

## Consultant psychiatrist job description and person specification

Post and specialty:	<b>Consultant Psychiatrist in Liaison Psychiatry</b>  This post is for a full time Consultant Psychiatrist, with a range of mental health needs within the general hospital setting.  You will require leadership and team building skills as well as clinical experience and educational ability.
Base:	Royal Shrewsbury Hospital (RSH) Mytton Oak Rd, Shrewsbury SY3 8XQ
Contract:	Number of programmed activities: 10 PA
Accountable professionally to:	Medical Director: Dr Abid Khan
Accountable operationally to:	Service Lead: Mr Anton Dias
Key working relationships and lines of responsibility:	Care Group: Shropshire  Managing Director for Care Group : Ms Cathy Riley  Head of Operations (Unplanned Care) : Mr Paul Bowers  Clinical Care Director, Mental Health : Dr Anne MacLachlan  Medical professional Lead: Dr Chandan Aladakatti  Medical Director : Dr Abid Khan  Chief Executive : Mr Neil Carr

## **Introduction**

This post is for a Trust locum, full-time Consultant Psychiatrist for the Liaison Psychiatry Services based in Shropshire care group. The post is to provide specialist provision to the Liaison Psychiatry Service at Royal Shrewsbury hospital (RSH), Princess Royal hospital (PRH), community hospital of Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust, Oswestry (RJAH).

The emphasis is to provide timely and comprehensive assessment, interventions and treatment to service users and their families/carers, where a functional or organic mental disorder is suspected or evident. The 'community' the post serves is the population within the general hospitals, regardless of their home locality.

The vacancy has arisen as a result of planned retirement and expansion of current medical workforce in Liaison psychiatry. There will be a significant element of service development within this post, teaching and training of colleagues from within MPFT and other Trusts, as well as the clinical excellence expected.

The post is provided by Midlands Partnership Foundation Trust (MPFT). The post holder will be working within the hospitals of Shrewsbury and Telford Hospital NH trust (SaTH). The post holder should be a car driver and hold a current driving licence or be able to make appropriate arrangements for the travel requirements of the post.

## **The Trust**

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

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

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

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

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

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

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

The Trust is split into 4 Care Groups, covering Staffordshire and Stoke on Trent, Shropshire, Specialist, and Children and Families Services.

### **Shropshire Care group**

Mental Health Services in Shropshire are provided by Midlands Partnership NHS Foundation Trust. The Mental Health and Learning Disability Directorate serves approximately 440,000 people in Shropshire. In addition, the newly purpose built Redwoods Centre Hospital offers an inpatient service to 55,000 people in Powys in Wales. 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, working collaboratively with the Operational and Service Leads in helping to steer the development of the service in line with the strategic direction of the organisation.

MPFT have a wide range of clinical services, and the post holder will need to establish and maintain close working relationships with internal and external providers. There are 5 community teams offering mental health services to adults of working age – two are based in Telford, although this coming year will see these teams merging, one in Central Shrewsbury and one in each North and South Shropshire (although both of these teams have a hub and spoke model, ensuring that patients do not have to travel too far to access services).

The community teams are supported by one community-based Consultant with a SAS doctor to support and facilitate community-based outpatient clinics.

The emphasis within the community teams is very much about recovery and supporting people in the least restrictive environment.

Within MPFT are a number of clinical Pathways with which Liaison Psychiatry have interactions on a regular basis, including (but not restricted to):

1. Community Dementia Service (CDem)

This multi-disciplinary service provides assessments and interventions for those individuals with cognitive and memory difficulties. Service consists of nurses, OTs, support worker, Psychiatrists, and non-medical prescribing clinicians.

2. Functional Older Adult Pathway

A service designed specifically for those of older age with functional mental health needs, alongside other frailties associated with older age. Works closely with the other pathways and CDem.

3. Access Service

MPFT's point of access into mental health services, including primary care into secondary care, self referral, access to crisis services and signposting.

