

## JOB DESCRIPTION

Full-time Consultant Psychiatrist Community Service,  
Shropshire, Telford and Wrekin 10 PAs

**Approved by Royal  
College of Psychiatrists**



**POST DETAILS:** W MIDS-CO-NTH-2022

<b>POST &amp; SPECIALTY:</b>	Consultant in General Adult Psychiatry Telford and Wrekin Community Mental Health Service
<b>WHOLE TIME EQUIVALENT</b>	Full-Time 10 PAs per week plus on call work
<b>BASE:</b>	Fuller House Hall Court Hall Park Way Telford TF3 4NF
<b>EMPLOYER:</b>	Midlands Partnership NHS Foundation Trust
<b>CONTRACT:</b>	As per Terms and Conditions for Consultants (England 2003)
<b>SALARY:</b>	As per Terms and Conditions for Consultants (England) 2003
<b>ACCOUNTABLE PROFESSIONALLY TO:</b>	Medical Director – Dr Abid Khan
<b>ACCOUNTABLE OPERATIONALLY TO:</b>	Service Manager – Samantha Kearns

### INTRODUCTION

This is a permanent full-time (10PAs) post in General Adult Psychiatry to join the Telford and Wrekin Community Mental Health Services, to replace the previous post holder who retired.

The emphasis is to provide timely and comprehensive assessment, interventions and treatment to service users and their families/carers, who are typically presenting with severe mental illness whilst working within a multi-disciplinary team format. The team base is in Telford. The inpatient facilities are based in Shrewsbury at The Redwoods Centre and the Trust also has inpatient facilities in Stafford and Tamworth.

The role also involves providing clinical leadership to the team as part of a collective leadership structure.

## TRUST PROFILE

Midlands Partnership NHS Foundation Trust (MPFT) was formed in June 2018 when South Staffordshire and Shropshire Healthcare NHS Foundation Trust (SSSFT) acquired Staffordshire and Stoke-on-Trent Partnership Trust (SSOTP).

The newly formed Trust is one of the largest integrated Health and Social Care providers, with an annual turnover of close to £400m, serving a population of 1.5m over a core geography of 2,400 square miles. Our portfolio of services includes mental health, learning disability and adult social care services across Staffordshire, Stoke-on-Trent and Shropshire. We provide a vast range of community services for adults and children and specialised services such as rheumatology and rehabilitation.

We have specialist mother and baby, eating disorder and medium secure forensic mental health services and contracts across the country for IAPT, addiction and some health services in prisons as well as hosting a network for inpatient mental health care for serving military personnel.

Employing around 8,500 employees, we are an innovative and forward thinking organisation with an ever expanding portfolio of services. This means we can offer our employees genuine opportunities to develop their careers by gaining experience across a number of specialisms. We are a Keele University Teaching Trust with a thriving Research and Innovation Department.

The Trust works in partnership with the NHS programme 'Step into Health', supporting ex-service personnel into a career in the NHS.

In addition, the Trust hosts international medical students each year on placement from Wagner University in New York and has plans to provide training placements in mental health for psychiatrists from overseas.

We are committed to keeping service users and carers at the heart of everything we do and we actively promote a culture where the views of all those using, or interested in what we do, are sought and valued as essential to the development and improvement of our services.

The Trust Headquarters are at St George's Hospital in Stafford, which has excellent links to the M6 (J13 and J14) and is well served by major rail networks. St George's Hospital comprises inpatient mental health and learning disability facilities. In September 2012 we opened the Redwoods Centre, a brand new, purpose built mental health inpatient facility in Shrewsbury. However our focus is very much on providing excellent community services, based on feedback from our service users that they would prefer to treat at home wherever possible.

## KEELE UNIVERSITY

MPFT has particularly close links with Keele University and has been a Keele University Teaching Trust since 2010. What is more, we are very proud that Keele University currently has one of the largest conversion rates to psychiatry training nationwide. In 2014, the Trust recruited a world renowned Chair of Psychiatry, Professor Athula Sumathipala, and the University has also recruited to honorary senior clinical lecturer roles from amongst our body of consultant psychiatrists. The Trust has a well-developed Research and Innovation Department and the post holder will be encouraged to develop research interests.

