

Introduction to the Post

Post and specialty:	Consultant Psychiatrist in Community General Adult Psychiatry
Base:	Poole West CMHT, Alderney Hospital Ringwood Road, Poole BH12 4NB
Number of programmed activities:	10 PA per week
Accountable professionally to:	Chief Medical Officer
Accountable operationally to:	Lead Consultant for Community Adult Mental Health Services
Start Date:	This post is currently available

Context for the role

This post is in Poole West CMHT, one of 3 linked CMHTs providing mental health care across the Poole area. Having 3 linked CMHTs, all based on the same site at Alderney hospital, provides advantages to the working environment and patient care. As a consultant Poole West, you will have 3 Consultant colleagues on site, who share emergency cover on a rota. You will be part of an active leadership team, comprising the service manager, team leaders, consultants and psychology lead, which meets monthly to review performance and plan service development.

The is large team and multidisciplinary, includes, two team leaders, CPNs, integrated social workers, psychologists, support time recovery workers, and employment specialist, a peer specialist and a physical health worker. Poole West CMHT also has a GP trainee and an ST 4-6 doctor shared with Poole North CMHT.

The size of the team, and specialism of some members, means we are able to provide interventions including a DBT skills group, structured clinical management in personality disorders, emotional management skills groups (RELAY), depot clinic, clozapine clinic, physical health clinic, employment support, behavioural activation. You will be a medical lead in a weekly MDT meeting, joined with Poole North CMHT. The team is friendly and highly supportive of each other. There are team wellbeing activities such a weekly tea and catch up.

Key Working Relationships and Lines of Responsibility

Chief Medical Officer:	Dr Faisil Sethi
Deputy Chief Executive / Chief Operating Officer	Kris Dominy
Executive Director of Nursing, Therapies & Quality:	Dawn Dawson
Deputy Chief Medical Officer: (Mental Health and Learning Disabilities)	Dr Sudipto Das
Deputy Chief Medical Officer: (Community Hospital and Physical Health Care Services)	Dr Andrew Dean
Medical Lead for Inpatient Mental Health Services:	Dr Domenico Scala
Medical Lead for Community Mental Health Adult Services	Dr Rodi Karadimova
Medical Lead for Older Peoples Mental Health Services:	Dr Antony Christopher
Medical Lead for CAMHS Services:	Dr Anu Devanga
Medical Lead Specialist Mental Health	Dr Cressida Manning
Director of Medical Education:	Dr Ian Rodin
Revalidation and Medical Appraisal Lead	Dr John Stephens
Service Director for Mental Health Services:	Rachel Small
Service Director for Integrated Community Services:	Jane Elson
Service Director for Children, Young People & Families:	Rachel Small

Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. If you have any role specific questions please contact Dr Rodi Karadimova, Lead Consultant for Community General Adult Psychiatry (rodi.karadimova@nhs.net / 01202 858300), or Lulu Dajani, Service Manager for Bournemouth West CMHT (Lulu.dajani@nhs.net /tel: 01202 305062) or **David Whitty, Consultant Psychiatrist, Poole CMHT.** 01202 305089.

If you would like a pre application conversation with the Chief Medical Officer, please contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to julie.street3@nhs.net

Job Description

COMMUNITY GENERAL ADULT PSYCHIATRY

1. INTRODUCTION

- 1.1 This is a full time (10 PA) post for a Community General Adult Psychiatrist working in Poole Community Mental Health Team, which provides comprehensive community-based services to patients registered with general practitioners in the local area.

2. ORGANISATION OF CLINICAL SERVICES

- 2.1 The Trust's mental health services are organised in the following way:-
- 2.2 **Community Mental Health Teams.** In East Dorset, there are five locality community mental health teams - Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne and Wimborne & Purbeck. The locality teams consist of individual consultant led sector teams, with more specialised services provided at a locality level or at greater scale.
- 2.3 **Inpatient Care.** There are acute inpatient units at St Ann's Hospital, Poole; Forston Clinic Dorchester; The Linden Unit, Weymouth. The Home Treatment service functions as the gate-keeper for inpatient care. The service is planned such that all new admissions are admitted first to one of the acute admissions units. Patients are either discharged from the Acute Assessment Unit back to their CMHT or the Home Treatment Team, or if a longer period of inpatient treatment is needed, to one of the treatment wards.
- 2.4 **Inpatient Rehabilitation.** There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Bournemouth and The Glendenning Unit, Dorchester. A Community Rehabilitation Service has recently been established and the inpatient rehabilitation teams also work closely with the Assertive Outreach teams to facilitate discharge for those patients with the most severe and enduring mental illnesses.
- 2.5 **Home Treatment Teams.** There are separate Home Treatment Teams (HTT) for west Dorset, based at Forston Clinic, and east Dorset, based at St Anns Hospital. They provide an alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and inpatient units.
- 2.6 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include:-
- Early Intervention in Psychosis Service
 - Assertive Outreach Teams
 - Community Rehabilitation Teams

