

# Consultant Psychiatrist Job Description and Person Specification

## Consultant Psychiatrist Inpatient (Fir Ward & Bracken House)

<b>Post and Specialty:</b>	Inpatient (Fir Ward) & Rehab (Bracken) General Adult Consultant Psychiatrist (This is an established full-time Consultant post with 10 programmed activities. This post covers the Acute Inpatient Services for Mid Notts. This is a replacement post.)
<b>Base:</b>	Sherwood Oaks Hospital, Sherwood Oaks Business Park, Sherwood Avenue, Mansfield NG18 4GW  Bracken House, Heather Close, Mansfield
<b>RCPsych approval details:</b>	
<b>Contract:</b>	Substantive, 10 programmed activities
<b>Accountable professionally to:</b>	Medical Director
<b>Accountable operationally to:</b>	Lead Consultant
<b>Key working relationships and lines of responsibility:</b>	Line Manager/Clinical Director: Dr Karthik Thangavelu Lead Consultants: Dr Hosam Abed Operational Manager: Jo Hill Responsible Officer: Dr Sue Elcock General Manager: Andy Latham Medical Director: Dr Sue Elcock Associate Medical Director: Dr Kiran Jeenkeri Chief Executive: Ifti Majid

### 1 Introduction

Nottinghamshire Healthcare is one of the largest mental health trusts in the country, serving a population of over one million people across Nottinghamshire, including the provision of healthcare services from Rampton Hospital, one of the country's three high-secure hospitals. This provides interested trainees with unique training opportunities in forensic psychiatry.

The Trust also has strong academic links with the University of Nottingham and the Institute of Mental Health, home of the Mental Health Research Network hub for East Midlands and South Yorkshire.

The Trust is supporting the Royal College of Psychiatry's campaign to encourage medical students to specialise in psychiatry. You can find out more by visiting [the College's website](#).

## 2. Trust Details

Nottinghamshire Healthcare provides integrated healthcare services, including mental health, intellectual disability and physical health services. Over 9000 dedicated staff provide these services in a variety of settings, ranging from the community through to acute wards, as well as secure settings. The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham, and the high secure Rampton Hospital near Retford. It also provides healthcare in prisons across the East Midlands. Its budget for 2023/24 is £628.2 million.

The Trust is committed to a sustainable future and works hard to reduce its carbon footprint and environmental impact across all of its many services.

The core local area the Trust covers is Nottingham and Nottinghamshire with a combined population of around 1.1 million people.

There are large variations in the levels of deprivation across our local area. In 2019, Nottingham City was the 11th most deprived district in the country, life expectancy in the City is below the England average, with approximately three years less for men and two years less for women (Nottingham: 77.0 men; 81.1 women. England: 79.5 men; 83.1 women) JSNA Nottingham and JSNA Nottinghamshire.

Healthy life expectancy for both men and women in Nottingham is also significantly lower than the England average with men living 5.9 years less in good health and women 8.8 years less. In Nottinghamshire, deprivation levels are very varied, with some communities having the highest levels of deprivation in England and some with the lowest. Areas with the highest levels are mainly in Ashfield, Mansfield and Newark and Sherwood.

In the Census 2011, the percentage of people for whom their day-to-day activities were limited a lot due to a long-term health problem or disability was significantly higher in Nottinghamshire (9.7%) compared with the East Midlands (8.7%) or England (8.3%) with the highest levels in Ashfield (11.2%), Bassetlaw (10.8%) and Mansfield (12.2%). The most common long-term conditions are hypertension, common mental health disorders, asthma, chronic kidney disease, diabetes and coronary heart disease.

In Nottinghamshire, our population is predicted to continue to age with the number of 65-84 year olds increasing between 2017-2032 by over 30% and 85+ year olds by over 76% (JSNA Nottinghamshire). Older people are more likely to experience disability and long-term illnesses.

According to the 2011 Census, 34.6% of the City's population are from Black and Minority Ethnic (BME) groups, which are defined as everyone who is not White British. This is an increase from 19.0% in 2001.

In the UK, poor access to mental health services is a real barrier to black adults getting the help they need as they are the least likely ethnic group to report getting medication, therapy or counselling. Black people in the UK are also less likely to have the involvement of GPs leading up to a first episode of psychosis than white patients.