Within Psychiatry, we have two College Tutors, Dr Rashi Negi in South Staffordshire and Dr Ram Benning in Shropshire and the Director for Medical Education is Dr Mohammad Gul.

## PROFESSIONAL LEADERSHIP

There are approximately 250 medical staff employed by the Trust. The medical framework is led by the Medical Director, who is assisted by several associate medical directors, each with a different portfolio of responsibility.

## MENTAL HEALTH – SHROPSHIRE, TELFORD AND WREKIN

**Shropshire, Telford & Wrekin** is a large area in the West Midlands, bordering Mid-Wales. It is centred around six main towns being Shrewsbury to the West and Telford to the East. Oswestry, Ludlow, Market Drayton and Bridgnorth are smaller picturesque market towns.

Shropshire is one of the least crowded and most peaceful areas of England. It has a long history of wild border conflicts which have left a legacy of atmospheric hill forts, earthworks and castles. The county is well served with excellent schools in both the public and private sectors. There is much to offer with unspoilt countryside, historic towns, good food, exercise and entertainment. Key attractions include: the Severn Valley Railway, the RAF Museum at Cosford, and the Ironbridge Gorge World Heritage Site. There are also the remains of Roman cities, medieval castles and ancient churches.

### Clinical Services

The newly formed Trust is split into 4 Care Groups, covering Staffordshire, Shropshire, Specialist and Family and Children's Services. This post is within the Shropshire Care Group.

The Trust has implemented a functionalised model to enable specialist teams to better meet their patients' needs; this has enabled better use of inpatient beds and has strengthened our CRHTT Services. In the community, throughout the Trust, a locality model is employed enabling community services and facilities to be tailored to the individual population served. Teams are based in community settings and comprise medical staff, advanced clinical practitioners, non-medical prescribers, community mental health nurses, associate nurse practitioners, psychologists, social workers, occupational therapists, peer recovery workers, health care support workers, and administrative staff. The teams look to develop and maintain close working relationships between primary and secondary care, and the team is expected to work in partnership with the local CAMHS Service (Bee-U), local councils and work closely with the voluntary sector, and independent and private organisations to promote the independence, rehabilitation, social inclusion and recovery of people with mental illness.

Until recently community staff have been arranged around clinical pathways: Psychosis, Non-psychosis (Community Interventions Pathway), complex care, dementia and urgent care which are accessed via a single point of access at The Redwoods Centre in Shrewsbury. However, Adult Community Mental Health Services are undertaking a 3-year period of transformation from April 2021 in keeping with principles of the CMHF. This transformation is funded by the Integrated Care System (ICS) for Shropshire and led by Midlands Partnership Foundation Trust as the main mental health provider. The transformation has already seen Community Mental Health Services aligning to the local PCN footprint, as well as working in partnership with the voluntary, community and social enterprise (VCSE) sector. In Shropshire, Telford and Wrekin, the transformation has seen a move towards a neighbourhood teams model, removing the divide between primary and secondary

care and VCSE, placing patients at the centre of service delivery. As such our Community Mental Health Services are moving away from pathways (psychosis and non-psychosis) into a more integrated work and we are referring to our community teams as Community Mental Health Services. With teams having now been developed in the South Shropshire area, North Shropshire area, Shrewsbury (Shrewsbury West and Rural Shrewsbury East) and Telford and Wrekin.

Specialist teams: A range of specialist community teams operate within the Trust including specialist Mother&Baby services on both inpatient and community basis. There are two specialist Early Intervention in Psychosis (EIP) Services (as part of the Psychosis pathway), one service that covers the Shropshire, Telford and Wrekin area and another service that covers the South Staffordshire area.

Crisis Resolution and Home Treatment Team has operated as a 24 hour service for several years; this team is very experienced in supporting mentally ill people in crisis either at home or when they attend A & E, and have the responsibility of gatekeeping inpatient beds and in facilitating timely discharge from inpatient settings. During normal working hours, urgent referrals are normally dealt with by the locality teams', single point of access with CRHTT covering out of hours referrals. There are two CRHTT teams once covering Shropshire and one covering Telford, who are also based at Hall Court. This service includes a dedicated Consultant Psychiatrist and maintains close links with the community and inpatient services to facilitate home treatment as an alternative to hospital admission wherever possible. Crisis and Home Treatment functions are therefore not expected of the holder of the advertised post.

