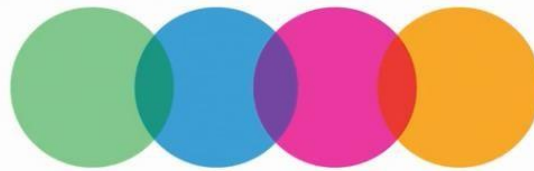




Gloucestershire Health and Care
NHS Foundation Trust



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JOB DESCRIPTION
Consultant Psychiatrist in
CAMHS
Children & Adolescent Mental
Health Service

Base: Evergreen

House, Cheltenham

October 2022

Post and Specialty:	Consultant Psychiatrist in Child and Adolescent Psychiatry This an established replacement post in Community CAMHS to complement the existing full time substantive Consultants
RCPsych approval details:	SWD-SEV-C-S-21-295 (Approved) 
Base:	Evergreen House, Cheltenham
Contract	10 PAs
Accountable professionally to:	Dr A Uppal, Medical Director
Accountable operationally to:	Medical Lead :Dr T Govender
Key working relationships:	Clinical Director: Dr R Gowda Team Managers: Dan Nelder and Suzy Barker Whole Service Manager: Diana Scully (All Gloucestershire CAMHS services) Service Director: Mel Harrison (All Children's Services)

Introduction

The appointment is for a Consultant Psychiatrist in Child & Adolescent Mental Health Services in Gloucestershire. This post is one of six posts serving Gloucestershire. The post will support Specialist CAMHS clinics across the county but primarily focus on services in the West of the County.

CAMHS in Gloucestershire has two main bases – in Gloucester and in Cheltenham. We also satellite clinic rooms in Stroud, Forest of Dean and Cirencester.

The post holder will only have cases at Evergreen House, Cheltenham and cover localities of City of Cheltenham, Tewkesbury, Cirencester, Stroud and Cotswold according to GP post code.

The NHS locally:

Gloucestershire Health and Care NHS Foundation Trust (GHC)

GHC provides Health, Social Care and Learning Disability services across the county of Gloucestershire. The Trust was formed following the merger of two Trusts, 2gether NHS Foundation Trust which provided mental health and Learning Disability services and Gloucestershire Care Services, the general community health care provider and started functioning as a merged Trust on the 1st of October 2019.

Care Quality Commission Rating (CQC): Overall Good from inspection published March 2022

The Trust employs mental health social workers for children and young people. CAMHS has a close link with Children and Young Person's Directorate comprising both Social Services and Education Services in Gloucestershire.

The provision of secondary medical and surgical care is through the Gloucestershire Hospitals NHS Foundation Trust. There are two acute hospitals, one in Cheltenham and the other in Gloucester.

The adult in-patient facilities are located at Wotton Lawn Hospital where there are psychiatric intensive care beds. Patients with organic illnesses or specialist mental health needs due to age or disability may be admitted to Charlton Lane Hospital or a small learning disability specialist in-patient unit.

Each directorate has a Service Manager and a Clinical Director with clinical leadership provided from professional disciplines. Medical staff and consultant psychiatrists within CAMHS are professionally responsible to the Associate Medical Director/Clinical Director in CAMHS who in turn is responsible to the Trust Medical Director and their Deputy Medical Director – Operations.

A commitment to research is encouraged within the Trust and there is a strong track record of publication in peer-reviewed journals.

The Trust has appointed a Senior Lecturer in partnership with the University of Bristol

Clinical Governance and clinical audit are supported Trust-wide and within the Children's Services allowing effective uni-disciplinary and multi-disciplinary projects. It is expected that the post holder will contribute to clinical governance and clinical audit actively and offer leadership in this area. To research is encouraged within the Trust and there is a strong track record of publication in peer-reviewed journals.

For patients under the age of 18 years if admission becomes necessary, NHS beds are available in Adolescent units in Oxford and Swindon. We are part of the Thames Valley clinical activity panel and collaborative. Possible admissions are triaged at Marlborough House, our nearest General Adolescent Unit. We have a weekly conference call to coordinate Tier 4 work and are setting up clinical governance arrangements across the network.

Gloucestershire Hospitals NHS Foundation Trust (GHT)

GHT provides medical and surgical services across the county, largely based at Gloucestershire Royal Hospital and Cheltenham General Hospital.