### Board Level Directors

Chair of the Board

Paul Devlin

Chief Executive

Ifti Majid

Chief Operating Officer

Becky Sutton

Executive Director: Clinical Governance & Medical Affairs

Dr Sue Elcock

Executive Director: Finance & Estates  
Executive Director: People & Culture  
Director: Corporate Governance  
Executive Director: Strategy & Partnerships  
Executive Director: Nursing, AHPs & Quality  
Five other Non-executive Directors

Alison Wyld  
Jen Guiver  
Nabil Jamshed  
Jan Sensier  
Diane Hull

### 3. Service Details

Mental health services for central Nottinghamshire are currently provided by a sectorised model of community-oriented care. The area has two geographical sectors, Newark and Sherwood and Mansfield and Ashfield.

Sherwood Oaks Hospital provides a hub for acute services and has four wards for in-patient care with a total of 70 beds (Cedar Ward and Elm ward - both male wards) and (Fir Ward and Beech Ward - both female wards) and 4 Seclusion rooms.

The Crisis Response and Home Treatment Team are based at Sherwood Oaks Hospital. This a nurse lead, multidisciplinary team.

Rehabilitation in-patient facilities are provided on one site in Mansfield. The Mansfield site is currently providing a locked facility of 18 beds in Bracken House.

Some Community teams are based at the Millbrook site including Assertive Outreach, Early Intervention, Rehabilitation and Recovery.

The Newark and Sherwood sector also has a Community Resource Centre and Team Base for Primary Care, Assertive Outreach, Early Intervention and Rehabilitation and Recovery at Newark Northgate. Elderly wards are located at Millbrook Unit.

This post will primarily provide daily cover for inpatients on Fir Ward at Sherwood Oaks. The post holder will also have responsibility for patients admitted from out of primary area. These will mostly come from the Nottingham City area. These admissions are divided up between other consultants on the unit with an established formula. The medical input to 70 inpatient beds is divided between 4 consultants with inpatient responsibilities on with maximum number of up to 9 patients under one consultant at any one time.

The ward is supported by an experienced and capable multidisciplinary team including a nursing ward manager, clinical team leaders, staff nurses, healthcare assistants and occupational therapists. Nurses and other staff respond to the day to day demands of admission and transfer, and occasional discharge.

This post will also primarily provide daily cover for inpatients on the locked rehab ward at Bracken House. Fir ward is a 17 bedded female acute inpatient ward. The postholder will look after 8-9 beds and the remainder will be allocated to non-medical AC Dr Clare Walker (clinical psychologist). Bracken House is a mental health locked rehabilitation unit for both male and female patients which has 18 beds. The postholder will have responsibility for 9 of these beds and work alongside the non-medical AC Jim Matthews who will have the remainder.

The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham as well as the high secure Rampton Hospital near Retford.

The following Psychiatric Services serve the Nottingham and Nottinghamshire area:

- Alcohol & Addiction
- Child and Adolescent Mental Health Services
- Forensic Mental Health Services
- Adult Mental Health
- Mental Health Services for Older People
- Psychotherapy
- Perinatal Psychiatry
- Specialist Eating Disorders Service
- Personality Disorders Network
- Specialist Gender Clinic
- Intellectual and Developmental Disabilities Service
- Integrated Offender Healthcare
- Community Healthcare via Health Partnerships and Bassetlaw Health Partnerships

#### 4. Local Working Arrangements

##### ***On Call Commitments***

The post holder will work alongside sector colleagues to provide daytime medical cover. The out-of-hours on-call responsibilities will consist of participating in the Mid Notts & North Notts Non-Residential 24 Hours Rota. For this post the on call is 1 in 18 pro rata. There is a night time Specialist Trainee rota and Junior level rota. The on-call commitment for this post is rated Category B, low intensity.

##### ***Line Management, Job Plan and Leave Cover***

The consultant's line manager will be the lead Consultant in Adult Mental Health for North Nottinghamshire. A Job Plan will be established in negotiation with the Lead Consultant and Clinical Director. It will consist of 7.5 PAs for direct clinical care. Time for administration is included in the direct clinical care component of the post. 2.5 PAs will be for supporting professional activities and will be used for teaching juniors, continuing professional development, audit, research and supervision.

##### **The Bracken House team consists of:**

- 1 WTE Speciality Doctor
- 0.2 WTE Consultant Psychologist
- 1.2 WTE Medical Secretary, Band 3
- 3 WTE Psychiatric Nurses, Band 6
- 10 WTE Psychiatric Nurses, Band 5
- 1 WTE RMN Manager, Band 7
- 16 WTE Healthcare Assistants
- 0.8 WTE Senior Occupational Therapist, Band 6
- 1 WTE Occupational Therapist, Band 5
- 1 WTE Activity Co-Ordinator
- 1 WTE Clinical Psychologist
- 1 WTE Environment Co-Ordinator
- 0.8 WTE Peer Support Worker