Liaison Psychiatry: Liaison services are provided on two sites in Shropshire, at The Princess Royal Hospital in Telford and the Royal Shrewsbury Hospital in Shrewsbury itself (operating to Core 24 model). The service is provided by senior nurses supported as necessary by a psychiatrist and psychologist.

Community services: Throughout the Trust community teams broadly reflect the local geography. Consultants in general psychiatry are allocated to general practices/PCN to encourage closer liaison. Outpatient clinics are held in the team base or in the community, with a view to increasing accessibility for patients.

Inpatient services: Inpatient units in Shropshire are situated at The Redwoods Centre and in South Staffordshire are situated at St. Georges Hospital, Stafford and George Bryan Centre, Tamworth. The Redwoods Centre offers 32 acute adult beds, St. Georges Hospital offers 51 acute adult beds and 10 intensive care beds, and George Bryan Centre offers 20 beds. All hospitals offer older people's inpatient care and Stafford also has a specialist inpatient unit commissioned by the Ministry of Defence as well as forensic and learning disability inpatient units.

#### Health Place Place of Safety (HBPoS)

The Trust provides a staffed place of safety for person assessed in Shropshire, Telford and Wrekin under Section 136 of the Mental Health Act (MHA). This is a purpose built on the Redwoods site, Shrewsbury.

Eating Disorders Service: The Trust's Eating Disorders Service is a specialist secondary service for the assessment and clinical management of eating disorders in people over the age of 16. Referrals are from a catchment population of 600,000 as well as outside of the county. It currently receives over 110 new referrals each year mainly from General Practitioners. The majority of patients are treated solely as outpatients and are managed by a multi-disciplinary team including nurses, a psychologist and a specialist dietician, all with a well-established system of clinical supervision. When inpatient care is needed, the service has an allocation of 12 Beds in a specialist unit on the St. George's Hospital site.

Learning Disabilities Service: There are a number of specialist learning disabilities community teams across the Trust, offering a lifespan service. Inpatient services for assessment and treatment exist at St. George's

Hospital, as well as a 12-bedded unit in Ellesmere ward, St. George's Hospital, which is a low secure forensic intellectual disability ward.

Forensic Service: The Forensic Psychiatry Directorate is one of many regional NHS providers of male medium secure facilities at The Hatherton Centre, Stafford (47 beds) and male low secure facilities at The Clee Unit, Redwoods Centre, Shrewsbury. It employs eight consultant forensic psychiatrists, and teaches ST1-6 trainees.

Old Age Psychiatry Service: There are currently a number of consultants in old age psychiatry providing largely community based care and working closely with Social Services. Inpatient services are provided at Redwoods Centre, St. Georges Hospital and George Bryan Centre.

Child and Adolescent Psychiatry Service: Four consultants provide community and outpatient care to the under 18 population of the Trust. Two are based in South East Staffordshire and two in Stafford. The Child and Adolescent Psychiatry Service (Bee-U) for the Shropshire, Telford and Wrekin area is provided by Shropshire Care Group, whom the Early Intervention in Psychosis Service has good working partnership relationships and links with.

## THE POST

All Consultant Psychiatrists are supported in developing their ways of working within the MPFT Living Our Values Framework. The post holder should be actively involved in service planning and development, liaising with other services and agencies as appropriate.

Doctors are expected to follow the professional rules and guidance as set out by the General Medical Council including Good Medical Practice and Maintaining High Professional Standards. In addition doctors will practice in accordance with the Royal College of Psychiatrists Report CR 154, '**Good Psychiatric Practice**' which is located at –

[www.rpspsych.ac.uk/publications/collegereports/cr/cr154](http://www.rpspsych.ac.uk/publications/collegereports/cr/cr154)

This post enables dedicated Consultant input into one of our 4 Integrated Community Mental Services, providing community care and treatment, with the facility for rapid assessment of referred patients, flexible review of complex patients and timely discharge in liaison with General Practitioners. Service users will present with a range of mental health difficulties and need. They may be offered care under the Care Programme Approach (CPA) or be Eligible for Care and will have a care cluster appropriate to their need.

The Consultant Psychiatrist is not expected to be the Care Coordinator for all the service users on their caseload. However, in cases where there is a service user need or where there is no need to involve any other professional from the multi-disciplinary team, this may be required.