Gloucestershire Clinical Commissioning Group (GCCG)

GCC is the body that commissions health services within Gloucestershire.

Gloucestershire County Council (GCC)

GCC is the local authority responsible for providing the social care to the people of Gloucestershire. The boundaries of the local authority and the CCG are co-terminus.

Gloucestershire:

Gloucestershire is a rural county in South West England. The county comprises the Cotswold Hills, the flat fertile valley of the River Severn, and the Forest of Dean. Principle centers of population include the city of Gloucester, and the towns of Cheltenham, Stroud, Tewkesbury, and Cirencester.

The population of the County of Gloucestershire is approximately 637,070 (Gloucestershire County Council Population Profile 2019). The age profile of the area is equivalent to national averages for children, working age and elderly populations. 134,546 under 18's.

On the whole the population enjoys a good standard of living and health with higher than average levels of life expectancy when compared to other areas of the south west and the rest of the UK. However, despite the relative affluence of the area, two wards in the county (both in Gloucester) fall within the 10% most deprived areas in England based on the 200 indices of deprivation.

Numbers of people from ethnic minorities are below the national average in the county, but approaching this in Gloucester city (about 8%).

Mental Health Services in Gloucestershire

Community based mental health services consist of Primary care level services 'Let's Talk' (our IAPT service) and Mental Health Intermediate Care Teams (MHICT). These Services work closely with colleagues in Primary Care but also liaise directly with secondary care services.

Secondary services are provided in the main via locality teams, with Recovery Teams, Assertive Outreach and Crisis Resolution & Home Treatment Teams working out of the same buildings to improve communication and remove barriers from the patient journey. Sub-specialty teams including Learning Disability, Older Peoples Mental Health Teams and Children and young people's teams are also co-located in these community Hubs.

The trust also provides more specialist mental health services including:

Hospital Liaison
ADHD & ASD assessment service
GRIP (for first onset psychosis)
Eating Disorders Team
Specialist Recovery Units
Forensic psychiatry & Low Secure Inpatient beds.

The county is notionally divided into three divisions of the community locality:

North	(Cheltenham, Tewkesbury and the North Cotswolds - population ≈ 210,000),
South	(Cirencester, Stroud and Berkeley Vale – population ≈ 175,000),
West	(Gloucester City and the Forest of Dean ≈ 225,000).

The age range covered by Gloucestershire CAMHS is 0-18th birthday in line with the Children's National Service Framework.

Currently the county is re-organising how it provides services under the umbrella of 'One Gloucestershire' a county wide Integrated Care System in which GP practices are organising themselves into 6 Primary Care Networks

Gloucester City
Cheltenham
Tewkesbury
Forest of Dean
Cotswolds
Stroud & Berkley Vale

It is likely that community provider models of service provision will align with these new networks over the next few years.

Key Medical Staff in relation to this post

Medical Director-	Dr Amjad Uppal
Deputy Medical Director-Operations	Dr Faisal Khan
Deputy Medical Director- Governance	Dr Jon Haynes
Medical Lead Children's Services	Dr Trini Govender
Clinical Director Children's Services	Dr Raj Gowda

The Team

The teams are moving towards a county-wide service with clinics at localities. County-wide configuring is currently in progress. The Consultant teams will support the service in meeting the mental health needs of patients referred to the CAMHS team within the comprehensive children's provision.

Gloucestershire Child and Young People Service provides an assessment and treatment service for young people from the age of 0 – 18 years. The service has an expanded primary mental health staff and has recently been funded to start the Trailblazers project within schools and to support existing clinical services. Service specifications may be found at <http://www.2gether.nhs.uk/CAMHS>. The Trailblazer first wave project is a large investment of specialist staff and funding on track to cover all schools in Gloucestershire by the end of 2020. Overall, our resources have been less than those recommended in the National Service Framework for children, but investment is currently increasing.

Gloucestershire CAMHS has an Outreach Team which focusing on young people at risk of admission and facilitates safe discharge for young people from in-patient care.

Gloucestershire CAMHS has a dedicated CAMHS – Mental Health Liaison Team for young people presenting as an emergency to Gloucestershire Royal Hospital.

Gloucestershire CAMHS is committed to the THRIVE Framework which provides a set of principles for creating coherent and resource-efficient communities of mental health and wellbeing support for children, young people and families. The Framework is needs-led. This means that mental health needs are defined by children, young people and families alongside professionals through shared decision making. Needs are not based on severity, diagnosis or health care pathways.