##### **The Fir Ward team consists of:**

- 1 WTE Consultant Psychologist/Non-Medical AC

- 1 WTE speciality registrar
- 2 WTE Core Trainees
- 1 WTE GP Trainee
- 1 WTE Ward Manager (Band 7)
- 4 WTE Clinical Leads (Band 6) (currently 2 WTE in post)
- 0.5 WTE Clinical Psychologist
- 0.8 WTE Assistant Psychologist
- 8 WTE Staff Nurses (Band 5) (currently 5 in post)
- 1 WTE Occupational Therapist
- 1 WTE Activity Coordinator
- 1 WTE Medical Secretary (Band 3)

Other Consultant Colleagues based at Sherwood Oaks

Dr Hosam Abed

Dr Mohammed Eid

Dr Clare Walker (Consultant Psychologist, Non-Medical AC)

Dr Raggie Habib (Acting Consultant)

Dr Michael Rajendram

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

## **5. Continuing Professional Development (CPD)**

Trust support for CPD activities, including study leave arrangements and appropriate funding. The Consultant will be supported to join a peer group as appropriate to their needs. Each Consultant will have a personal development plan for the year, formulated within their peer group. The appointee would be expected to undertake continuing professional development in line with the recommendations of the Royal College of Psychiatrists and the Trust will undertake to allow time and fund such educational activities as required.

The expectation is that the post holder will remain in good standing for CPD with the Royal College of Psychiatrists.

The Trust offers study leave of up to 30 days over a 3 year period. This can be utilised for CPD events, subject to approval by the Associate Medical Director and Clinical Director. There is also a modest fund available of £1200 per year to support these activities.

## **6. Clinical Leadership and Medical Management**

- The Consultant will participate in business planning for the team and, as appropriate, contribution to the broader strategic and planning work of the service and the Trust.
- The Consultant will be expected to lead improvements in the quality of care within the team and contribute to improving quality across the system with the team manager and clinical lead in the teams.

**Medical Management – AMH**

**Associate Medical Director** – Dr Kiran Jeenkeri



**Clinical Directors** – Dr Karthik Thangavelu & Gareth Foote



**Lead Consultants** – Dr Hosam Abed, Dr Shweta Mittal, Dr Stephy Sommers, Dr Faizal Seedat, Dr Chinyere Iheonu, Dr Ruth Shaw, Dr Sarah Wilson & Dr Nicola Phillips

**7. Appraisal and Job Planning**

- The Trust has committed to the implementation of annual consultant appraisal.
- There is annual job planning with Clinical Directors. In addition to this an initial meeting will take place on commencement of the role to agree an indicative job plan which can be informally reviewed quarterly prior to the formal job planning meeting if required to ensure positive working conditions.
- Trust processes support appraisal, link to revalidation; the Medical Director is the named Responsible Officer. The Appraisal Lead is Dr James Ellison who does regular sessions with Consultants helping with appraisals, revalidation and CPD support.
- There is a new starter Trust induction programme for all staff and a new Consultant induction programme and mentoring scheme/arrangements.
- All new consultants will be offered an induction meeting with the Medical Director at which mentoring will be discussed. Mentoring will also be available for any Consultant in the Trust on request. Those individuals requiring a mentor should contact the Medical Director who will facilitate the appointment of a mentor. The Trust has a policy on Mentoring Consultants.

**8. Teaching and Training**

The Trust delivers training as part of the North School of Psychiatry, East Midlands Healthcare Workforce Deanery. The Head of School for Health Education East Midlands is Dr Debasis Das. The Trust's Director of Medical Education is Dr Kehinde Junaid, responsible for the delivery of education to doctors at all levels.

The postholder is allocated GP and CT1-3 trainees and will be expected to clinically supervise them during their attachments including weekly supervision and helping them complete the WPBAs necessary reports required for their ARCP.

Medical students attend for regular attachments on rotation throughout the academic year. Currently approximately 16 medical students are based in Mid Notts and North Notts at one time. The post holder would be encouraged to participate in the teaching of students.

**9. Research**



We have close links with the Institute of Mental Health (IMH) and the University of Nottingham. Since its formation in 2006, the Institute has established a track record of success, with achievements in pioneering education provision and innovative, service-facing, inter-disciplinary research.

The IMH currently receives approximately £46 million in external research grants and is one of the UK's prime locations for interdisciplinary research in mental health with 33 full time and associate professors.