The role also involves providing clinical leadership to the team as part of a collective leadership structure, and providing support and supervision as required to the Advanced Nurse Practitioner and Non-Medical Prescribers. The post holder will have responsibility to supervise a trainee attached to the team, although as with any training post this is subject to trainee availability. Opportunities are also available in the Trust to participate in postgraduate and undergraduate education for Junior Doctors and medical students from Keele Medical School.

The role is aligned to the Telford and Wrekin Community Mental Health Service (CMHS), which comprising of four Primary Care Networks (PCNs with a population of approximately 175,800. This service in total has 6.2 Consultant Psychiatrists - 4.2 WTE Adult Consultant Psychiatrists and 2 WTE Older Adult Consultant Psychiatrists. This post will offer assessment and treatment to adults of working age 18+.

This post is aligned to cover 1 PCN area (South East Telford) working alongside 0.5 Older Adult Consultant, and 0.5 NMP. Further details around the PCN's and referral rates is below (this excludes IAPT referrals);

PCN	Registered patients per PCN of all ages (Dec 2022)	Rate per 100K 2019-20	Rate per 100K 2020-21	Total Referrals 2019-21	PRESCRIBING STAFF
WREKIN PCN	31,792	8160	7081	4774	1 GA 0.5NMP 0.5 OA
SOUTH EAST TELFORD PCN	38,172	6919	6506	4977	1 GA 0.5NMP 0.5OA
TELDOC	68,198	5340	4949	6042	1.2 GA 1ANP 0.5OA
NEWPORT AND CENTRAL PCN	58,821	4652	4084	4967	1 GA 0.5NMP 0.5OA
					6.2 (4.2 GA + 2 OA) medic 1 ANP, 1.5 NMP

The Consultant will hold a caseload of approximately 100 – 120 of which a number will also have other clinicians within the CMHS working with them.

The team is currently made up of;

6.2 WTE psychiatrists  
 1 WTE Advanced Nurse Practitioner (ANP)  
 4.5 Non-Medical Prescriber NMP's (one of which is an Advanced Community Pharmacist)  
 22.4 WTE Community Mental Health Nurses  
 1 WTE Lead Occupational Therapist  
 4 WTE Occupational Therapists  
 1 WTE Consultant Psychologist  
 2.6 WTE Clinical Psychologists  
 2.4 WTE Senior Psychological Therapists  
 1 WTE Clinical Associate in Psychology Trainee  
 8.4 WTE Healthcare Support Workers  
 3 WTE Lived Experience Peer Support Workers  
 1 WTE Housing Support Worker

1 WTE Financial Support Worker  
1 WTE Employment Advisor  
2 Quality Leads  
2 Operational Leads

There is no in-patient responsibility with this job. The post holder will work in collaboration with the Consultants providing in-patient care and the Crisis Resolution Home Treatment Consultant in respect of patient care.

The Consultant will participate in the emergency on-call rota and provide cross-cover as appropriate to other community consultants for annual/study leave and in unforeseen emergencies as per the consultant contract. The post holder will be encouraged to develop special interests as appropriate.

Further information regarding the local population needs/demographics can be located at – [JSNA](#) or the LG Inform website has this [resource](#)

### **Main Duties**

The post-holder will offer clinical services to the community working within both local and national guidelines

The post-holder, will provide medical leadership within a collective leadership model.

This post enables dedicated Consultant input into community care and treatment within the service, with the facility for rapid assessment of referred patients, flexible review of complex patients and timely discharge in liaison with General Practitioners. Service users will present with a range of mental health difficulties and need. They may be offered care under the Care Programme Approach (CPA) or be Eligible for Care and will have a care cluster appropriate to their need.

The Consultant Psychiatrist is not expected to be the Care Coordinator for all the service users on their caseload. However, in cases where there is a service user need or where there is no need to involve any other professional from the multi-disciplinary team, this may be required.