This Post

This is a community-based post with a total 10 programmed activities.

An office and dedicated secretarial support are provided at base in Evergreen House, Cheltenham, GL53 9DZ. This base provides clinical rooms for the delivery of services.

The Team

Medical

Consultant Psychiatrists (total 3 FTE)

Dr Trini Govender (Medical Lead 10 PAs, including 2 PAs Eating Disorders)

Dr Suki Osunsanmi (6 PAs, including 1.5 PAs CAMHS LD)

Dr Diane Cook (Locum 8 PAs)

Specialty Doctors

Dr Sally Moran (2 PAs with The Eating Disorder Service)

Trainees

CT1-3 Trainees

ST4-6 Trainees

MDT

	Band	WTE
Team Manager	7	2
Psychologist	8b	0.6
Psychologist	8a	1
Psychologist	7	0.6
Psychotherapist	7	1
Nurse	7	1.8
Nurse	6	5.2
Nurse	5	3
Social Worker	6	2.6
Occupational Therapist	5	0.6
Creative Therapist	7	0.8
Navigator	4	1.6
Vacancy HCP Band	6	4
Vacancy HCP Band	5	1
Vacancy Navigator	4	1

Other Medical Posts within Gloucestershire CAMHS

Dr Rajesh Gowda (10 PAs, including 2 PAs Early Onset Psychosis)

Dr N Helal (Locum 8 PAs)

Vacant (10 PAs)

Vacant (6 PAs)

Dr Vera Lees (8PAs)

Specialty Doctors

Dr D Hiley (4 PAs)
Vacant (4 PAs)

Trainees

CT1-3 Trainees
ST4-6 Trainees

Description of the post

The post holder will be expected to provide psychiatric input to children and young people referred to CAMHS registered with GPs in Gloucestershire. Psychiatrists work in treatment clinics with multi-disciplinary colleagues to deliver either general CAMHS intervention or more specialist team work such as neurodevelopmental work. Psychiatrists also deliver medication clinics. Multi-disciplinary groups meet regularly to discuss ongoing work as well as for work planning and case discussion. There is a weekly team meeting in each of the two main team bases. Safeguarding supervision also takes place regularly. The service works to the Care Co-Ordinator system. Many consultant cases will be supported by a Care Co-Ordinator from the team. The remainder will be straightforward medication review cases for whom multi-disciplinary support can be sought in the event of emerging increased complexity. The average number of sessions for treatment completion and discharge is between 8 and 10. The locality teams meet to discuss ongoing work and the post holder will meet the functional groups of clinicians regularly for work planning and discussion; e.g. specialist treatment clinics. Consultants only taking "Care Co-ordinator" roles for cases which require straight forward medical care only. This enables Consultants to contribute fully to multi-disciplinary team work. Intervention work is largely provided by specialist staff often in conjunction with the consultant. The average number of sessions for treatment completion and discharge is eight.

Intended caseload for consultant

A full-time consultant is typically having 80 cases on their caseload with 75% having Care Co-Ordinator's. The remaining 25% will invariably have an episode of care involving psychosocial interventions from a Care Co-Ordinator.

Consultant work in a model that new assessments are done with a member of a multi-disciplinary team.

The New referrals rate for 2022 – **approx. 340 per calendar month for the whole of Gloucestershire. This equates to a total of approximately 4150 per year of which half are managed by Evergreen House MDT.**

The post holder will be expected to maintain the close working relationships with community paediatricians. Regular liaison meetings occur which facilitate coordinated input to co-morbid and complex cases.

For children with developmental disorders, autistic spectrum disorder and ADHD assessment diagnosis and management of those fewer than eleven is undertaken by the community paediatricians except for those where psychiatric input is agreed. The Children and Young People Service take young people of secondary age with these presentations. Children with learning disability benefit from their own dedicated team of specialist nurses with clinical psychology. CAMHS Consultants with a special interest provide some psychiatric sessions.

An All Age Service provides assessment for deliberate self-harm to inpatients on the paediatric Ward. The post holder is expected to support these assessments. The key paediatric service works flexibly with CAMHS in admitting and assessing cases where psychiatric/medical morbidity co-exists. CAMHS consultants take on lead responsibility for the development of specific areas within the CAMHS service eg. Assessment of neurodevelopmental disorder, eating disorder services, early intervention.