4. Community Interventions Pathway (CIP)

Multi-disciplinary service for those aged 16+ with non-psychosis mental health conditions. Interventions are based on the person's needs rather than diagnosis or age.

5. Psychosis Pathway

Multi-disciplinary service for those aged 16+ with psychosis-related mental health needs. Interventions are based on the person's needs rather than diagnosis or age.

6. Intensive Life Skills Pathway

A multi-disciplinary specialised and structured programme of intervention for individuals with significant emotional dysregulation associated with life-threatening behaviours.

7. Inpatient services

MPFT's Shropshire in-patient service is based at The Redwoods Centre, Shrewsbury. This is a new purpose built state of the art facility that comprises two acute admission wards, a recovery ward and two older people's wards for organic and functional presentations. The site also has two wards for forensic services. It is the location for the Crisis Team for Shropshire as well as ECT facilities, pharmacy, Occupational Therapy and Physiotherapy suite. There are 3 Acute Wards, 1 male, 1 female and 1 mixed for older adults. The 16 bedded mixed sex unit which provides a service to all patients from the Shropshire, Telford and Wrekin locality.

Bed management and co-ordination is provided during working hours by a Bed Manager, and outside of these hours, by the local CRHTs.

8. Crisis Resolution / Home Treatment Teams

Multi-disciplinary service providing 24 hour domiciliary assessment and treatment for patients and include a dedicated Consultant Psychiatrist. The teams maintain close links with the community and inpatient services to facilitate home treatment as an alternative to admission wherever possible.

9. Social Care Pathway

Provision of social work support where necessary, AMHP duties, social navigators and advisory needs.

There are a number of third sector services within the locality which provide valuable resources for our service users, including substance and alcohol services, mental health support groups, activity groups and mental health support lines. The post holder will need to familiarise themselves with such services, establishing effective communications, in order to offer choice to patients and their families/carers regarding their treatment and support options.

Liaison Psychiatry (West) receive referrals for those that live outside the MPFT footprint, in localities including Powys in Wales, for example. The service therefore aims to develop and maintain close

working relationships with statutory and non-statutory services in these areas. The expectation is for the post holder to be an active and important aspect of this, creating and maintaining positive and shared communications, pathways and learning opportunities.

### **Keele University**

MPFT has close links with Keele University and has been a Keele University Teaching Trust since 2010. The Keele School of Medicine has a highly rated, innovative integrated MBChB five-year course that is committed to “Graduating Excellent Clinicians” and also offers a range of programmes, modules and short courses in postgraduate medicine aimed at addressing the differing needs of healthcare professionals at different stages in their careers. The university has also recruited to honorary senior clinical lecturer roles from amongst our body of consultant psychiatrists. The Trust has a well-developed Research and Innovation Department and the post holder will be encouraged to develop research interests.

The Trust has a number of highly engaged medical student support tutors in South Staffordshire and Shropshire and there will be opportunities for the post holders to be involved in medical student teaching. Dr Rob Dennis is the academic lead in South Staffordshire and his counterpart in Shropshire is Dr Rajesh Sulake. The Trust also hosts postgraduate Foundation Year trainees, GP trainees in addition to employing core and higher psychiatry trainees (CT1-CT3 and ST3-ST6) in general adult and old age psychiatry, CAMHS and forensic psychiatry. One of our consultants is Cluster Lead and we have two College Tutors – Dr Rashi Negi in Staffordshire and Dr Ram Benning in Shropshire.

### **Service details**

The Liaison Psychiatry service provides the mental health input to the general hospital population, entailing the assessment, interventions, management and discharging of individuals with mental health needs. The focus of the service is to encourage parity of esteem for mental health conditions, and for the timely and effective treatment of those in need, whether they are in hospital for a primary physical or mental health concern.

The Consultant post is to provide clinical expertise, excellence and medical input to the Liaison teams, including the supervision and training of professionals within the MDT and wider networks. As the service works collaboratively with the acute Trusts and other providers, there is the expectation and need that this post holder will provide training and education to staff within the partnership agencies.