### **Professional duties of the post**

- To comply with all Trust policies and the Living Our Values Framework.
- To maintain professional registration with the GMC and a full Licence to Practice, be engaging in appraisal, revalidation and job planning.
- To maintain Approved Clinician (AC) status
- To comply with Trust mandatory training
- To operate with transparency, including maintenance of an electronic diary

### **Clinical duties of the post**

- To ensure, in conjunction with the multidisciplinary team, regular effective review of the care of patients in the clinical pathway – via individual assessments and follow up appointments, MDT meetings and sometimes the Care Programme Approach (CPA) review, particularly where the complexity requires it
- To be the Responsible Clinician for service users in the pathway who are subject to Community Treatment Order (CTO) where applicable
- To provide evidence based care
- To be recovery focused
- To provide cross-cover (emergency and prospective) for other Consultant Psychiatrist colleagues by mutual agreement

- To communicate with all key partners in an appropriate and timely way including service users, carers and General Practitioners.
- To work within the requirements of service contracts including compliance with nationally agreed quality standards
- To fully utilise Trust IT systems as appropriate to enable fulfilment of clinical duties; including launch of the electronic prescribing system
- The post-holder will take part in out of hours duties; on call work is remunerated at 3% as well as 0.25 APAs.

### **Non-clinical duties of the post**

- To participate in the training and supervision of doctors in training and medical students where applicable
- To participate in the supervision and training of non-medical prescribers (NMPs), Advanced Clinical Practitioners (ACPs) and non-medical Responsible Clinicians (RCs) within the pathway
- To lead in Clinical Governance, audit and Quality Improvement activities
- To provide clinical leadership in the collective leadership structure
- To be actively involved in shaping and improving the services offered in secondary care mental health services to best meet the needs of users and carers, including those specifically relating to the CMHF transformation.
- To participate in Continuing Professional Development, including peer supervision, and to remain up-to-date with requirements for revalidation

A job plan will be agreed after appointment and will follow the Care Group's commitment to 7.5 Programmed Activities (PAs) for Direct Clinical Care (DCC) and 2.5 Supporting Professional Activities (SPA) per 10 PA job plan.

### **On Call Work**

The post holder will participate in an approx. 1:15 on call rota for Shropshire – the rota covers both adult and older adult psychiatry on the Redwoods site as well as community cover for emergencies across Shropshire, Telford and Wrekin. The consultant is usually 3<sup>rd</sup> on call with support from a 2<sup>nd</sup> on call SAS Doctor or higher trainee and a 1<sup>st</sup> on call Junior Doctor. Occasionally, the consultant may be 2<sup>nd</sup> on call if there is a gap on the 2<sup>nd</sup> on call rota. Remuneration for on call work is currently via a 3 % availability supplement and 0.25 APA.

### **Supporting Professional Activities (SPA)**

SPA time can be used by the post holder for preferred activities including those in keeping with professional development, for example research, audit, quality improvement, leadership, management, teaching or continuing professional development (CPD).

### **Cover arrangements**

There will be local arrangements to provide cover during periods of study and annual leave in line with terms and conditions. During periods of leave you will have agreed local arrangements with the other consultants working in the team/region to provide responsible clinician cover for your patients. Cover arrangements should be discussed and agreed with colleagues. Leave is approved by the service manager once cover arrangements are agreed.

Indicative Timetable (flexible):

Ratio of new: follow up patients to be agreed in the job plan shortly after appointment

<b>Mon am</b>	Clinic (DCC)
<b>pm</b>	MDT/Admin (DCC)
<b>Tue am</b>	Clinic (DCC)
<b>pm</b>	Admin (DCC)
<b>Wed am</b>	Clinic (DCC)
<b>pm</b>	Supervision/Admin (DCC)
<b>Thu am</b>	PGME teaching (SPA)
<b>pm</b>	CPD/Audit/Research (SPA)
<b>Fri am</b>	Clinic (DCC)
<b>pm</b>	Flexible SPA/Urgent clinic (0.5 SPA, 0.5 DCC)

## **SUPPORT**

### **Induction**

All new employees are offered a trust induction to outline processes and support within the organisation. This will be organised jointly between the potholder's manager and the Medical Staffing department

### **Location**

The team is based at Hall Court and the post holder will have office space there with access to a PC, IT and informatics support.

### **Administration**

The doctor will receive administrative support based at Hall Court. The named admin support for the post holder will be a member of admin hub who provide cross cover to ensure there is consistent and year round admin support for the medical team. The admin team are located in the same building.

### **Supervision**

Professional accountability is Dr Abid Khan. Clinical Accountability is Dr Anne MacLachlan, Clinical Care Director. Medical professional Lead for the Care Group is provided by Dr Chandan Aladakatti. Day to day management will be through pathway leads. There are no other structures in place.