It is envisaged that responsibilities will be shared with consultant colleagues in CAMHS by agreement and that there may be some rotation.

The post holder will be expected to work closely with other consultants in the Trust to ensure training needs of doctors and trainee grades are fully met. The training programme in Gloucestershire remains of the highest standard.

Special responsibilities

The post holder will have an opportunity to develop a special interest and responsibility in a number of key clinical areas including:

Paediatric Liaison

Neurodevelopment Disorders

Intellectual Disability

Understanding and Planning Clinic (Complex presentations)

Clinical Duties

This is a community-based post currently with a requirement to cover patients in only exceptional cases when admitted to the paediatric ward when no adolescent psychiatric bed is available across The Thames Valley Consortium. Expected clinical activities (7.5DCC) are as follows:

- Contribute to referral management: consult to initial assessments by MDT colleagues
- General treatment clinics
- Specialist assessment and formulation clinics including urgent opinions
- Team based clinical discussion
- Attend team meeting
-
- Other clinic settings within the community
- Liaison and consultation to primary care services
- Clinical administration
- Availability to provide emergency psychiatric opinion and assessment during the standard working day including to staff assessing self-harm.
- Consultant advice to the mental health liaison team (urgent care at acute hospital).

S12 and Approved Clinician (AC)

The clinical work involves assessment for detention and treatment under the Mental Health Act. The post holder will be expected to hold or gain approval for both S12 and AC status.

Supporting professional activities (2.5PAS) will include continuing professional development, revalidation/CPD. 1.5PAS and 1.0SPA for audit, research, teaching training and development of the areas of special interest within which the consultant has responsibility.

Wellbeing

The candidate will have, in addition, to the support of their line manager and peers' access to the following:

- Occupational Health (OH) support - Promoting the health of your workforce improves attendance, productivity and morale. Located at Working Well Occupational Health Gloucestershire Health and Care NHS Foundation Trust, Rikenel, Montpellier, Gloucester GL1 1LY, contact details 01452 894480, workingwell@ghc.nhs.uk. Employees can also make appointments by self-referral option and confidentiality (withstanding patient safety), multiple forms of resources are available via Working Well.
- Details about Working Well are disseminated at induction and regularly when in post.
- We support doctors' wellbeing following serious incidents that involve their patients (you will be able to access mentorship and we have regular Balint Groups for consultants)
- There will be 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)
- We have local initiatives/resources that promote wellbeing – available through 'Vivup' that promote wellbeing (e.g. stress management courses, resilience training, burnout awareness, mindfulness, physical exercise resources, etc)

Secretarial Support

The post holder will have access to medical secretary support, which can flex with the needs of the job. The post holder will have **an equivalent full-time** to the number of PAs designated in the post holder's Job plan.

Office Accommodation

The post holder will have access to dedicated office space in Evergreen House, with a trust mobile phone and laptop computer. The post holder will have their own office for their **sole use** whilst working at Evergreen House.

Supervision and Peer Group

The post holder will be expected to join a peer group for the purposes of PDP. A list of local peer groups is available on request. The post holder will be welcome to join the existing Peer Group for Child and Adolescent Psychiatrist who meet on a monthly basis. Each Consultant is expected to participate in peer supervision, a rostered CPD presentation and development of their PDP in keeping with RCPsych requirements.

Newly appointed Consultants will be able to access Mentoring to support their transition from a trainee to a Consultant.

On-Call Arrangements

There is a county wide on call rota covering all psychiatric specialties. Currently the Rota is a **1: 20** with 2 consultants on call each day, being either 1st or 2nd on call 9am to 9pm swapping over for the night (9pm to 9am). This is to provide support for consultants assessing patients out of their daily specialty. Annual training is provided on on-call assessments and a compensatory rest period is included for busy overnight duties.

The psychiatric hospitals at Wotton Lawn (5 wards) and Charlton Lane (Old Age Wards) have 2 junior doctors covering the clinical work out of hours. The post holder will provide advice, guidance and consultation to the junior doctors out of hours. The Maxwell suite is adjacent to Wotton Hospital and is the local dedicated Place of Safety.