- Forensic Service
- Perinatal Service
- Eating Disorders Service
- Psychiatric Liaison Services
- Community Adult Asperger's Assessment Service
- Child and Adolescent Mental Health Service
- Intellectual Disabilities Service
- Access Mental Health – The Retreats and Community Front Rooms, which provide drop-in services for people nearing a mental health crisis, and The Connection telephone service

3. CLINICAL DUTIES

- 3.1 The post holder will be expected to provide assessment and ongoing care for service users, along with advice and guidance to local GPs and clinical leadership of the multi-professional team.
- 3.2 The post holder will be expected to work with the community team to cover emergency work and to keep waiting lists within Trust agreed waiting times, which are currently four weeks for routine referrals.
- 3.3 The CMHT has a duty system which involves non-medical staff. The post holder will be expected to support the duty worker and carry out urgent assessments when needed, including Mental Health Act assessments.
- 3.4 The post holder will take part of the on call rota. The on call rota is Dorset wide and paid at 3% on call availability plus additional 0.25PA for full time participation. This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior on call rota supported by a further two tier non residential (CT1-3 and ST4-6) on call rota. When on-call the post holder is expected to provide advice and support to junior colleagues on-call, out of hours nursing and social work colleagues. When necessary, it is expected that the on-call consultant will review patients personally. At weekends and on bank holidays there is a consultant led review for newly admitted patients to address problems with inpatients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.
- 3.5 The post holder will provide cross cover for annual, study and emergency sick leave with the consultant psychiatrists in the Poole Sector CMHT.

4. CONTINUING PROFESSIONAL DEVELOPMENT

- 4.1 There will be 1 programmed activity (SPA) per week for Revalidation activity (CPD and audit).
- 4.2 The post holder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.

- 4.3 The post holder will be expected to contribute to and attend the monthly East Dorset Education Meeting and will have the opportunity to participate remotely in the weekly Journal Clubs held at St Ann's Hospital.
- 4.4 The post holder will be expected to maintain Section 12 (2) and be an Approved Clinician.
- 4.5 The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development and has a consultant lead for research, Dr Paul Walters. The post holder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.
- 4.7 It is desirable that the post holder will identify a mentor. The post holder will be given time for this activity.

5. CLINICAL STAFF

- 5.1 The Poole CMHT comprises the following:

Consultant Psychiatrists – 3 WTE (including postholder)

ST4-6 trainees - 1.6 WTE

GP Trainee – 1 WTE

Team Leaders – 2 WTE

OT – 0.6 WTE

CPNs – 12 WTE

STR workers– 2 WTE

Social Workers – 6.8 WTE

Social Work Assistant - 1 WTE

Carers Officer 1 WTE

Psychologists - 1.6 WTE

Physical Health Worker - 1 WTE

Employment Specialists - 2 WTE

6. LEADERSHIP STRUCTURES

- 6.1 The post holder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.2 The Trust has close relationships with Dorset Clinical Commissioning Group and the Local Authorities to which we relate and has been fully involved in the development of an Integrated Care System in Dorset.
- 6.3 The post holder will be encouraged and supported in developing the management and leadership skills needed to fully participate in service developments.

7. CLINICAL GOVERNANCE

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.
- 7.2 It is expected that the post holder will play a full part in clinical governance arrangements, which will include working with the CMHT to ensure high quality standards for patient care are set and monitored, and personal participation in audit.
- 7.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan is produced.

8. TEACHING AND TRAINING

- 8.1 It will be expected that the post holder will provide training and support to doctors and other colleagues in training, in line with Royal College and Health Education Wessex standards.
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The post holder will be expected to participate in the teaching of medical students, which currently involves taster days at Poole CMHT.

9. SECRETARIAL SUPPORT

- 9.1 The post holder will be supported by a dedicated PA.

10. POSTGRADUATE FACILITIES

- 10.1 There are Postgraduate Medical Centre at Dorset County Hospital in Dorchester and in Poole and Bournemouth Hospitals.

11. TERMS AND CONDITIONS

- 11.1 The contract will be based on the Terms and Conditions of Service 2003 agreed between the BMA and the Department of Health for consultants in England. The Trust will also implement the Code of Conduct for Private Practice and the Consultant Job Planning Standards agreed in September 2003.
- 11.2 The post holder must be registered with the General Medical Council and eligible for inclusion on the Specialist Register in Psychiatry. The job requires the post holder to be approved under Section 12 of the Mental Health Act and as an Approved Clinician. The post holder must hold a current driving licence.
- 11.3 As a Consultant the post holder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the consultant's job planning meeting.