### **Trust Management Arrangements**

Adult mental health services in Shropshire form part of the Shropshire Care Group, which is headed up by its own Managing Director. There is also a Head of Operations and a Clinical Care Director. For day to day operational issues there is a service manager in each of the areas – for example inpatient, locality and Crisis Resolution services and the consultants are expected to work closely with the relevant service manager to ensure smooth running of the service.

### **Appraisals, Job Planning and Review Process**

Peer consultants conduct yearly appraisals. The post holder's Job Plan will be reviewed after three months and then annually by the Service Manager. This will be linked to appraisal, personal development and service change.

### **Information Technology and Library Services**

There is good access to information technology, with full support and training opportunities. The nearest Medical Library which is extremely comprehensive is based at The Redwoods Centre.

### **Educational Role**

The Consultant will have an educational role within the multidisciplinary team and there are plentiful opportunities to become involved in the teaching / training of medical students and doctors in training. The Consultant will be expected to be a supervisor/trainer for trainees – CT, GPVTS, FY and ST4. Shropshire Care Group has funding agreed for 4 ST4 trainee's in General Adult speciality. MPFT is also a part of Keele University with scope to work as UG tutor. There will be scope to be part of timetabled teaching, OSCE exam and support medical students during placements.

### **Managerial Role**

The post holder will be expected to participate in the local management groups pertaining to the local team and participate in Collective Leadership Arrangements.

### **Clinical**

The post holder can expect to be clinically supported by a full multidisciplinary team. The post holder is expected to engage in peer supervision in a group of their choosing and can be offered clinical supervision within the team if required. The post holder will also contribute to the development of any doctors in training, (CT1-3, Spec Dr, ST4-6) attached to the team and be expected to have an educational clinical supervisor role and would be encouraged and supported to take up roles within the college and outside organisations.

### **Leadership**

All Consultant Psychiatrists are supported within a collective leadership structure and are invited to participate in the Trust's monthly Senior Leadership Forum.

### **Professional**

All Consultant Psychiatrists are professionally accountable to the Medical Director and can access relevant support via the Medical Directorate, which includes dedicated Associate Medical Directors for doctors in difficulty, patient safety information governance and appraisal.

All Consultant Psychiatrists are members of the Medical Advisory Committee (MAC) and are invited to participate in the Local Negotiating Partnership (LNP).

### **Operational**

All Community Consultant Psychiatrists have operational line management from their service manager and are offered support as part of this relationship. The medical workforce are invited to a collective leadership bi-monthly meetings.

Timely job plan reviews are completed annually, job plans will be reviewed in a timely manner in line with any service changes.

### **Administrative**

All Consultant Psychiatrists have a named medical and administrative contact within the locality and will have access to trust IT system via their allocated Laptop / PC.

### **Office Accommodation**

All Consultant Psychiatrists have available office space within the base. This post currently has dedicated office space at Hall Court, Telford.

### **Appraisal and Job Planning**

The post holder will participate in the process of annual appraisal and 5 yearly revalidation in keeping with GMC requirements. All doctors are expected to engage fully in appraisal and MPFT uses Allocate software to record this activity. Support can be obtained via the Associate Medical Director for Appraisal.

The post holder will participate in an annual job-planning meeting with the Service Manager and the Job Planning Lead where indicated.

The post holder may have the opportunity to train as an appraiser, with maintenance of required CPD for the role.

The Trust supports Consultant being involved in external duties and discussions would be undertaken via the Trust job planning process

### **Leave Entitlement**

All leave entitlement is as per national terms and conditions of service.

### **Wellbeing**

The trust recognises the importance of staff wellbeing and offers resources to support this; staff are able to access wellbeing resources and wellbeing courses from the trust's Wellbeing and Recovery College, as well as support from the staff psychological well-being hub;

[Psychological Wellbeing Hub \(Shropshire and Telford & Wrekin\) :: Midlands Partnership Foundation Trust \(mpft.nhs.uk\)](https://mpft.nhs.uk)

The trust also has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working options, staff counselling service, Cycle to Work Scheme, NHS Benefits, including shopping discounts and offers and wellbeing events including "Soothe" resources.

Staff can also self-refer to Occupational Health, or request this from their manager. Our OH service is delivered by an external provider, with initial assessments being offered by telephone or face to face.