The post holder would be expected to provide input to the following teams and locations:

Royal Shrewsbury hospital (RSH), Princess Royal hospital (PRH), community hospital of Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust , Oswestry (RIAH).

The frequency with which the post holder would need to travel between sites is based upon clinical need at any given time, but is not expected to be extensive.

The primary base and activity will be with Liaison Psychiatry (West) at RSH. The services are led by experienced and committed team leaders, who are keen to improve and diversify the service

provision in line with the local population needs, and to provide an adaptable, high quality service to the general hospital community.

Looking at the questions:

Cross cover with CRHT consultant to support A/L (not sure if we can put anything in here around the case for another consultant?)

The overall aim of Shropshire and Telford mental health liaison services is to provide the best possible quality and comprehensive assessment, care, treatment and support to people experiencing known or suspected mental health problems within the four hospital sites.

The overarching service objectives are:

- Provide a timely and flexible response to referrals, to meet the demands of the PRH/RSH hospitals
- To work with the following groups of people who may attend or be admitted to the acute hospital setting (not an exhaustive list):
  - A. People who have self-harmed
  - B. People with physical and psychological consequences of alcohol/substance misuse
  - C. Frail elderly people with possible delirium/depression/dementia
  - D. People with known severe mental illness particularly when in relapse
  - E. People admitted with primarily physical health symptoms which may also have a psychological/social cause
  - F. Vulnerable groups including people who are homeless, experience personality difficulties, subject to domestic abuse/violence and Provide comprehensive mental health assessment; assist with diagnosis, care and specialist discharge planning, risk assessment and management, including signposting to people referred to the service.
  - G. Provide Mental Health related training to staff members at the hospital sites to raise awareness of mental health conditions.
  - H. Work closely and in partnership with other services and organisations to contribute to a seamless service of mental health provision and the development of appropriate care pathways for onward referral of individuals in need of further assessment and support.
  - I. Support the active engagement of people and carers at all levels, to enable participation in the design, planning, delivery, monitoring and evaluation of our services and those of our partner organisations.
  - J. Ensure information is presented in a manner that is clear, concise and of a good quality. As far as possible, provide the right information at the right time suited to their personal needs.
  - K. Actively engage people to participate in their assessment and care planning. This will follow a commitment to equality, inclusion, recovery and diversity that supports people in living independent and valued lives. The approach puts the individual person's strengths, goals and aspirations as well as needs and difficulties at the centre, builds confidence and promotes social inclusion and recovery.

- L. Inform people referred to the service of their current assessed need and care plan. A copy of the MHLS care plan will be provided to the person where clinically appropriate– in an accessible format appropriate to their needs.
- M. Seek feedback from people using the service and their family/friends and carers.
- N. Treat information with the utmost confidentiality within our service; however, at times it may be necessary for us to share this information with other parties. This will only happen if there are overriding concerns for the people or that of others welfare

#### Key performance indicators

- the A+E department and monitored with KPI's meeting the demand of assessment within 1 hour of referral
- Response to the wards within 24 hours of referral

This reduces the number of attenders who present at the Emergency department and reduces the length of stay within the acute trust.

The service operates through a divisional line management structure. Medical line management aligns to the lead consultant within MPFT.

#### Modern Matron for Urgent care

Responsible for ensuring the operational delivery of the Mental Health Liaison Team within the Urgent care pathways/Mental Health division. Supporting the Team Manager and Clinical Leadership team in ensuring contracted targets are met and it delivers excellent standards of care to mental health people and carers across the Acute Trust, ensuring that care is delivered in their clinical areas of responsibility, meeting or exceeding the standards expected by the Care Quality Commission and any other standards considered best practice.

#### Operational lead

To ensure and effective day-to-day management of the team. They will be responsible for ensuring the implementation of the Operational Procedure. This includes the implementation of processes for work allocation, communication, performance management, supervision and ensuring the implementation of GMMH policy and procedures.

