


Consultant Psychiatrist Job Description and Person Specification

Post and specialty:	<p>Consultant Psychiatrist in general adult psychiatrist: Thanet CMHT.</p> <p>This post is replacement. Available following an internal move of a Consultant.</p>		
Royal College of Psychiatrists approval details:	<p>RCPsych Ref No: SED KSS-CO-STH-2023-01459 (Approved)</p> 		
Base:	The office and clinical space are based at The Beacon Community Mental Health Centre. Manston Road, Ramsgate. CT12 6NT		
Contract:	<p>Permanent</p> <p>Part-time or job share may be considered</p> <p>Please note 0.5 PA for out of hours oncall duties as per rota.</p> <p>10 PA for During the day and 0.5 PA for out of hours.</p>		
	Total PAs: 10.5	SPA: 2.5	DCC: 8
Accountable professionally to:	Dr Afifa Qazi, Chief Medical Officer		
Accountable operationally to:	Dr Aaliya Majeed, Head of Psychiatry		
Key working relationships and lines of responsibility:	<p>Service</p> <p>Line Manager: Dr Vijay Bhatia</p> <p>Team Leader: Godfrey Buwu</p> <p>Service Manager: Suganya Smith</p> <p>Trust</p> <p>Head of Psychiatry: Dr Aaliya Majeed</p> <p>Clinical Director: Dr Efiang Ephraim</p> <p>Deputy Chief Medical Officer (Clinical Quality & Safety): Dr Koravangattu Valsraj</p> <p>Deputy Chief Medical Officer (Workforce): Dr Mohan Bhat</p> <p>Chief Operating Officer: Donna Hayward-Sussex</p> <p>Chief Medical Officer & Responsible Officer: Dr Afifa Qazi</p> <p>Chief Executive: Sheila Stenson</p>		

1. Introduction

Kent and Medway NHS and Social Care Partnership Trust (KMPT) provides a range of mental health, learning disability, and substance misuse services for approximately 1.8 million people living in Kent and Medway.



2. Trust details

At KMPT, we pride ourselves on providing high quality clinical services, innovation, and partnership working.

We are one of the larger NHS Trusts, covering an area of 1,450 square miles, employing over 3,600 staff, and operating from over 170 buildings across Kent and Medway. The Trust's income is £210 million/yr.

The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services; and our strategy is underpinned by a 'recovery and wellbeing model' delivered in partnership with service users, their families, and a wide range of organisational stakeholders.

Trust Vision

To provide brilliant care through brilliant people.

Trust Values

We take pride in our services – which are underpinned by our values:

- Respect
- Openness
- Accountability
- Working together
- Innovation
- Excellence

Kent – The Garden of England

Kent is steeped in history and heritage and is also rightly renowned throughout the world as The Garden of England. Its extensive coastline boasts an enviable array of blue flag, award-winning beaches and thrilling water sports activities.

Kent is a family friendly place, with excellent state and independent schools and more affordable housing than most other areas in the south east.

Kent has excellent links to London, just thirty-five minutes from central London on Southeastern's high-speed rail link, and access to the continent via the Eurostar. The Channel Tunnel and the ferry ports link us to France and beyond. Even the weather is nice, as Kent is likely to be warmer and sunnier than elsewhere in the UK.

For more information about Kent, go to www.visitkent.co.uk

Types of Services Provided

There is one CCG across Kent and Medway which commissions the majority of the services that the Trust provides.

Mental Health Services for Younger Adults

These services are available for those aged under 65. Assessment and treatment are provided as close as possible to the client's home, through local, multi-disciplinary community teams; these are supported by Crisis Resolution Home Treatment teams and inpatient facilities and day services where required.

Mental Health Services for Older People

These services are available for those aged over 65. Assessment and treatment are provided as close as possible to the client's home, through multi-disciplinary community teams as well as day services and inpatient facilities where required.

Early Intervention in Psychosis Service

This service treats patients in the age range 14 – 65, who are experiencing early onset or the first episode of psychosis, using a bio-psycho-social approach.

Forensic Psychiatry Service

The Trust provides the Kent Forensic Psychiatric Service, offering specialised mental health services for the courts, maximum secure specialist hospitals, the Probation Service, and the police. The work of the service involves all aspects of assessment and treatment of adult, mentally disordered offenders, including those who require treatment under conditions of medium and low security. The forensic service also manages two units for people with mental health and learning disabilities.