Staff of all professions are offered monthly supervision with their manager, in which conversations about wellbeing can take place. Consultants are also encouraged to engage with a peer group and new consultants with the RCPsych mentoring scheme in order to provide support. All senior medics in the care group are encouraged to attend weekly consultant meeting on Thursdays 9am-10:30am. There are weekly theme for

peer supervision, local medical advisory committee, and external service speakers. These weekly meetings offer a network and platform for accessing support.

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.

Systems are in place in the service to support any member of staff following serious incidents. The post holder will be supported by the Team Lead together with the Medical Lead or Medical Director. The post holder will be able to access Care First 24/7 telephone counselling support should they require it. Post incident support is also provided by the Trust Investigations Team and the Care Group also have a number of psychology practitioners who are trained and provide de-briefing.

### **CONTINUING PROFESSIONAL DEVELOPMENT (CPD)**

All Consultant Psychiatrists are expected to be registered and in good standing for the CPD programme of the Royal College of Psychiatrists, as informed by the annual appraisal and job plan. The post holder will be expected to join a peer supervision group of their choosing.

Up to 30 days Study Leave spread over 3 years may be taken and is expected to be in line with the Personal development Plan (PDP) of the appraisal.

There is no set budget for study leave within the Trust as the Trust is committed to supporting its consultants to meet their CPD requirements.

The post holder will also contribute to the development of any doctors in training attached to the team.

MPFT offers a weekly postgraduate teaching programme on Monday afternoons, which is offered as SPA time in the job plan. The teaching programme includes local and national speakers, and the post holder may contribute to the programme as local speaker. MPFT has also embraced digital working to be able to combine learning opportunities from across the organisation and with other organisations, meaning that there are teaching opportunities at other times during the week and the post holder is welcome to alter the job plan schedule in keeping with these opportunities. Libraries are available on the Redwoods (Shrewsbury) Hospital sites and St Georges (Stafford) Hospital sites, with support in person or virtually from library staff.

The post holder will also contribute to the development of any doctors in training attached to the team.

### **QUALITY IMPROVEMENT**

MPFT is committed to quality Improvement techniques based on the Virginia Mason Production System (VPMS). Appointed consultants are expected to understand the basis of these techniques and to support quality improvement initiatives. Some will be able to engage in more extensive training.

As senior clinicians, all Consultant Psychiatrists are expected to lead clinical audit activity and are supported by the Clinical Audit Department in this.

There are opportunities for Consultant Psychiatrists to lead and participate in quality improvement projects

## RESEARCH AND DEVELOPMENT

The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process.

Professorial links exist with Keele University and opportunities exist for collaborative research with academic partners.

## MENTORING

MPFT endorses the Royal College of Psychiatrists West Midlands Division Mentoring scheme for newly appointed Consultants and recommend the Post-holder consider participation. Further details of this scheme can be accessed at <http://www.rcpsych.ac.uk/PDF/mentoring.pdf>

Within MPFT support is available on a formal and informal basis for newly appointed Consultants by existing consultant colleagues and medical managers.

## GENERAL INFORMATION

- The post is governed by the New Consultant Contract Terms and Conditions of Service (England 2003) as amended from time to time.
- The appointment will be subject to the Trust's pre-employment checks as outlined in the Trust policy.
- The appointee will be required to take up the post no longer than three months from the date of the offer of employment, unless a special agreement has been made between the appointee and the Trust. If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.
- Candidates should note that the Trust is a Smoke Free Site
- The Trust will publish an annual equality and inclusion report which will include the progress made in relation to the commitment and compliance to equality and inclusion. The purpose of the report will be to gain an understanding and direction of the work delivered and in progress. The report will provide assurance that legal compliance in relation to the Equality and Inclusion agenda is being met and we are promoting the Trust as an exemplar employer and provider organisation.
- The Trust is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are therefore required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
- Although work for the Trust is covered by the Medical Indemnity Scheme, the post holder is strongly advised in his/her own interest to obtain and maintain additional appropriate cover from a protection or defence organisation.

