

JOB DESCRIPTION

Consultant Psychiatrist – Croydon South Locality Team

OVERVIEW	
Job title	Consultant Psychiatrist
Post and specialty	<p>This is a substantive post for a Consultant Psychiatrist in General Adult Psychiatry. The successful candidate will be providing medical input to the Croydon South Locality team.</p> <p>This post has become available following the community transformation and need to recruit substantively.</p>
Royal College of Psychiatrists approval details	<p>LON SE-CO-STH-2023-00921 (Approved)</p> 
Base	Jeanette Wallace House, Edridge Rd, Croydon CR0 1ER
Contract	<p>Full-time, 10 programmed activities:</p> <ul style="list-style-type: none"> • 7.5 Direct Clinical Care (DCC) sessions • 2.5 Supporting Professional Activities (SPA) sessions
Start date	22/07/2024 [negotiable]
Tenure	Substantive
Salary	£93,666 to £126,281 p.a. (pro-rata)
Accountable professionally to:	Dr Mary Docherty, Chief Medical Officer [acting]
Accountable operationally to:	Dr Serena Lai, Associate Medical Director, Croydon

<p>Key working relationships and lines of responsibility</p>	<p>Line Manager: Dr Serena Lai Team Leader: Percy Chinouya Clinical Service Lead: Laura Troughton General Manager Acute Services: Malini Daboo Deputy Service Director: Anna Reeves Head of Nursing: Bryony Robertson Associate Medical Directors: Dr Serena Lai and Dr Ajoy Thachil Clinical Director: Dr Lena Rane Service Director: Jonathan Northfield Deputy Medical Directors: Dr Ros Ramsay and Dr David Mirfin Nursing Director: Vanessa Smith Chief Medical Officer [acting]: Dr Mary Docherty Chief Operating Officer: Ade Odunlade Chief Executive: David Bradley</p>
<p>Interview date</p>	<p>TBC</p>

INTRODUCTION

OUTLINE OF ROLE

This is a substantive post for a Consultant Psychiatrist in General Adult Psychiatry that has become available following the community transformation that the Directorate has undertaken. The post is full-time (9am-5pm, Monday to Friday). The successful candidate will be part of an active Consultant body and will join the Borough Consultants on call rota.

Croydon South Locality Team is one of three generic Community Mental Health Teams (CMHTs) in the Borough. Community Mental Health Teams are geographically aligned services; one covering the north of the Borough, one covering the central area of the Borough and one covering the south of the Borough.

Caseloads for each CMHT are:

- Croydon North Locality Team – 562 patients
- Croydon Central Locality Team – 553 patients
- Croydon South Locality Team – 398 patients

The teams provide care for people with complex and enduring mental health needs, who need proactive contact and care coordination. Teams support service users registered to a GP practice aligned to the locality team they cover.

Referrals are received from:

- Assessment and Liaison services;
- PCMHT;
- Specialist services such as COAST;
- other Early Intervention Teams or CMHTs in case of transfer of patients from another area;
- inpatient wards.