Perinatal Mental Health Services

A small, specialised service across Kent is delivered by consultant psychiatrists and specialised community mental health nurses. The service has extensive links with a wide range of community agencies, support groups, and self-help forums and counselling services; and works closely with all statutory agencies. An eight-bedded Mother and Baby Unit based on the Littlebrook Hospital site provides a regional inpatient service.

Specialist Personality Disorders Service

The Trust offers a multi-disciplinary service that provides an intensive Day Therapeutic Community Treatment programme based in Maidstone and East Kent. These services are suitable for people with a severe personality disorder who are unlikely to benefit from weekly psychotherapy, perhaps because a greater level of containment is needed.

Rehabilitation and Continuing Care Services

This is a Trust-wide service which is delivered through consultant-led, multi-disciplinary teams, specialising in the care of those clients with Enhanced Care Programme Approach (CPA) needs and who clearly also have rehabilitation needs. The service provides three inpatient Rehabilitation Units and developing outreach rehabilitation services.

Continuing Care and Residential Care requirements are managed in partnership with rehabilitation services; and provision includes some accommodation for people with complex mental health needs, provided from staffed houses across the Kent and Medway area.

The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services and our strategy is underpinned by a 'recovery and wellbeing model' delivered in partnership with service users, their families and a wide range of organisational stakeholders.

For information about our services, visit our website: www.kmpt.nhs.uk

3. Service details

Within the Thanet Community Mental Health Team, we have 3 full-time Consultants. There are two non-medical prescribers.

The team has a dedicated Duty team assessment and CAPA Assessment team. There is a robust system of medical support to the team and to ensure medical leadership.

The Doctor will get an excellent opportunity to develop skills for all the aspects of general adult community psychiatry. The Doctor will be participating in 'Referral screening assessment and follow-up' with the consultants, where you will be providing medical input to screen the referrals made to the CMHT. The Doctor will have access to the Psychology team to be supervised with them. The Doctor will have communication with local GPs to provide welfare for the patient. The Doctor will be able to attend assessment for s136 or community assessments under the Mental Health Act.

The Doctor will learn to interact with other specialties such as Mother and Infant Mental Health Team, Neuropsychiatry, etc. The Doctor will be able to communicate with Primary Care Mental team such as INVICTA team.

The Doctor will participate in on-call duty whether in St Martins Hospital or Thanet Mental Health Unit.

The Doctor will also be participating in an 'emergency rota' and diversify your skills regarding emergency mental health care to the patients in the community. The Doctor will be running

CPA / medication review clinics, doing home visits if needed and will get an opportunity to do new patient assessments in the community all those duties will be under close supervision of the consultant. The Doctor will be exposed to understand working with patients on CTO and restriction orders by Ministry of Justice. The Doctor will be working with patients on CPA care pathway, under statutory section 117 aftercare and standard care pathway.

We have a well-resourced rehab team and we work closely with them to provide patient centered care to our patients who have enduring and disabling mental health problems and enable them to achieve Recovery.

We work closely with Mother and Infant Mental Health Services, Learning Disability, Early intervention in Psychosis, Addiction, Neurorehab, Autism Spectrum Diagnostic and Forensic services.

There is an inpatient psychiatric unit adjacent at St Martin Hospital. You can have an opportunity, depending on your training needs, to spend few sessions in the inpatient unit, under clinical supervision of an inpatient consultant. This will give you a unique exposure to manage the patients of your area in the community and in the wards.

We work closely with the inpatient, Crisis team and liaison team.

The post offers a flexible timetable that can enable the post holder to attend the desired special interest.

The post offers opportunity to develop research and audit skills.

The post offers an opportunity to develop teaching and appraising skills.

We strongly believe in medical leadership and encourage our Doctors to attend team meetings and get an experience in leadership and management.

We encourage our Doctors to attend Risk meeting and complex case discussion where staff discuss the 'risky clients '.

We organize once a month Risk Forums where selected cases are discussed in detail with the whole team with a special focus on risk management. You will have an opportunity to discuss your cases and to support the team with your opinion. Also, you can attend 'Reflective practice sessions' which are run by our senior psychologists of the team.

We are working with Primary Mental Health Care Teams as INVICTA.

The post holder will participate in out of hours on call rota which is shared by specialty doctors.