- Removal expenses, as outlined in the Trust's Relocation and Expenses Policy, will be reimbursed up to an agreed limit. If employees, who have received reimbursement, leave the Trust within two years they may be required to repay whole or part of the expenses.
- The post holder should either be a car driver and hold a current driving licence or be able to make appropriate arrangements for the travel requirements of the post.
- The post may be full time or has the potential to be filled by applicants who are willing to job share.
- The post holder is supported to complete duties external to role within their non-clinical time.

### **PRE – INTERVIEW VISITS**

Please contact any of the following for further information or to arrange an informal visit :-

Medical Professional Lead for the Shropshire Care Group , Dr Chandan Aladakatti - 0300 303 1601

Service Manager (Telford and Wrekin), Samantha Kearns - 0300 303 1601

Shropshire Care Group Managing Director, Cathy Riley - 0300 790 7000.

Medical Director, Dr Abid Khan – 0300 790 7000

Chief Executive, Neil Carr - 0300 790 7000

Please note that the Trust will only be able to reimburse for up to two pre-interview visits for shortlisted candidates.

## Person Specification

CRITERIA FOR SELECTION	ESSENTIAL	DESIRABLE
<b>HOW WE LIVE OUR VALUES</b>	Ability to demonstrate the positive application of our core behaviours; <ul style="list-style-type: none"> <li>• Respectful</li> <li>• Honest and Trustworthy</li> <li>• Caring and Compassionate</li> <li>• Taking the time to talk and listen and engage</li> <li>• Working together and leading by example</li> </ul>	
<b>EDUCATION AND QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Medical Degree</li> <li>• MRC Psych or equivalent</li> <li>• Eligible for inclusion on the specialist register (senior trainees must be within six months of CCT at the point of interview)</li> </ul>	<ul style="list-style-type: none"> <li>• Specialty Training</li> </ul>
<b>CLINICAL AND PROFESSIONAL COMPETENCE</b>	<ul style="list-style-type: none"> <li>• Experience in General Adult Psychiatry at ST 4 -6 level or equivalent senior level in a variety of settings including in-patient and community.</li> <li>• Awareness of current guidelines for the assessment and treatment of mental disorder</li> <li>• Eligibility for approval under Section 12(2) of Mental Health Act 1983,</li> <li>• Eligibility for Approved Clinician status and knowledge of the Mental Capacity Act.</li> <li>• Commitment to CPD and peer supervision</li> <li>• Ability to travel between trust sites.</li> <li>• An awareness of LEAN methodology</li> </ul>	<ul style="list-style-type: none"> <li>• Committed to performance measures and evidence-based practice</li> <li>• Experience of service evaluation.</li> <li>• Additional clinical skills e.g. Risk assessment, case formulation</li> <li>• Experience of working closely with GPs and developing constructive positive relationships.</li> <li>• Experience of LEAN methodologies</li> </ul>
<b>MANAGEMENT SKILLS</b>	<ul style="list-style-type: none"> <li>• To demonstrate an understanding of the current policy context within the NHS</li> <li>• Awareness of current financial pressures within the health services and implication on practice.</li> <li>• Significant experience of multidisciplinary and inter-agency working</li> <li>• Willingness to participate in the Directorate Management Group</li> </ul>	<ul style="list-style-type: none"> <li>• Formal training in management</li> <li>• Experience of establishing and developing a service.</li> </ul>

<b>COMMUNICATION AND INTER-PERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Effective communicator verbally and in writing</li> <li>• IT skills including using the internet and PowerPoint.</li> <li>• Effective ambassador for psychiatry</li> <li>• Ability to form warm and effective team-oriented relationships with other professionals, especially colleagues within the speciality</li> <li>• Committed to team development and team working</li> <li>• Committed to developing skills in other team members, for example nurse prescribers</li> <li>• Ability to reflect on own practice and learn from experience particularly participating in learning from serious untoward incidents</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of involvement 360 degree appraisal</li> </ul>
<b>TRAINING AND RESEARCH</b>	<ul style="list-style-type: none"> <li>• Experience of teaching and training junior trainees and other professionals</li> <li>• Commitment to Continuing Professional Development</li> <li>• Experience of undertaking audit and other Clinical Governance activities</li> </ul>	<ul style="list-style-type: none"> <li>• Recent supervision training/ experience</li> <li>• Experience in different teaching methods</li> <li>• Participation in case presentations</li> <li>• Currently undertaking audit</li> <li>• Understanding of research methodology</li> </ul>