, a half day is given off the next day and when on call on Saturday and Sunday, the Monday is given off.

The consultants in general adult psychiatry are further organised in a daytime on call rota, which is structured to allow them to free up time for urgent cases.

Continuing Professional Development

Continuing Professional Development (CPD) is actively encouraged and is seen as an integral component of the post. The Trust will support continuing professional development in terms of reasonable payment for courses and study leave. This is currently 30 days over 3 years with a budget of £3,000.

The post holder will be expected to become part of a peer review group and participate in annual personal development planning as described by the Royal College of Psychiatrists and in line with the process of revalidation as specified by the GMC. The Trust's expectation is that the post holder will maintain good standing for CPD with the Royal College.

All consultants in the Trust have access to the online CPD modules offered by the RCPsych.

Mentoring

Consultants new to the Trust, particularly, but not only, those in their first post as a consultant, will receive monthly supervision with the Lead Consultant where a discussion will be entered as to who may be identified as a mentor going forward. This may be someone working in another department or Trust, provided that it is realistic to expect the mentoring role to develop.

Several consultants in the Trust are willing and able to act as mentors if needed. In addition, the new consultant's line manager will meet them on a regular basis during their first year in post to offer guidance and support. The consultant will have an initial job planning meeting within 3 months of joining the department, thereafter a yearly job plan.

Teaching

The local College Tutor for Psychiatry is Dr. Hossam Marey and Dr Caroline Buck. Dr. Ade Akinola is the Trust's Director of Medical Education. The appointee will share in the responsibility for the training and supervision of junior medical staff attached to the area, and contributes to the departmental teaching case conferences, audit/QI meetings, and tutorials/journal meetings.

We are actively involved in the training programs for Foundation Year doctors in both Year 1 and Year 2, we see this as crucial for recruitment into our specialty and for improved awareness about mental health problems among all doctors in training. Since 2015, the Trust has started taking medical students from Manchester Medical School for their core Year 4 Psychiatry attachments. This has started initially at Tameside General Hospital, but it is projected that medical students will start coming to other sites in the Trust, including Oldham, in the future.

There is an excellent postgraduate Education Centre at the Royal Oldham Hospital, which we use for our weekly case conferences. The professional library service for Pennine Care is provided by the Trust's own Knowledge Service, in coordination with library services across Greater Manchester. Medical and nursing students, and doctors in training, have full access to the Library Service run by Pennine Acute Trust on the Royal Oldham Hospital site.

Research

The department actively encourages the involvement of staff in research, and several projects are underway with the support of local clinicians.

There are currently several research projects such as the BrightMind, FreshSTART, PAX-D, Gamechange (to name a few) studies which are undertaken at Oldham

External duties

A number of consultants from the Trust carry out external duties, for example by taking part in Royal College committees, teaching on University courses, or examining for the College or for medical schools. These activities enrich the clinical and teaching environment of the Trust as a whole, and are strongly encouraged, providing they are compatible with the delivery of the clinical service.

Appraisal and Revalidation

Appraisal now takes place within the framework of Revalidation. Under the GMC rules for Revalidation, Dr Simon Sandhu as Medical Director is the Responsible Officer. The post holder will undergo an annual appraisal which will be performed by a selected and trained trust appraiser. Annual appraisals now form the basis on which revalidation takes place

General Responsibilities

In addition to these principal areas of clinical work, the post holder will have other responsibilities including:

- Compliance with legal obligations covering clinical practice (e.g. Mental Health Act and Code of Practice, Mental Capacity Act and The Children Act etc.)
- Compliance with proper and safe discharge procedures for inpatients (e.g. in line with the Department of Health Guidelines on Discharge and Caring for people: The Care Programme Approach)
- A commitment to ensuring that people from all ethnic groups have equitable access to appropriate services.
- Ensuring successful multidisciplinary working
- Maintaining good relationships with General Practitioners, the Health Authority, Social Services, and voluntary sector organisations
- Compliance with procedures whereby doctors report concerns about the professional conduct or competence of medical colleagues
- Compliance with Trust procedures that involve users in their care
- Joining the consultant on North division on call rota out of hours (Oldham, Bury and Rochdale) – at present 1 in 30 (paid at 3%).
- Participating in medical and multidisciplinary audit and other procedures for Clinical Governance
- Participating in the teaching of medical students attached to the service
- Participating in the Academic Programme organised by the Local Tutor
- Compliance with the regulations of the Royal College of Psychiatrists on continuing medical education
- Compliance with confidentiality as advised by professional and Department of Health Guidelines

Consultants have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake the administrative duties associated with the care of their patients and the running of their clinical departments.