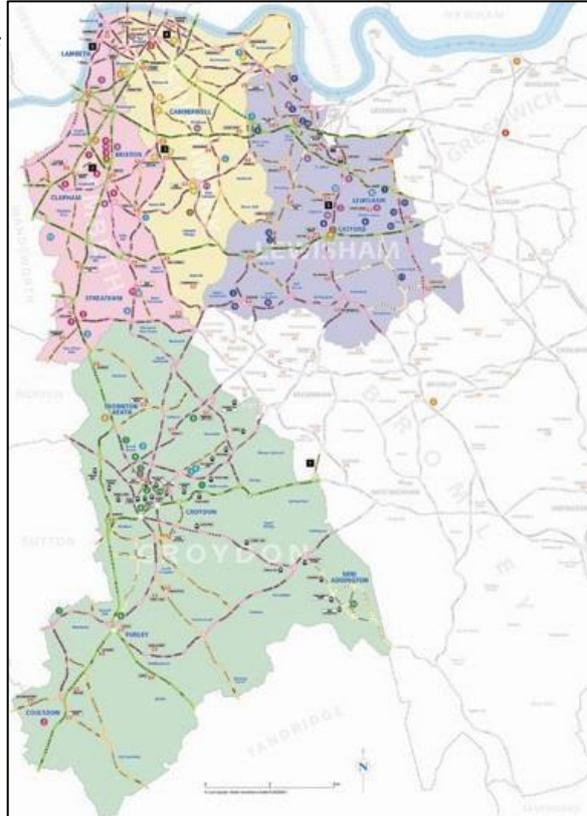
Croydon South Locality Team provides care co-ordination support for people with complex needs, patient centered approach with regular care planning meetings, MDT discussions around complex needs, as well as medical and psychosocial interventions. Other interventions include administration of medications (including depot medication), physical health monitoring, psychological intervention, occupational therapy, carer support and work with families, structured clinical management and access to other services and interventions e.g. Employment advice, welfare/benefits advice. The core team is comprised of two Consultant Psychiatrists, one Team Leader and one Clinical Lead, one Discharge Coordinator, 12 Care coordinators, one Psychologist, one Assistant Psychologist, one Occupational Therapist, one Occupational Therapist assistant, one CAP worker and two team administrators.

SOUTH LONDON AND MAUDSLEY NHS FOUNDATION TRUST (SLAM)

The South London and Maudsley NHS Foundation Trust provides the widest range of NHS mental health services in the UK across four South London Boroughs: Croydon, Lambeth, Lewisham, and Southwark.

The Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC). KHP is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence, and world-class teaching to deliver ground-breaking advances in physical and mental healthcare. See www.kingshealthpartners.org

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions, and improved service user outcomes.



It has 230 community, inpatient, and outpatient-based services. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health services to the people of Lambeth, Southwark, Lewisham, and Croydon, as well as substance misuse services for people in Lambeth, Bexley, Greenwich and Wandsworth, and specialist CAMHS services for Kent. We also provide tertiary specialist services to people from across the UK and have a number of partnerships with clinical services and educational programme in Europe, the Middle East and China.

The Trust has 4,800 staff. We treat 64,000 patients a year in the community across 74 community sites, and provide inpatient care to 3700 people a year, in 786 beds across 8 inpatient sites. The Trust has an annual turnover of £381 million. It has close links in education and research with the Institute of Psychiatry and Guy's, King's, and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. Its academic links with King's College London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers, our four partner local authorities, CCGs, and NHS hospitals.

It offers treatment to people with severe and enduring mental illness, it promotes good mental health, early intervention to prevent more serious problems and provide support to primary care in dealing with people with less severe problems. The Trust has a strong community focus, and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons, and hospitals. The Trust's core value states that "everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all".

INSTITUTE OF PSYCHIATRY, PSYCHOLOGY & NEUROSCIENCE (IOPPN)

The IoPPN is a School of King's College London and is Europe's largest centre for research and postgraduate education in psychiatry, psychology, and basic & clinical neuroscience.

The Institute of Psychiatry is a postgraduate medical school associated with the South London and Maudsley NHS Trust, and is an Institute of King's College, University of London.

Located across two campuses, in

Denmark Hill and Guy's, we have a rich history of pioneering research, enhancing patient care, influencing policy change, raising awareness of conditions affecting the brain or sharing knowledge through education.



We are world-renowned for the quality of our research and IoPPN produces more highly cited publications in psychiatry and mental health (Scopus, 2016) than any other university in the world.

In the 2014 Research Excellence Framework we were judged to have the second highest research power in the UK for Psychology, Psychiatry and Neuroscience, and the impact of our work was 100% world leading or internationally excellent, and our research environment judged as 100% world leading.

Our world-class research-led learning experience attracts the very best students from around the world who enjoy unrivalled learning opportunities – supported by strong partnerships with NHS trusts, industry, and healthcare organisations.

The three complementary roles of the Institute are:

- To offer advanced University training for psychiatrists, psychologists, neurologists, and other scientific and paramedical workers
- To pioneer research into new and improved ways of understanding and treating mental illness and brain disease
- To assist with the provision of high standards of treatment and care to the patients of the South London and Maudsley NHS Foundation Trust.

The Institute has approximately 500 students and 640 staff and has an annual budget of approximately £26 million. The Institute comprises ten Academic Departments, a Research Centre, a library, and several service units.

TRUST QUALITY CENTRE

Through the collaboration of our clinical, academic, lived experience (service users and carers), quality improvement, operational, governance and commissioning leads, using evidence-based planning and a shared methodology and process, we will define, test, implement and continuously improve a Maudsley Model of clinical care. This strategic direction for the Quality Centre aligns with the Trust's overarching Changing Lives strategy, with its five aims of: quality; partnership working; making the Trust a great place to work; innovation and value. This makes the best use of our assets, resources, relationships, and reputation to support the best quality outcomes for patients. Within the Quality Centre sits clinical academic groups, research, quality improvement and organisational development, education and training, commissioning, improvement analytics and digital innovation.

Core principles of the Quality Centre are:

- The Three C's (consultation, co-design, and co-production): we will involve patients, carers and staff in everything we do.
- Inclusion: we will strive for equity of access, experience, and outcomes across the populations we serve, including a specific focus on black, Asian and minority ethnic (BAME) and socially disenfranchised groups.
- Engagement and shared learning: to create a system of shared working and information flow throughout our networks.
- Value: we will use consistent methodology driven by data intelligence to improve our value-based offer of care, evaluated by our clinical outcomes, patient and carers experience, staff experience, cost, and sustainability.

Quality Centre areas of work have been around: Care process models [how we work with patients and carers from start to finish]; Staff [workforce initiatives and staff support, including across south east London though improving access to psychological therapies (IAPT)]; Population health [how we work together across health and social care (including with the third sector) to improve the health of our local communities] and Outcomes [disorder-specific treatment and care pathways, as defined by clinical academic groups (CAGs)]

Equality and Diversity

We are committed to treating people fairly with compassion, respect, and dignity and in promoting equality and human rights as a provider of mental health services and as an employer. We aim to put this commitment into practice by

- Providing the best possible mental health care services we can by making sure our services are accessible and deliver equally good experiences and outcomes for all people especially in relation to the characteristics protected by the Equality Act 2010. These are age, disability, ethnicity, gender reassignment, pregnancy and maternity, religion and belief, gender, and sexual orientation.
- Embedding our commitment to tackling inequality, eliminating discrimination and harassment; promoting equality of opportunity and fostering good relations in our decisions, policies, and everyday practice.
- Regularly monitoring and reporting on our public sector equality duty performance, equality objectives and on equality impact assessments to evaluate how we are doing and what we can do to improve
- Ensuring that all our services and all staff working on behalf of the Trust understand and support our commitment to eliminating discrimination, promoting equality, and fostering good relations and put this into practice in everything they do.

We believe that people who use our services, their carers, and our staff should be treated with compassion, respect, and dignity. This means we will not tolerate any form of prejudice or discrimination against service users, carers, staff, or our members.