The current Banding is Category **A (3%)**

On call is supported by the AMHP Team and Crisis Teams. We have a dedicated S136 Suite (Maxwell suite) where the majority of OOH S12 assessments take place. This is the majority of OOH activity for Consultants. Consultant cover and oversight is also required for our adult in-patient hospital at Wotton Lawn Hospital (working age) and Charlton Lane (old age). Both sites have junior doctors cover OOH. We also support MHLT teams which cover Gloucestershire Royal Hospital and Cheltenham General Hospital OOH. We have protocols in place for common presentations such as alcohol withdrawal, etc. Police stations are supported by Medical Officers who may request specialist advice OOH on rare occasions. A further 0.25 PA (WTE) is payable for OOH activity and 0.25 PA (WTE) is payable for S12 responsibility – **total of 0.5 PA (WTE)**.

There are regularly ST4-6 trainees on the rota who become the First On Call.

Cover arrangements for leave of absence

The post holder is expected to contribute to the covering of the rota in the event of sickness absence. Holidays are covered by cross covering arrangements.

The payments consultants are eligible for are

Weekdays 5pm – 9am	Two additional PA's
Saturday 9am – Sunday 9am	Three additional PA's
Sunday 9am – Monday 9am	Three additional PA's
Bank Holidays 24 hour cover	Three additional PA's

Job Planning

The post holder will be expected to participate in Job planning with their CD/AMD. There will be bilateral consultation in the event of job content changing. SARD is used for job planning and appraisal will be agreed on an annual basis.

External Duties

External Duties are permitted when agreed in a proposed job Plan and generally supported when associated with professional duties eg Royal of Psychiatrists.

Appraisal and Revalidation

The post holder will be expected to participate in the Trust's current and future arrangements for appraisal in line with the GMC's good medical practice, in preparation for revalidation.

The current arrangement is for annual appraisal by an approved Trust appraiser, in line with our medical appraisal policy. Appraisals link to the job planning process. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA time) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition, they must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is the Medical Director.

Continued Professional Development

Consultants are expected to be registered for Continuing Professional Development (CPD) , have membership of a peer group, maintain and update a personal development plan which will be reviewed as part of the annual appraisal.

Study Leave

The post holder is entitled to 30 days (pro rate) of study leave on a three year cycle. The study leave budget is held by the Medical Director, a notional £1000.00 is available for each consultant, although, if supported by a Personal Development Plan and the peer group, additional support may be negotiated. Professional leave is available by individual arrangements. Cover for professional and study leave is through cross over arrangements. The chief executive is ultimately responsible for all Governance arrangements within the Trust. The medical director is the Responsible Officer who is required to ensure that medical staff are appropriately registered to practice, are annually appraised and, where necessary revalidated.

RESEARCH, AUDIT and TEACHING

Trainees

There are up to two CAMHS ST4-6 posts in Gloucestershire. One based in Cheltenham, the other in Gloucester. These posts are rotational and tend to be filled by the senior psychiatric trainees. It is considered important that consultants take part in the training programmes for all specialist registrars in Gloucestershire and Wiltshire. It is expected that all consultants in CAMHS will be approved for training and support the supervision of CT4-6 Doctors.

There are two CT2-3 posts, one in Cheltenham and the other in Gloucester. These posts are sometimes split with the Learning Disability Service and form part of the basic psychiatric training required by the Royal College of Psychiatrists.

Teaching

There is an active junior doctor training programme in which CAMHS consultants are encouraged to join. This includes Journal Club and case presentations. In addition, they may be requested to participate in mock examination as training for those completing the MRCPsych examinations

CAMHS consultants and specialty doctors take an active part in training junior paediatricians and A&E staff in the Acute Hospitals Trust

Teaching CAMHS has been delivered to a local general practitioner trainee programme on a regular basis. The Associate Medical Director and Clinical Tutors provide strong support for consultants taking an educational role. Appropriate training courses are readily accessed through the Severn Deanery.

MRCPsych Course

The MRCPsych course for the South West Region is based in the Severn Deanery. Consultants are able to contribute to teaching sessions at the request of the course organiser. Teaching on this course is encouraged.

Research

Research is actively encouraged by the Trust. Consultants are encouraged to engage in research themselves and expected to actively support research by specialist registrars and other professions within the multi-disciplinary environment.

Specific time for personal research is not allocated in the fixed sessions of the consultant contract but time may be negotiated with the Clinical Lead and Medical Director.

The post holder will be encouraged to pursue a research interest and the Trust is actively looking for consultants to become PI's in clinical trials. We have a number of ongoing trials in the Trust.