4. Local working arrangements

The Trust is seeking a consultant psychiatrist to join the Thanet (Eastern) Community Mental Health Team. The vacancy is replacement due to internal move and a full time community post. The Trust regards this as an opportune moment to develop the functioning of the team. The service covers the eastern area of the town, an area of particular social deprivation with considerable drug and alcohol-related difficulties in the local population. The post-holder will carry no responsibility for inpatients.

The team consists of:

- 3 whole time equivalent (WTE) consultant psychiatrist
- 1 whole time equivalent CT1 core trainee.
- 2 WTE medical secretary- Band 3.
- 1 WTE Band 4 Administrator.
- 2 WTE community psychiatric nurses – Band 6.
- 4 Part time community psychiatric nurses – Band 6.
- 1 Part time nurse associate Band 4
- 1 Part time physical health nurse.
- 2 non medical prescriber advanced, Band 7
- 3 Part time Senior occupational therapist, Band 6
- 4 Part time Psychologist
- 2 Part time Clinical associate Psychologist
- 4 Part time support time and recovery worker

Post is a 1:20 frequency Renumerated with 0.5 PA and category A supplement.

The team has in place a rapid assessment triaging service that is multi-disciplinary in nature, allowing assessment on receipt of referrals. It is expected that all team members (apart from the support workers) carry roughly equivalent numbers of cases as care co-ordinators. The consultant psychiatrist is expected to carry a compact caseload. Consultant will also be available at short notice to provide consultation and advice to other team members.

The Eastern Team is one of four CMHTs providing services to the town.

Consultant psychiatrist colleagues are as follows:

- Northern team – Dr Red
- Western team – Dr Yellow
- Southern team – Dr Green
- Eastern team – this post.

Inpatient services are provided in a new, purpose-built, 40-bedded unit, four miles from the team base.

A dedicated inpatient consultant psychiatrist and related team provide care for inpatients.

The team is also supported by a CRHT service, which deals with all crisis referrals from 9am to 9pm with an on-call service thereafter. The CRHT Team deals with all emergency Mental Health Act referrals and A&E liaison calls.

An AOT service provides intensive care to the difficult-to-engage clients and accepts on average 80% of referrals from the team. The team is also supported by an addictions team; an EIP service; and forensic services, which provide a local, medium secure and low secure service.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also

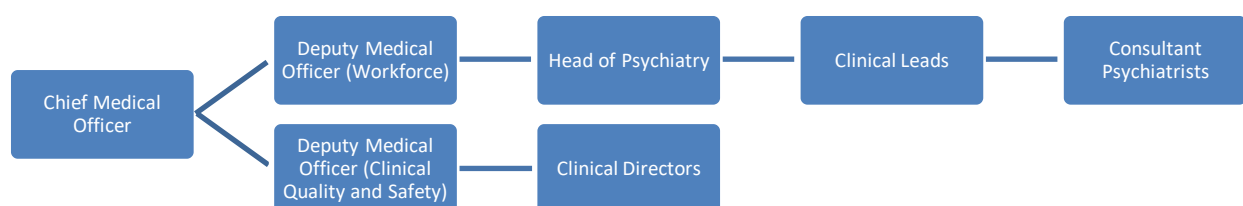
expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

5. Continuing professional development (CPD)

- The postholder will be expected to remain in good standing for CPD with the Royal College of Psychiatrists.
- There is a system of peer review groups in operation within the Trust. Within these the postholder will be expected to devise a PDP in liaison with colleagues
- There is a regular programme of weekly CPD activities organized at 3 sites across Kent and Medway. The postholder can access any or all of these.
- The post-holder will be entitled to up to 10 days per year of study leave with a study leave budget of £800 per year.

6. Clinical leadership and medical management

- In 2021 we have implemented a new Clinical Leadership and Medical Management structure as outlined below.



- The postholder will be expected to attend their own managerial supervision at least every six weeks with their line manager (normally the clinical lead).
- To provide professional leadership including clinical supervision to the medical team and to provide clinical leadership to the wider MDT
- Attendance at local governance meetings will form an opportunity to contribute towards business planning for the locality and, as appropriate, contributing to the broader strategic and planning work of the trust.
- The postholder will be expected to lead on the improvement of the quality of care within the team and contribute to improving quality across the system.

7. Appraisal and job planning

- KMPT is fully committed to the implementation of annual consultant appraisals and the postholder will be appraised by an assigned appraiser (independent to their line manager) on an annual basis.
- The appraisal will be part of the Revalidation and Relicensing process as guided by the GMC. The trust is currently using the online SARD platform for appraisals, job planning and annual leave
- Annual job planning will be undertaken by the Clinical Lead. There will be a review of job plans during every service restructuring; if there is a change in the needs of the post or at the postholders request
- Dr Afifa Qazi is the Responsible Officer and there is an Appraisal and Revalidation team for support

- KMPT has a robust internal induction programme for all new starters and a mentoring programme is available for all new Consultants and Consultants new to the Trust

8. Teaching and training

- The post-holder will be expected to take part in the regular teaching of junior doctors. Medical students also are placed in the area and there are opportunities to be involved in their teaching. This is support by the medical education team comprising of a Clinical tutor, Foundation Doctor Lead and a Director of Medical Education who are regularly engaged with Consultants
- The teaching is coordinated and managed by the Medical Education Manager and their team.
- There are opportunities for teaching FY Doctors, GP Doctors and Core Doctors on the Kent, Surrey and Sussex rotation who work within the trust. There is a well organised whole day fortnightly teaching program for GP Doctors and Core Doctors as well as SAS doctors.
- With the new Canterbury based Kent and Medway Medical School taking it's first students in 2020 this is a unique opportunity to get involved with the organisation and development of local medical education.

9. Research

- The Trust encourages research, particularly where this is relevant to the morbidity of the local population.
- The post holder will be encouraged to collaborate with academic departments in areas of research related to the post holder's duties. Research projects, which entail financial implications for the Trust, should be discussed initially with the Chief Executive and Medical Director.
- The Trust has academic links with universities in Canterbury – Kent University and Canterbury Christchurch University, as well as University of Brighton.
- The Research & Development team regularly coordinate the Trust participation in local, national and international research projects.

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

- Each Consultant will have named administrative support and also access to a secretarial pool for preparation of letters and reports etc.
- The Consultant will have a computer with access to the internet/Rio patient data base and a Dedicated work space and will have access to bookable private rooms. The Trust uses digital dictation BigHand to enable timely completion of typing activities.

12. Clinical duties of post holder

The post holder is expected to conduct assessment and treatment of mental health conditions who are under the secondary mental health services.

13. Clinical governance and quality assurance

- The post holder would be expected to actively participate in service/team evaluation and the planning of future service developments
- The post holder, with all staff members, will be expected to comply with the Trust's Clinical Governance policy. The Trust Clinical Audit Committee is operational and the post holder will be expected to participate in the Trust's audit activities.

14. Quality improvement

- The postholder will lead and manage the team in a way that supports the development of a culture of continuous improvement and learning.
- Utilising a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.
- Work with the Quality Improvement team to support all of these activities.

15. 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.

16. 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.

17. 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.

18. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than 6 weeks 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 six weeks after commencing the post and at least annually thereafter.

19. On-call and cover arrangements

- The postholder will join the Consultant on-call rota. This is currently 1:20 (non residential) and is remunerated with category A supplement and 0.5 PA in addition to 10 PA sessions.
- The on-call responsibilities includes supporting junior doctors and providing RC responsibilities.
- Section 136 and mental health act assessments in the community or local police stations/A&E departments are completed by the middle grade doctor rota available during the on-call duties. On call responsibility will cover both adult and older adult psychiatry wards.
- All leave must be agreed with the Clinical Lead and cross cover arrangements will need to be agreed between the local Consultants.

20. Wellbeing

Within KMPT we are committed to the wellbeing of our staff and offer a range of support services:

- **Effective occupational health support.**

The post-holder will have access to Optima Health occupational health services. The post-holder's manager can make a referral using the online portal. They will complete a short referral form and submit to Optima. All referrals received will be triaged by a clinician and the appropriate consultation booked, this will either be a face to face or telephone consultation with an Occupational Health Advisor or for complex cases an Occupational Health Physician. After the consultation is completed if the post-holder

has consented then a report will be sent to the line manager and HR (if requested on the referral) and a copy sent to the post-holder for review.

- **Optimise Health.**

The post –holder will have access to Optimise Health. This is a tool that helps people take control of their health, designed to highlight any risk factors and encourage small but sustainable changes to help maintain fitness, health and personal resilience. Increasing sedentary workforces, obesity, psychological ill-health and less sleep are all having a negative impact on our health. Optimise is a set of comprehensive wellbeing assessments, with personalised wellbeing content tailored to your responses and an extensive library of wellbeing information for the post-holder to access, at any time

- **Staff Care Services (SCS).**

The post-holder will have access to SCS which is an independent professional counselling service provided for staff as part of the Trust's commitment to staff care. The support line provides free, confidential information, support and counselling away from the workplace.

- **Proactive local organisational systems to support doctors' wellbeing following serious incidents.**

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (eg. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the line manager.

- **Timely job planning reviews when there are changes in regard to the pre-agreed workload.**

If there are changes to the pre-agreed workload (eg. 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 of a new working arrangement is to proceed.

- **Availability of local initiatives/resources that promote workforce wellbeing.**

KMPT offer a range of ongoing initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include:

- Flexible working including remote working
- Flexible retirement
- Trust-wide awards event recognising staff and volunteers
- Annual flu vaccine
- Varied learning and development courses (e-learning and face-to-face)
- Staff MOTs supporting your physical and mental health with health advice and monitoring
- Easy access to information with 'MyKMPT,' our on-the-go phone app for staff
- Regular listening events with open access to senior management
- Car lease scheme
- National and local NHS discounts for staff and families
- Relocation packages (dependent on post)
- The post holder will form part of a peer group who meet regularly.

- **KMPT has in house Mental Health First Aiders on hand to support and sign post for anyone struggling with their mental wellbeing.**

KMPT runs many more wellbeing initiatives through the year, supported by a team of Health and Wellbeing Advocates, including support for giving up smoking, opportunities to take part in physical or mental wellbeing challenges and access to free tools and resources, all information can be found on our intranet iconnect under health and wellbeing.

21. 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.

22. Leave

The post-holder is entitled to a minimum of 32 days annual leave per year dependent on length of service as detailed in the consultant contract. The post-holder will also be entitled to up to 10 days per year of study leave.

23. Suggested draft timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Red Board Meeting OPD	Clinical Clinical	DCC	1
	PM	OPD	Clinical	DCC	1
Tuesday	AM	Red Board Meeting OPD	Clinical Clinical	DCC	1
	PM	OPD	Clinical Clinical	DCC	1
Wednesday	AM	Red Board Meeting OPD	Clinical Clinical	DCC	1
	PM	Team Meeting	Clinical	DCC	1
Thursday	AM	Red Board Meeting CPD	Clinical SPA	SPA	1
	PM	CPD	SPA	SPA	1
Friday	AM	Red Board Meeting OPD		DCC	1
	PM	OPD Supervision	Clinical SPA	DCC SPA	0.5 0.5
Unpredictable / emergency on- call work			Home Visit, 136 cover, MHA assessments,		
On Call as per rota			On Call out of hours	DCC	0.5
Total PAs	Direct clinical care (7.5 PA for routine 9 to 5 work and 0.5 PA for out of hours duties)				8.0
	Supporting professional activities				2.5

The expectation is that 1.5 Supporting Activities PA will be used in activities related to CPD, audit/quality improvement activity, appraisal, revalidation and PDP groups and 1 Supporting Activities PA will be used in management or leadership roles with linked SMART objectives (RCPsych CR207 Safe Patients and High Quality Services).

24. Equality and Diversity

KMPT has made a commitment to becoming an anti-racist organisation and champions equality of opportunity and freedom from discrimination on grounds of race, age, gender identity, sexual orientation, sex, disability, philosophical and religious beliefs, cultural background, health status and language.

KMPT wants to create an open, non-judgmental, and inclusive NHS organisation that treats all staff with dignity and respect. We welcome applications from underrepresented groups and actively encourage them to bring their whole selves to work as we aim to become a truly diverse organisation.

25. For further information about the post or to arrange an informal visit, please contact any of the following:

(Head of Psychiatry- Dr Aaliya Majeed)

Tel: 01233651886

e-mail: aaliya.majeed@nhs.net

(Service Manager- Gordon McKay)

Tel: 01322 622222

email: gordon.mckay@nhs.net

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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 03/08/2023.

Appendix 1: Sample 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	MBBS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management. MRCPsych Additional clinical qualifications.	SL Scr SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register OR within six months. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	Scr Scr Scr Scr	In good standing with GMC with respect to warning and conditions on practice	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	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>SL, AAC</p>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>