Particular strengths of the Institute are reflected in its eight Centres of Excellence:

- ADHD and neurodevelopmental disorders across the lifespan – advancing the translation of research into practice;
- Dementia – tackling one of the biggest health challenges facing the population;
- Education – providing accredited and non-accredited training delivered by experts in their field;
- Health and Justice – improving the understanding of and provision for mentally disordered offenders;
- Mental Health and Human Rights – officially launched in 2018;
- Mood Disorders – advancing leading edge research into conditions such as depression and bipolar disorder;
- Social Futures – transforming how service users, carers and professionals work together in a new community of understanding;
- Translational Neuroimaging – building on recent advances in neuroscience, diagnosis and treatment.

The Institute also hosts:

- The Cochrane Schizophrenia Group for the evaluation of the prevention, treatment and rehabilitation of people with psychotic illnesses;
- MindTech – a National Institute for Health Research (NIHR) Healthcare Technology Co-operative focused on the development of new technology for mental healthcare;
- The NIHR Collaboration for Leadership in Applied Health Research and Care East Midlands (CLAHRC-EM).

There are a number of clinical lecturer posts for those wishing to pursue a career in academic psychiatry.

## **10. Mental Health Act and Responsible Clinician Approval**

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

## **11. Secretarial Support and Office Facilities**

There is secretarial support: Fir Ward/Bracken House with 1 WTE Medical Secretary. There is a dedicated consultant office with full IT facilities at the teams' base at Sherwood Oaks Site. All IT equipment (Laptop/Mobile Phone) will be provided on commencement of the post.

The 2 medical secretaries are shared with the 4 other inpatient consultants working at Sherwood Oaks.

## **12. Clinical Duties of Post Holder**

### **Inpatient (Fir Ward)**

This post will primarily provide daily cover for inpatients on Fir Ward at Sherwood Oaks. Due to the recent reconfiguration of the Trust, the post holder will also have responsibility for patients admitted from out

of primary area. These will mostly come from the Nottingham City area. These admissions are divided up between other consultants on the unit with an established formula. The medical input to 70 inpatient beds is divided between 4 consultants with inpatient responsibilities on with maximum number of up to 9 patients under one consultant at any one time.

### **Rehab (Bracken House)**

Bracken House is a locked rehabilitation unit with 18 beds for both male and female patients with severe enduring mental health needs. The postholder will be looking after 9 patients alongside a non medical AC. They will have senior medical responsibility for the care of the patients and be working closely with the multidisciplinary team to provide person-centred care. They will be required to undertake their duties under the MHA as Responsible Clinician for those patients which includes preparing reports and attending hearings as appropriate with the help of the junior medical staff.

## **13. Training Duties**

The postholder is allocated GP and CT1-3 trainees and will be expected to clinically supervise them during their attachments including weekly supervision and helping them complete the WPBAs necessary reports required for their ARCP.

Medical students attend for regular attachments on rotation throughout the academic year. Currently approximately 16 medical students are based in Mid Notts and North Notts at one time. The post holder would be encouraged to participate in the teaching of students.

## **14. Clinical Governance and Quality Assurance**

The consultant would be expected to contribute to effective clinical governance within the team and alongside the team manager and service leads to take responsibility for setting and monitoring standards.

All consultants are expected to participation in clinical audit and quality improvement activities within the team and to engage in service/team evaluation and the planning of future service developments.

Line management is provided by Clinical Directors in collaboration with the team leads who can support with day to day issues and caseload queries.

There is opportunity to participate in incident and complaint investigations, support can be offered with this and there is a Clinical Governance lead for the division who leads on these.

## **15. Quality Improvement**

The consultant would be expected to contribute to effective clinical governance within the team and alongside the team manager and service leads to take responsibility for setting and monitoring standards.

All consultants are expected to participate in clinical audit and quality improvement activities within the team and to engage in service/team evaluation and the planning of future service developments.

## **16. General Duties**

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework

- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant
- To undertake the administrative duties associated with the care of patients
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service
- To participate in annual appraisal for consultants
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the Medical Director and other managers in preparing plans for services.
- To provide high quality evidence-based senior medical care to patients in the acute care and locked rehabilitation settings.
- To work closely with multidisciplinary teams to help deliver person-centred care to patients.
- To foster close collaborative therapeutic relationships with patients and carers to deliver person-centred care.

## **17. External Duties, Roles and Responsibilities**

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

## **18. Other Duties**

From time to time, it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## **19. Work Programme**

It is envisaged that the post holder will work 10 programmed activities over 5 days per week. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

## **20. On-call and Cover Arrangements**

The post holder will work alongside sector colleagues to provide daytime medical cover. The out-of-hours on-call responsibilities will consist of participating in the Mid Notts & North Notts 24 Hours Rota. For this post the on call is 1 in 18 pro rata. There is a night time Specialist Trainee rota and Junior level rota. The on-call commitment relating to this post is rated Category B, low intensity at 1% of salary. The on-call is for adult and old age patients ie over 18 years.