All consultants take responsibility, both singly and corporately, for the management of junior medical staff. In particular, they are responsible for approving and helping to monitor annual and study leave for their own junior staff, and for assisting the Lead Consultant in arranging locum staff when needed. Consultants are part of the management structure within the Unit. It is expected that the post holder will take an active part in the weekly meetings of the Oldham consultant group and in particular will liaise closely with colleagues in general adult psychiatry.

Accountability

The post holder will be professionally accountable to the Medical Director and operationally accountable to the Lead Consultant in Working Age Psychiatry at Oldham. Their responsibilities as educational or clinical supervisors are primarily the concern of the Borough Tutor and through them to the Director of Medical Education.

Facilities

An appropriately furnished office is provided in the outpatient department, equipped with a personal computer for the sole use of the appointee. The computer is linked to the Trust's Intranet and NHS mail, and provides Internet access. The consultant will be provided with the appropriate IT support which can link to printers, the Trust network, the internal e-mail system digital dictation and the Internet. The consultant will be provided with a laptop and mobile phone

Security

The department places a high priority on personal safety for all staff including trainees. Outpatient and inpatient areas, including those in the community, have been adapted to meet the safety requirements of the Royal College of Psychiatrists. All rooms have to be signed out at reception of Cherrywood Clinic and the key and alarm are taken at this time and with the clinician keeping these on their person at all times. Staff are advised to carry personal alarms when interviewing patients on the ward. Community work is covered by clear reporting back arrangements. All staff, including trainees, are given instruction in breakaway techniques, and the Trust has a full-time team of staff responsible for this training.

Leave arrangements

Consultant colleagues are expected to provide each other with cross cover for annual leave, study leave, professional leave and compassionate leave. The post holders' entitlement to annual leave and study leave will be in line with the terms and conditions of service for hospital medical staff (32 days annual leave and study leave as above). As far as reasonably possible, cross cover will be provided between consultants in acute psychiatry, and separately between consultants in

community psychiatry, but where this is not practical it will be provided by another consultant in general adult psychiatry.

Equality & Diversity

We want to be a great place to work for you. We want to provide the very best care for our service users. To do this, we must develop an inclusive, vibrant culture where you can bring your authentic self to work, where you are appreciated, supported, nurtured and championed. It's also essential that the services we provide are fair, accessible, flexible and give choice where appropriate.

We are passionate and committed to equality, diversity, and inclusion (EDI). EDI ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination on the basis of an individual or group of individual's protected characteristics. It is against the law to discriminate against someone because of a protected characteristic.

Wellbeing Service

An in-house service that provides confidential short-term, non-urgent support for staff with mild to moderate psychological difficulties. The service regularly run groups such as the evidence-based 8 week Mindfulness course. We also provide consultation and intervention for teams and managers through bespoke training, reflective practice and support groups, as well as contributing to different training events.

Our experienced staff work with a broad range of issues that can include stress, anxiety, depression, bereavement and loss, trauma, conflict in relationships at work or home, and so on.

It tries to accommodate individual needs as much as we can by delivering services in a variety of formats, including online, face to face, by email and over the telephone.

We offer advice and signpost staff to alternative sources of support should they not meet our criteria or be unable to access our services for any reason.

All referrals are clinically triaged by email within 72 hours and currently an assessment is usually arranged within approximately 3 weeks. We then have variable waiting times for allocation to a clinician, these are currently between 2 and 12 weeks depending on which therapy you will receive.

While you are waiting to start therapy with us there also many good alternative sources of support on the Trust Wellbeing pages, including the NHS staff helpline on 0300 131 7000 / text 35258, 7am-11pm.

7. Management

The current management structure of the Trust is one of senior management team from each borough feeding through to Integrated Mental Health Boards.

The current Associate Managing Director for Oldham is Ms Christina Murray. The current Adult Inpatient Services Lead for the North Division is Mr. Vinny Nolan but this is envisaged to revert to a borough based Inpatient Manager. and the Lead for Older People's services is Ms Andrea Brierley. The current Community Services Manager for Oldham is Ms Karen Titchen.

The present Lead Consultant for Working Age Psychiatry is Dr. Micheal Kurkar. A meeting of all consultant psychiatrists is held every week, and managers attend this by invitation. Supervision with Dr Kurkar is arranged on a flexible basis but no less than once every 8 weeks.

All consultants within the Pennine Care Trust are members of the Trust's Medical Staff Committee. There is a high degree of integration between Health and Social Services staff in the mental health services in Oldham.

Clinical Governance is currently led by the Borough QI Lead, Frances Prince reporting to the Senior Management Team within the borough. There is always senior medical input. All consultants are expected to conduct regular audits/QI work in line with the requirements of Revalidation. The Trust has a dedicated audit department which can provide practical assistance with audits in appropriate cases.

8. Eligibility and person specification

Eligibility

The successful applicant will be either on the GMC Specialist Register or eligible for inclusion on it. He/she will also possess Membership of the College of Psychiatrists or other appropriate qualifications, have appropriate training in psychiatry and satisfy the College criteria for educational supervisors. Local criteria stipulate that no consultant can be the educational supervisor of a Specialty Trainee within their first year as a consultant. Therefore, if this post is the holder's first consultant post she/he must meet the relevant training requirements as laid down by the GMC and the School of Psychiatry.

Abbreviations for when assessed:

S: Screening prior to short-listing A: Short-listing from application form P: Presentation to formal

panelF: Formal Appointments Committee Interview

R: References

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	S	Qualification or higher degree in medical education, clinical research or management. MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists. Additional clinical qualifications.	A S A
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	S S S	In good standing with GMC with respect to warning and conditions on practice	S S
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	S		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>A F R</p> <p>A F R</p> <p>A F R</p> <p>F</p> <p>F</p> <p>F</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>A F</p>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p>	<p>A P F</p> <p>A F</p> <p>A F</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p>	<p>A F</p> <p>A F</p> <p>A F</p>

	Able to use and appraise clinical evidence.	A P F	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	A
	Has actively participated in clinical audit.	A F	Has led clinical audits leading to service change.	A F

9. Terms & Conditions of Appointment

The post holder will be expected to work with professional colleagues and local managers in the efficient running of services and will share with consultant colleagues in the medical contribution to the management of the service, in line with the Terms and Conditions of Service. The appointee is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. In particular, where the management of the staff of the Trust is concerned, the post holder will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of the patients to be able to contact him/her when necessary.

The post holder is expected to comply with Trust policy and management instructions with regard to Health and Safety and to bring to the attention of the Trust anything that endangers themselves or others.

A job plan for the posts (above) has been prepared in accordance with paragraphs 30A, 30 and 61 of the Terms and Conditions of Service for Hospital Medical Staff and will be agreed with the Consultant after appointment. This job description and work programme is subject to regular review with the Chief Executive of Pennine Care Trust.

There is an appendix to these particulars, which gives details applicable to all consultant posts.

10. Arranging a visit

Arrangements to visit the hospital may be made directly via:

Dr. Saleem Tareen
Consultant Psychiatrist
Cherrywood Clinic
Royal Oldham Hospital
Rochdale Road
Oldham
OL1 2JH

tel: 0161 716 2120
Micheal.kurkar1@nhs.net

Ms. Christina Murray
Associate Managing Director
Forest House, 1st Floor
Royal Oldham Hospital
Rochdale Road
Oldham
OL1 2JH

tel: 0161 716 3760
christina.murray@nhs.net

Application forms are included with the job description.