A provisional timetable for a 1.0 full time Consultant is given below:

	AM / PM	Work	Category	No of PAs
Monday	AM	Outpatient Clinic	DCC	1.0
	PM	Admin / community and emergency work	DCC	1.0
Tuesday	AM	MDT meeting, complex cases, MHA work	DCC	1.0
	PM	Management and leadership	SPA	1.0
Wednesday	AM	Clinic	DCC	1.0
	PM	Admin community work / Educational Supervision	0.5 DCC 0.5 SPA	1.0
Thursday	AM	Outpatient clinic	DCC	1.0
	PM	CPD	SPA	1.0
Friday	AM	Outpatient Clinic	DCC	1.0
	PM	Admin / Community Work	DCC	1.0

Programmed activity	Number
Direct Clinical Care	7.5
Supporting Professional Activities	2.5
Other NHS responsibilities (to be discussed with the clinical director)	
External duties (to be discussed with the clinical director)	
Total Programmed Activities	10.0

- 12.3 The post holder will be line-managed by the Lead Clinician for Community General Adult Mental Health, who will keep the job plan under review.

13. COMMENCEMENT OF DUTIES

- 13.1 The post is currently available.
- 13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

14. REMUNERATION & BENEFITS

- 14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

14.1 Salary

The appointment is at Consultant grade with salary thresholds from £88,364 - £119,133 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range.

The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

14.2 Annual Leave

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. For consultants contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

14.3 Sick Pay

Entitlements are outlined in paragraph 225 – 240 of the TCS.

14.4 Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

14.5 Equal Opportunity & Diversity

Dorset HealthCare University NHS Foundation Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

14.6 **Flexible Working**

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

14.7 **Maternity, Paternity and Special Leave**

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available. Additional Paternity Leave (APL) is also available subject to eligibility. In addition, Special Leave is available when staff is experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

14.8 **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.

14.9 **Travel Expenses**

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

14.10 **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 Ticks 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.

14.11 **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, Doris, or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

14.12 **Confidentiality**

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

14.13 References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references.

14.14 Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

14.15 DBS Checks

The appointment will be subject to enhanced clearance from the Disclosure and Barring Service.

14.16 Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

14.17 Period of Notice

The employment is subject to six months' notice on either side

15. WELLBEING

15.1 As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

15.2 Details about OH are disseminated at induction and regularly when in post

15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients (e.g. nominated senior colleague support, Balint Groups for Consultants, etc.)

15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g. unexpected request to cover a unit/ward/service in addition to current workload)

Person Specification

CONSULTANT IN COMMUNITY GENERAL ADULT PSYCHIATRY

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications/Training	<p>General medical Qualification e.g. MBBS, or equivalent and hold a Licence to Practise.</p> <p>MRCPsych or recognised equivalent, e.g. membership of a psychiatry college in another country.</p>	<p>Qualification or higher degree in medical education, clinical research or management.</p> <p>Additional clinical qualification</p>
Eligibility	<p>Must be in possession or within 6 months of possession of a CCT in Psychiatry or on Specialist Register in Psychiatry.</p> <p>On Specialist Register in General Adult Psychiatry.</p> <p>Section 12(2) approval and Approved Clinician approval or ability to obtain approval before starting post</p>	<p>Experience of medicine outside psychiatry e.g. general practice, medicine.</p>
Clinical Skills, Knowledge & Experience	<p>Excellent knowledge in specialty</p> <p>Evidence of effective multidisciplinary team involvement.</p> <p>Excellent clinical skills using bio-psycho-social perspective and wider medical knowledge.</p> <p>Able to meet duties under MHA and MCA</p> <p>Make decisions based on evidence and experience including contribution of others.</p>	<p>Teaching Experience</p> <p>Wide range of specialist and sub-specialist experience relevant to post within the NHS or comparable service.</p>

	Excellent written and oral communication skills.	
Dorset HealthCare Values	Proactive, respectful, supportive, reliable and trustworthy, and positive	
Management Skills	<p>Understand the importance of working with managers in the interest of good patient care</p> <p>Able to manage priorities</p> <p>Evidence of management/Leadership skills training</p>	Previous management experience including that of other junior medical staff
Leadership Skills	<p>Understand principles of leadership and give examples of leadership in own practice.</p> <p>Able to provide clinical leadership to a multi-disciplinary team.</p>	
Clinical Governance	<p>An understanding of the importance of Clinical Governance in the NHS organisations and importance in patient care.</p> <p>Awareness of current issues in mental health service provision, policy and legislation</p>	
Self Awareness	<p>To have an understanding of own strengths and weaknesses and how these attributes affect professional functioning.</p> <p>To have an understanding of the stresses involved in being a consultant</p>	

	psychiatrist and how to manage these appropriately.	
Supervision of Junior medical Staff	<p>Knowledge of requirements for supervision and appraisal of junior medical staff.</p> <p>Approved educational supervisor training</p>	
Research and Audit	<p>Experience of carrying out an audit project</p> <p>Experience or involvement in a research project and publication</p> <p>Ability to supervisor junior medical staff undertaking research projects</p>	<p>Published audit project</p> <p>Ability to critically appraise published research</p>

Medical Leadership Structure

MEDICAL LEADERSHIP TEAM