## **21. Wellbeing**

Wellbeing support and 1-1s are available and encouraged with the Clinical Directors and with team leads. The trust has a staff wellbeing team and a robust occupational health and staff counselling offer. These services are confidential and are accessible via self-referral or referral from line managers.

The service promotes a positive, open and engaging culture that is supportive and facilitative, there are clear communication channels and escalation processes should support be needed that is not felt to be forthcoming. If workload changes in relation to Job Plans this can be discussed and scheduled job planning meetings can be brought forwards to support these discussions. We recognise the importance of ensuring a healthy work/ life balance in supporting positive well-being and where appropriate to service need flexibility around working hours/ clinic times can be negotiated. Where these changes happen when there isn't a job planning meeting scheduled we are able to bring these meetings forwards as needed.

There are monthly Consultant group meetings for peer support, supervision and learning.

The trust offer regular mindfulness courses to staff and have regular wellbeing 'pop up' events offering a range of holistic therapies. The trust also operate a trauma informed way of working and as such offer diffusion and debriefing to staff involved in critical incidents.

The trust is committed to supporting the development of staff and if requested development mechanisms such as mentoring and coaching can be facilitated in addition to the supportive measures mentioned above.

## **22. Contract Agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

### **Safeguarding**

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support

### **Disclosure and Barring Services**

Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS

Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services

### **Infection Control**

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

### **Equality and Diversity**

All employees should attend Trust mandatory training and comply with the Trusts policies in relation to Equality and Diversity.

### **Sustainability**

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

## **23. Leave**

The post-holder is entitled to 32 days of annual leave per year rising to 34 days after seven years' service. There is an allowance of 30 days study leave over three years for approved courses for which appropriate expenses up to £1200 a year are paid.

Cross cover arrangements are provided by Dr Clare Walker, Consultant Psychologist (Non-Medical AC) on Fir Ward and by colleagues at Sherwood Oaks for Bracken House.

## **24. Visiting Arrangements**

Prospective candidates are encouraged to visit the services and discuss the post with the relevant staff.

Main contacts are:

- Dr Hos Abed (Inpatient Lead Consultant) [Hosam.abed@nottshc.nhs.uk](mailto:Hosam.abed@nottshc.nhs.uk)
- Dr Karthik Thangavelu & Gareth Foote (Clinical Directors) [Karthik.thangavelu@nottshc.nhs.uk](mailto:Karthik.thangavelu@nottshc.nhs.uk) / [Gareth.foote@nottshc.nhs.uk](mailto:Gareth.foote@nottshc.nhs.uk)

- ✉ Sherwood Oaks Hospital, Sherwood Oaks Business Park, Sherwood Avenue, Mansfield, Nottinghamshire NG18 4GW

## 25. Draft Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Morning</b>	Fir Ward Handover meeting  Fir Ward Ward Round (1 x DCC)	Bracken House Ward Round (1 x DCC)	Fir Ward Handover meeting  Admin/Ad Hoc reviews (1 x DCC)	Bracken House Ward Round (1 x DCC)	Fir Ward MDTM/case discussion (1 x DCC)
<b>Afternoon</b>	Educational Meeting  Fir Ward Ward Round (1 x DCC)	Patient management meeting with Dr Clare Walker Admin/ad hoc reviews (0.5xDCC)  CPD activities (0.5 SPA)	CPD activities (1 x SPA)	Bracken House Ward Round/Clinical Admin (1 x DCC)	Consultant Forum/CPD activities (1 x SPA)

## 26. Approval of this Job Description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' Regional Advisor on [Click or tap here to enter text.](#)



## Appendix 1: Person specification/selection criteria for consultant

**Abbreviations for when assessed:** Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

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





	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	SL, AAC, Ref	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, AAC
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	SL, AAC, Ref		
	Excellent oral and written communication skills in English	SL, AAC, Ref		
	Able to manage clinical complexity and uncertainty	AAC		
	Makes decisions based on evidence and experience including the contribution of others	AAC		
	Able to meet duties under MHA and MCA	AAC		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	SL, Pres, AAC	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	SL, AAC
	Ability to work in and lead team	SL, AAC	Reflected on purpose of CPD undertaken	SL, AAC
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement	SL, AAC		
	Participated in continuous professional development	SL, AAC		
	Participated in research or service evaluation	SL, AAC	Experienced in clinical research and / or service evaluation	SL, AAC
	Able to use and appraise clinical evidence	SL, AAC, Pres	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications	SL
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, Pres	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC