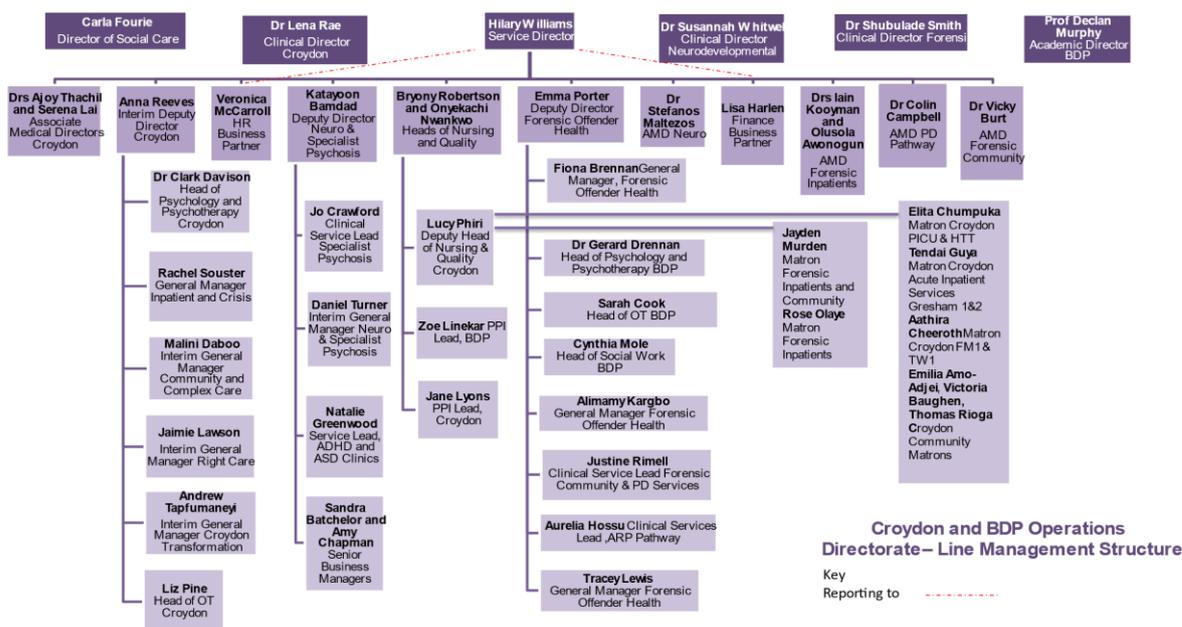
TRUST MANAGEMENT STRUCTURE

Our Trust Board consists of a range of committed and highly experienced Executive and Non-Executive directors including:

Chief Executive – Mr David Bradley
Chairperson – Sir Norman Lamb
Chief Operating Officer – Mr James Lowell
Interim Medical Director – Dr Sarah Cornick

Nursing Director – Vanessa Smith

Each directorate is led by a Service Director (SD), Associate Medical Directors (AMDs) and Head of Nursing (HoN), who are supported by senior management team. In Croydon, the SD is Hilary Williams, the HoN is Bryony Robertson, and the AMDs are Dr Serena Lai and Dr Ajoy Thachil. There are Clinical Directors in the Trust who are linked to each Operational directorate and have non-operational roles mainly contributing to the Trust’s Quality centre.



The Trust Interim Medical Director is Dr Sarah Cornick and there are two Deputy Medical Directors, Dr Ros Ramsay, and Dr Mary Docherty. Dr Sarah Cornick is the interim Responsible Medical Officer for all doctors within the Trust. Day to day line management for each Consultant is provided by the Associate Medical Directors of the Borough, for Croydon Dr Serena Lai and Dr Ajoy Thachil.

JOB DESCRIPTION
DIRECTORATE DETAILS

The London Borough of Croydon covers an area of more than 87 km² and has a resident population of 340,000 making it London’s most populous Borough. The population is dispersed irregularly, the denser clusters being located in Benscham Manor, Thornton Heath and Selhurst. Deprivation indices suggest that it is the 13th least deprived of the 33 Boroughs. The level of

deprivation varies considerably across the Borough, the most densely populated areas scoring highest on indices of unemployment, education, income, health and overcrowding while other parts of the Borough rank among the least deprived areas in the country. Croydon has been identified by central government as a growth Borough and has been earmarked as the main driver for growth in South London in the period up to 2031. Between now and 2031, population change in Croydon is likely to be driven by two major forces: birth rate and net migration. Net natural growth from births is expected to be around 3,000 to 35,000 per year, while net migration is expected to reduce the population by around 20,000, leading to a 13% increase on today's population.

Croydon Directorate includes:

- Community mental health services for assessment and brief intervention (Assessment and Liaison teams)
- Community mental health services (Early Intervention in Psychosis Service and Locality Teams)
- Inpatient wards at Bethlem Royal Hospital
- Core24 adult and older adult liaison psychiatry services based at Croydon University Hospital
- Complex Care and Rehabilitation services for Croydon
- Croydon Home Treatment Team
- Psychological Therapies teams
- Specialist services
- Forensic services.

The operational management for Adult mental health and Older Adults liaison psychiatry services have recently been reconfigured to localised Borough-based services. Croydon South Locality team is managed within the Croydon and BDP Directorate.

SERVICE AND WORKING RELATIONSHIPS DETAILS

Croydon South Locality team is conveniently located at Jeanette Wallace House, together with several other community services, including Assessment and Liaison teams, the other Locality Teams, PCMHTs, and Psychological Therapies teams.

The nearest rail station is East Croydon Station (with direct trains from Waterloo East and London Bridge), which is a 14-minute walk from JWH. East Croydon serves stations in or near the City of London, including London Bridge, St Pancras International, Farringdon, City Thameslink and London Blackfriars. And it has trains in and from East Sussex, West Sussex, Surrey, Gatwick Airport, Horsham, Caterham, Tattenham Corner, Brighton, Reigate,

Redhill, Hastings, Eastbourne, Bognor Regis, Portsmouth, Tonbridge, Bedford, Luton, Cambridge, and Peterborough.

Croydon South Locality team is made up of:

- 2 full time Consultants
- 1 band 8a CSL
- 2 band 7 [Team Leader and Clinical Lead]
- 1 band 7 Discharge Coordinator
- 12 band 6 Care coordinators
- 1 Clinical Psychologist
- 1 Assistant Clinical Psychologist
- 1 band 6 Occupational Therapist
- 1 band 4 Occupational Therapist assistant
- 1 CAP worker
- 2 Team Administrators

In the building there are dedicated doctors' offices and shared clinic and office rooms that can be booked for use. There is also dedicated Admin support for the team. There are no current trainees attached to the post. However, support has been provided by SAS level doctors and we are in discussion in regard to current medical workforce provision.

The successful candidate will be given a Trust laptop and phone to use for work purposes.

DUTIES OF POST

Clinical duties

The post holder will share clinical leadership of the team with the other South Locality Team Consultant and take full consultant responsibility for patients designated as under their care. There will be a need to screen referrals, contribute to multidisciplinary assessments, and correspond with referrers, colleagues and other involved professionals in assessments and treatment of accepted patients. The post holder will conduct regular psychiatric reviews and contribute to care planning meetings of community patients under their care. There will be a need to support inpatient colleagues when patients are admitted to the wards, write tribunal reports, and attend tribunals as required. There are no current trainees associated with the post, however medical workforce is currently being reviewed and the team is provided with two locum SHOs.

There is an average of 15 – 20 referrals a week, with a caseload of approximately 398 patients across the whole team and under 10 patients on CTO. The post holder will be seeing patients on their clinic on a daily basis or four days a week, depending on their SPA arrangements. The

number of patients may vary but will be on average of 16 a week, including new patients, follow ups and emergencies. The rate of tribunals/managers hearings is around 1 every 6 weeks.

The post holder will have access to office space at Jeannette Wallace House.

7.5 Programmed Activities per week will be devoted to Direct Clinical Care and 2.5 SPAs to Supporting Professional Activity.

Example timetable (please note: A formal job plan will be agreed between the post holder and Associate Medical Director on commencing the post and at least annually thereafter balancing Service needs and Candidate preferences as far as practicable):

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m.	09:30 – 10:30 Zoning meeting 10:30 – 12:00 Clinic	09:30 – 11:00 Business meeting	09:30 – 10:30 Zoning meeting Clinic	CPD 1 SPA	09:30 – 10:30 Zoning meeting Clinic Clinical Admin
p.m.	Clinical Admin Tribunal reports/SI Investigations	Clinic Referral meeting Locality Consultants meeting	CPD 1 SPA	Emergency appointments Referral meeting	QI/Audit/Teaching 1 SPA

Senior management meetings take place on a monthly basis and are attended by CSL, Team Leader, Clinical Lead, and Consultants.

Overall Responsibilities

The post-holder will provide Consultant clinical leadership to the service and will assume consultant psychiatrist responsibility for their proportion of patients being looked after by the team. This includes assuming Responsible Clinician status for patients under their care, including patients subject to Community Treatment Orders, taking a lead on compliance with the Mental Health Act and CQC requirements. They will participate, directly and indirectly, in the assessment of patients referred to the service and in drawing up care plans which will address the patients' psychiatric, physical, and social needs. They will carry out detailed psychiatric assessments of

patients as clinically indicated to allow accurate diagnoses and contribute to their treatment plans, including pharmacological management of psychotropic medication. Good communication will be undertaken with other health or social care professionals and any carers working with the patient. When a review of the care plan is indicated, the service user, carer/carers and any other professionals involved will be invited to participate in reviews. The post-holder will forge good working relationships with other psychiatrists across the Directorate in order to encourage appropriate referrals and assure a cooperative approach to the care of patients. They will be linked in with other Consultants and supported to join peer groups. They will also provide consultation and advice to members of the MDT and primary care colleagues. The post-holder will participate in service evaluation and information-gathering exercises designed to gain a better understanding of the functioning of the service in order to monitor performance and underpin future service developments. The Trust is committed to continuous learning and Quality Improvement work and the post holder would be expected to actively engage and promote team engagement with changes and improvement work.

General/ Managerial and other responsibilities:

- Participation in the borough General Adult on call rota [B 1% banding].
- Participation in service evaluation, audit, research, and quality improvement.
- Participation in service development/clinical governance activities.
- Participation in the team's business meeting and any other relevant team/Trust meetings.
- Participation in academic activities including team-based teaching, case presentation, and teaching medical/other students attached to the service.
- Participation in reflective practice sessions.

Support, Supervision, CPD and Leave/cover arrangements:

- Annual appraisal and job plan meeting.
- The post holder will be provided with a mobile phone and expected to be contactable on this during your working hours.
- The post holder will also have access to Study leave in keeping with the Specialty doctor's guidance and be supported to achieve the CPD requirements within the framework of appraisal and PDP requirements.
- Any annual or study leave will need to be authorised in advance by the Associate Medical Director.
- The Trust has mandatory training requirements, which the post holder will be expected to comply with in a timely fashion.

GENERAL INFORMATION

STANDARD CONDITIONS

- **Continuing Professional development (CPD) and Study Leave.** All doctors are expected to adhere to Trust Policy and Procedures, GMC Good Medical Practice, the “Good Psychiatric Practice” published by the Royal College of Psychiatrists and applicable regulatory documents. The post holder must be registered for CPD with the Royal College of Psychiatrists. There is an expectation to remain in good standing for CPD. If the appointee is not already a member of a CPD peer group, then they will be assisted to join one of the consultant peer groups in the Trust. The post holder will be entitled to be paid study leave of a maximum of 30 days (pro rata less than 1.0wte) in any period of three years. The Trust provides funding of up to £750 pa for each Consultant to help support external CPD. Appropriate internal and external study leave is supported and applications should be submitted on the appropriate Trust forms and authorised in accordance with the Trust’s Medical Staff Study/Professional Leave Procedures. Up to 30 days of study leave may be taken over a 3-year period. Professional/study leave may include conferences, courses, shadowing, delivering, or receiving teaching/training, paper writing, fieldwork, examining and private study leave.
- **Annual Leave.** Consultants are allowed 32 days/year including 2 statutory days. Additional 2 days are given to Consultants who have 7 or more years completed service in the grade.
- **Clinical Leadership and Medical Management.** The post holder will actively contribute to, and implement, the strategic aims of the Trust’s Senior Management committee and SLaM MH services, with the aim to improve of the quality of care within the service and contribute to improving quality across the system. The post holder will help shape, support, and develop a culture, which develops and improves mental healthcare for patients with complex care needs, and promotes independence
- **Appraisal and Job planning.** There is a Trust wide approach to appraisal and revalidation and the successful applicant will participate in this process. Job planning will be reviewed on a yearly basis with the line manager and will set out how, when and where the doctor’s duties and responsibilities will be delivered.
- **Teaching and Training.** We are proud of our strong training record for doctors in postgraduate training. The successful candidate will be able to take part in team-based teaching and teaching with the Directorate and Trust, as and when required. The Trust is part of Kings Health partners and are attached to Kings College London and are actively involved in undergraduate medical education. There are opportunities to participate in multi-professional teaching to medical students, junior doctors, and other healthcare professional students.
- **Research.** The trust is linked to Kings Health partners Academic Health Sciences Centre, so the post holder will have excellent opportunities to undertake research projects as well as teach undergraduates trainees. The post holder will be encouraged to engage in

research and be expected to support any team-based research or audit activity and to undertake audit work themselves as needed for revalidation. Support is available through the Quality Centre and Croydon Directorate Clinical Governance teams.

- **Confidentiality/Data Protection.** All employees are expected to apply confidentiality/data protection to all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act 2018. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously, and appropriate disciplinary action may be taken.
- **Smoke free site.** The Trust provides a smoke free environment and staff are not permitted to smoke on the premises.
- **Professional standards and performance review.** The Trust aims to maintain the goodwill and confidence of its staff, service users and the general public. To assist in achieving this objective it is essential that, at all times, employees carry out their duties in a courteous and sympathetic manner. All employees must maintain consistently high professional standards and act in accordance with their relevant professional code of conduct, including cooperating in any performance review processes as may be necessary.
- **Equal Opportunities.** Promote the concepts of equality of opportunity and managing diversity Trust wide.
- **Health and Safety.** Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors, and employees.
- **Infection Prevention and Control.** Employees must be aware of their responsibilities to protect service users, visitors, and employees against the risks of acquiring communicable and other healthcare associated infections, in accordance with Trust policy.
- **Service/Department standards.** Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- **Finance.** All Trust staff will comply with the financial processes and procedures.

- **Safeguarding Children.** Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.
- **Wellbeing.** At SLaM, we believe that the health and wellbeing of our staff is vital to ensure those we work with get the best support available. We promote an extensive health and wellbeing programme for our staff. This includes an employee assistance programme, gym discounts, workplace health checks and counselling and wellbeing service. The Staff Counselling and Wellbeing Service is a confidential service which exists to promote the psychological well-being and mental health of the workforce. The service is available to all staff members employed by South London and Maudsley NHS Foundation Trust. The purpose of this service is to enable members of staff to function as effectively as possible, gaining increased satisfaction in their own work and lives, whilst increasing their capacity to help service-users move as quickly as possible towards a good recovery. The Trust offers post incident support following a potentially traumatic incident that has occurred at work (e.g. relating to acts of violence and aggression, the death of a patient or colleague, incidents of serious self-harm). These are also ongoing supportive spaces which support staff to reflect on the emotional impact of the work that we do in a way which helps to build strength and resilience including reflective Schwartz rounds, shift, and reflective practice. All Trust employees have access to Occupational Health which is provided by Guys and St Thomas' NHS Foundation Trust with clinics in Lambeth and at Bethlem Royal Hospital. This is available through self-referral or referral by your line manager. At induction, all employees are offered Occupational Health screening and support. They can be contacted via email at OHAdministrator@gstt.nhs.uk or via telephone on 020 7188 4152. Location: Occupational Health Service, The Education Centre, 75 - 79 York Road, London, SE1 7NJ. Clinics are also offered at Bethlem Hospital. Opening hours: 8am-5pm Monday to Friday excluding bank holidays. If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.
Benefits offered by SLAM: We are committed to ensuring our staff get the most out of their benefits package and understand the importance of a healthy work life balance. There is an extensive range of excellent benefits for you and your family. We want you to feel like you are part of a close-knit team at SLaM. It's important to us that you feel valued and appreciated and that is why we have a comprehensive benefits package on offer. Some of our benefits are highlighted here:
 - Generous pay, pensions, and leave, we offer a comprehensive pay, pensions and leave package, which is dependent on the role and length of service.
 - Work life balance, flexible working and supporting a range of flexible options, such as: part-time working and job sharing.

- Career development, there are plenty of opportunities to progress your career and we support your development through a number of programmes such as leadership, mentoring, coaching, positive people management, collective leadership and other talent programmes
- Car lease, our staff benefit from competitive deals to lease cars
- Accommodation, eligible staff benefit from keyworker housing which is available on selected sites
- NHS discounts, with discounts up to 10% from a variety of well-known retail brands through Health Service Discounts website.

Other benefits include:

- Counselling services
- Wellbeing events
- Long service awards
- Cycle to work scheme
- Season ticket loan
- Childcare vouchers
- Staff restaurants

Appointment to this post is subject to the appropriate Occupational Health clearance.

CONTACTS

Associate Medical Director – Serena Lai (serena.lai@slam.nhs.uk) 07961 250993

PERSON SPECIFICATIONS		
	ESSENTIAL	DESIRABLE
Qualifications & Training	<p>Medical degree, MBBS or equivalent.</p> <p>Fully registered with the General Medical Council with licence to practice.</p> <p>In the GMC Specialist Register (or if Specialist Registrar within 6 months of gaining CCT).</p> <p>Membership of the Royal College Of Psychiatrists or equivalent qualification</p>	<p>Higher Degree in relevant areas.</p>

	<p>(in accordance with RCPsych Guidelines).</p> <p>Section 12 approved</p> <p>With or eligible for Approved Clinician status (MHA, 2007).</p>	
Experience Required	<p>Experience of clinical work in General Adult Psychiatrist.</p> <p>Experience and knowledge of psychopharmacology.</p> <p>Experience of working in adult psychiatry services.</p> <p>Excellent working knowledge and experience of the application of the Mental Health Act.</p> <p>Understanding of the social aspects relevant to Psychiatry.</p>	<p>Previous experience as Community Consultant.</p>
Clinical Skills	<p>Ability to work in a multi-disciplinary team and provide leadership to the team.</p> <p>Expertise in risk assessment and the use of evidence-based interventions for the treatment of psychiatric conditions.</p> <p>Confidence in therapeutic risk taking.</p> <p>Commitment to clinical governance.</p>	
Management / QI	<p>Willingness to conduct QI projects.</p>	<p>Experience of being involved in management and Quality Improvement activities</p>
Teaching	<p>Experience in teaching junior staff.</p> <p>Good teaching and communication skills.</p>	<p>Medical education qualification.</p>

	<p>Ability to train and supervise junior medical staff and medical students / staff from other disciplines.</p> <p>Experience of teaching non-medical mental health professionals.</p>	
Research Experience	<p>Interested and willing to facilitate research projects.</p>	<p>Publications on relevant topics.</p>
Personal Skills	<p>Commitment to working across service boundaries.</p> <p>Commitment to developing user-focused services.</p> <p>Ability to get on with colleagues.</p>	
Other Qualities	<p>Ability to be adaptable, computer literate.</p>	<p>Commitment to alternatives to acute inpatient admission.</p>
Physical Requirement	<p>Able to travel within the community</p> <p>Comply with trust Occupational Health Guidelines</p>	<p>Driving licence.</p> <p>Own transport.</p>