Senior Lecturer Post

The Trust is delighted to have recently made a joint academic appointment with the University of Bristol department of mental health for a shared post in clinical child psychiatry and academic child and adolescent mental health research. Research function within the Trust is also supported actively by the availability of a dedicated research building, the Rennie Fritchie Centre and the leadership of staff dedicated to ethics and research functions. The Trust's post to support research is led by the head of research and development.

Support to conduct research is actively encouraged with our Senior Lecturer who has also 2 PAS dedicated to local Child Psychiatry Research and Teaching at GHC.

Audit and Clinical Governance

There is a clinical Governance Board within CAMHS which joins with the wider children's services within the Trust to oversee audits conducted and makes sure that practise is developed in accordance with the results. The committee reports back to the Clinical Governance Board of the Trust and through this to the Trust Board

It is expected that the consultants will all participate in multi-disciplinary audit and contribute to clinical governance.

Audits currently being performed include an audit of assessment and management of OCD in accordance with the NICE Guidelines, Safeguarding recording and care of looked after children.

Library Facilities

There are medical library facilities at Wotton Lawn Hospital, Gloucester.

Sample Time Table

The timetable is for 7.5 DCC sessions and 2.5 SPA sessions.

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Assessment Clinic	Out patient Clinic	MDT	Out Patient Clinic	Clinical Admin
Afternoon	Academic Programme 1 SPA	Clinical Admin Trainee/Junior Supervision	Clinical Admin Consultant Meeting 0.5 SPA	Out Patient Clinic	Medical Staffing Committee 1 SPA

This timetable is only an example how the timetable could be used. The final timetable will be agreed with the successful candidate.

LEISURE TIME:



Cheltenham Spa rose to prominence as a Georgian Spa town and today hosts the world-Famous Literary Festival as well as National Hunt Horse Racing. Voted as The Best Place to Live in the South West 2020 by The Sunday Times, Cheltenham Spa is regarded as the most complete regency town in the UK

Gloucestershire maintains a number of Grammar schools which persistently produce excellent exam results.

Nature lovers have contrasting options, from the honeycomb market towns and hills of the Cotswolds, to the cycle paths and mine works of the ancient Forest of Dean with its wild boars. Braver souls may fancy trying their hand at surfing the Severn Bore.

Nearby Gloucester is the cathedral city of the County and has its roots stretching back to Roman times. It has continued to be an important English city, boasting over 2,000 years of history. The country's most inland port, the city has seen unprecedented regeneration in the last decade, most visibly at the city's historic docks.

Kingsholm Stadium within the City is home to Gloucester Rugby, one of England's premier Rugby Union teams and infamous for its passionate support in the 'Shed'.

The county has excellent road and rail connections to the rest of the country. Bath and Bristol, with its airport, are both within an hour drive and London is within 2 hours by direct train.

Applicant Specification:

CRITERIA	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications and Training	Medical Degree Full GMC Registration GMC Specialist Register in Child Psychiatry or Learning Disability or within 6 Months of qualifying	MRCPsych Recipient of prizes or special awards Registration for or completion of a higher degree in Child & Adolescent Psychiatry	Application form or documentation Application form, documentation, interview
Research	Experience in research, training or public understanding of psychiatry Completed recent audit	Research experience of research projects including presentation of results	Application form, interview, references
Teaching	Prior teaching experience at under-graduate and post-graduate level Experience of delivering excellent teaching for medical under-graduates Evidence of participation		Application form and interview
Clinical Skills and Knowledge	Strategic thinker with leadership skills Able to demonstrate and motivate others to contribute to improving child and adolescent mental health Understanding of the NHS context and recent policy developments	An interest in modern approaches to NHS business models	By application form or interview
Personal Skills	Able to talk to children and young people Flexible “can do” approach Able to manage own workload and work to deadlines Excellent organisational skills Attention to detail and good time management Able to work well independently and in a team Good interpersonal skills Able to communicate		

	effectively orally and in writing to clinical and non-clinical audiences Effective leadership able to support multi- disciplinary team Supervision of junior staff		
General Health and Appearance	Able to fulfil the requirements of the post		
Other relevant factors	Commitment to high quality service Full driving licence valid in UK and able to make own transport arrangements		

General Terms and Conditions

How to apply – via NHS Jobs