To manage the overall workload/rota of the service ensuring that appropriate systems and staffing levels are in place for timely and effective assessment of people within acute trust

To ensure that the team is compliant with Trust policies, procedures, protocols and guidelines.

To be responsible for performance review and the implementation of systems which ensure that key performance indicators are being met.

To demonstrate clinical expertise via interventions, supervision and modelling good practice.

To ensure that the team comply with the agreed timescales for the service in relation to the assessments of people and report any breaches to senior management and provide reports in relation to this.

To work with the team in developing clinical pathways and liaison protocols including those relating to dementia, substance misuse, self-harm and functional illness.

To ensure timely provision of reports, statistics and analysis of service activity in relation to service specification and targets.

They will promote a positive learning environment and support the professional development of the team.

To will promote collaborative and multidisciplinary team working.

#### Consultant Psychiatrist

The Consultants will have clinical leadership responsibility for the service delivery in all areas within the acute hospital. The main duties of the Consultant includes the provision of:

- Senior and overarching Clinical Leadership for the service, MHLS led by the Lead Consultant
- Senior medical input to A&E and the wards, to enable access to diagnosis, effective management plans and early, safe discharge of complex cases
- Specialist pharmacological advice
- Senior clinical input (direct or closely supervisory) into complex presentations e.g. severe attempts of self-harm, dementia, eating disorder, somatisation, factitious disorder
- Mental Health Act work, including assuming Responsible Clinician role for people detained to the host acute hospital
- Review of people who are detained in the acute hospital under MHA

#### Clinical psychologist

To provide highly specialised psychological input into the service across a range of psychological sub-specialisms and across all ages

To promote the flexible and responsive development of psychologically informed service delivery

To work in a supervisory and training role with staff, providing consultancy and liaison with other parts of the secondary mental health services

To contribute to assessment and effective treatment of people in the acute hospital setting who may be experiencing mental health problems

To work with people who attend A&E frequently, with the aim of identifying unrecognised need, develop care plans and reduce hospital attendance



A psychological resource within the service ensures:

- Robust case formulation
- Complex case formulation and management of frequent attenders
- Brief interventions (e.g. CBT informed interventions and solution focussed therapy)
- Enhances MDT working
- Accordance with the Stepped Care Model
- Psychological informed case supervision

#### Senior Practitioner/ Clinical Lead

The main duties of the Senior Practitioners/ Clinical Leads include:

- Ensuring that senior clinical input is readily available to Liaison Practitioners to manage difficult cases and provide support in making robust clinical decisions.
- The development of clinical pathways and protocols
- Clinical and Line-Management supervision of Liaison Practitioners

Each Senior Practitioner/Clinical Lead may also have specific responsibilities for various components of the service, for example:

- Urgent and Emergency Care
- Medical wards
- Police Liaison
- Training with the Acute Trust
- Safeguarding
- Perinatal mental health
- Older adult mental health
- Dual Diagnosis

#### Mental Health Practitioner

Mental Health Practitioner role includes:

- Complete assessment of mental health needs for people referred to the team. These will include people presenting with both functional and organic problems.

- Following the assessment, develop a joint care plan with the people, and where possible, the carer and acute trust colleagues
- Support and advise acute trust colleagues regarding the care, treatment and management of people with mental health difficulties. This will also include participating in the Team training programme.
- Support the assessment of people detained on Section 136 of the Mental Health Act
- Take a lead in shift coordinating where required

#### Team Administrator

- To facilitate the achievement of effective high quality and timely recording of interventions and communication of outcomes provided back to the person, GP and carers as appropriate.
- To contribute to both a smooth interface and communication between practitioners within the teams and across the providers

#### Hours of operation:

The RSH team are a Core 24 team, The service is delivered 24 hours a day, 365 days a year throughout the entire hospital site.

Band 6 and Band 7 practitioners will work over a 24/7 rota

Senior medical supervision and advice will be available via the team consultants, within the working hours of the MHLS Consultants and via the On-call Speciality Trainee and Consultant rotas outside of this.

The PRH team are a service who provide a Liaison service within the hours of 07:45 until 2am. PRH is not a Core team and cover evening twilight of 8pm-2am.

Referral data for the service outlined below for the 3 month period July-September 2022:

Royal Shrewsbury Hospital and Robert Jones Agnes Hunt Orthopaedic hospital- 559 referrals to Liaison MH

Princess Royal Hospital Telford- 510 referrals

Monthly referrals range from 180-210 per calendar month.

#### **Continuing professional development (CPD)**

- Expectation to remain in good standing for CPD with the Royal College of Psychiatrists.
- The post holder will join a large group of psychiatrists within mental health services and be able to join a peer group that best meets their clinical and educational needs.
- Study leave is available to all psychiatrists, up to 30 days over 3 years. Funding is provided for training courses that are relevant to the post holder's PDP, as identified in appraisal.
- MPFT is committed to offering appropriate SPA time to medical staff, with all full time job plans comprised of 7.5 DCC and 2.5 SPA sessions.

### **Clinical leadership and medical management**

- All Consultant Psychiatrists are professionally accountable to the Medical Director and can access relevant support via the Medical Directorate, which includes dedicated Associate Medical Directors for doctors in difficulty, patient safety information governance and appraisal.
- All Consultant Psychiatrists are members of the Medical Advisory Committee (MAC) and are invited to participate in the Local Negotiating Partnership (LNP).
- The care group which comprises mental health has a strong operational structure. Clinical / quality leadership is provided by professional leads, including the Medical Professional Lead for Mental Health.
- Consultant Psychiatrists are connected to the Trust Board by the Medical Advisory Committee, of which the post holder will be a member.
- 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, working collaboratively with the Operational and Service Leads in helping to steer the development of the service in line with the strategic direction of the organisation.
- MPFT is committed to Quality Improvement techniques based on the Virginia Mason Production System (VPMS). Appointed consultants are expected to understand the basis of these techniques and to support quality improvement initiatives. Some will be able to engage in more extensive training.
- As senior clinicians, all Consultant Psychiatrists are expected to lead clinical audit activity and are supported by the Clinical Audit Department in this.

### **Appraisal and job planning**

- MPFT utilises electronic tools for both appraisal and job planning, and the annual cycle of each is supported by operational managers.  
The Medical Directorate has a dedicated Associate Medical Director for appraisal and job planning to ensure that systems, processes and support relating to appraisal and job planning are appropriate for doctors' needs.
- The Responsible Officer is the Medical Director for MPFT.
- MPFT endorses the Royal College of Psychiatrists West Midlands Division Mentoring scheme for newly appointed Consultants and recommend the Post-holder consider participation. Further details of this scheme can be accessed at <http://www.rcpsych.ac.uk/PDF/mentoring.pdf>

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

### **Teaching and training**

- The post holder may contribute to the MPFT weekly postgraduate teaching programme. The post holder may also make links with the Foundation School in order to teach junior doctors not specifically training in psychiatry.
- There are also opportunities to link with undergraduate tutors for Keele Medical School in order to offer undergraduate teaching.
- SPA would be offered for all of these activities, as agreed in the job plan.
- To participate in the training and supervision of doctors in training and medical students, non-medical prescribers (NMPs) and non-medical Responsible Clinicians (RCs) where applicable.
- There is an expectation that the post holder will be actively involved in the provision of teaching and training of colleagues of all disciplines from the Acute Trust and within the Liaison Psychiatry service itself.

### **Research**

- The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process. The Trust R&I department will provide support and training as required and facilitate links with local Universities to help create and support opportunities for collaborative research with academic partners. The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process.
- The Trust has a thriving Research and Development department which provides valuable support and guidance to clinicians through a culture of evidence based healthcare across all Trust services. It is an invaluable resource to the clinical audit programme providing advice on audit projects, design and data analysis.
- The Trust Research & Development Department with close links to Keele University has three Professors.
- There are opportunities for appointed Consultants to be involved in research projects, multi-central clinical trials within the UK and other parts of the world.
- There is a Learning Centre in Stafford with a Library containing a wide range of psychiatric books and journals. Training is available from the librarians in database searching skills and in using the internet effectively.

### **Mental Health Act and Responsible Clinician approval**

- The post holder would be an Approved Clinician, approved under Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.
- There is the expectation that the post holder will act as Responsible Clinician to those individuals detained under the MHA to the Acute Trust and RJA, providing the necessary guidance, advice and treatment for those detained, and support and expertise for families/carers and colleagues involved with the person's care.

### **Secretarial support and office facilities**

- Liaison Psychiatry administrative staff will provide admin and secretarial support to the service to ensure timely, efficient and comprehensive completion of all administrative duties, with the post holder having the necessary access and support with all administrative needs.
- A Business Support Officer will also provide business functionalities for the service, and the post holder will work closely with this person regarding performance and data elements.
- The Consultant in post will have office space with the teams, as well as space for confidential and private activities.
- The post holder will be supplied with necessary IT and communication devices. The Trust are currently exploring 'mobile working' digital possibilities.

### **Clinical duties of post holder**

The Consultant will provide psychiatric assessment, diagnosis and formulation for those in the emergency departments and wards within Royal Shrewsbury hospital (RSH), Princess Royal hospital (PRH), Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust, Oswestry (RJAH).

The Liaison Psychiatry teams take a collective approach to caseload management in their respective teams – the number of new referrals and the number on the teams' caseloads can vary and be unpredictable, in line with the specialty and acute hospital population. The experienced nursing teams usually carry out an initial assessment, seeking medical input where there is complexity, risk or diagnostic uncertainty.

In Liaison (West) (primary base for this post), work is allocated at the team board round meeting each morning as well as throughout the day as referrals are received, and medical supervision is sought as required according to need.

In the Emergency Department (ED), referral numbers vary on a daily basis, though the emphasis is always on the prompt and effective response time of one hour, with the overall aim of ensuring the individual is seen, assessed and a plan made within 4 hours of their arrival to ED. Evidence from the RAID model in Birmingham has suggested that greater impact upon a patient's length of stay could be made if mental health needs are identified and treated earlier in the admission pathway, and as such, the post holder will be expected to take a proactive approach in addressing this through joint protocol peer and training with Acute Trust colleagues.

The post holder will provide assessment and treatment of all patients with mental health needs in all areas of the general hospital. These needs may be pre-existing mental health conditions, those that arise from self harm or suicide attempts, substance and alcohol dependences, as well as those with mental ill health as a result of chronic illness, surgery or neurological events, for example.

As Liaison Psychiatry develops towards an ageless service, the Consultants may be required, infrequently, to see service users of all ages

The Consultant will assess and make recommendations under the Mental Health Act for individuals admitted to the general hospitals mentioned; provide up to date, evidence-based interventions; link in with GPs, Community Teams and primary care providers on follow-up arrangements for patients; provide leadership, consultation, advice and guidance within the Liaison Psychiatry; work collaboratively with Senior Clinical Colleagues in the Acute Trust, as well as with specialist mental

health teams, where the expectation will be for the post holder to develop proactive and effective links with the services in the local geographical area.

### **Training duties**

- This post include clinical or educational supervisor responsibilities. Historically this placement has received trainees core (FP,GPVTS,CT) and higher along with medical/nursing students. This is subject to annual review in partnership with local Director of Medical Education (DME), RCPsych tutor and Foundation Programme training programme director. Notably, both the employing trust, MPFT, and the site trust, SaTH, are training organisations in which opportunities to teach junior doctors are available.
- To participate in the training and supervision of doctors in training and medical students where applicable, acting as a role model for others.
- To participate in the supervision and training of non-medical prescribers (NMPs) and non-medical Responsible Clinicians (RCs) within the service.
- To participate in Continuing Professional Development, including peer supervision, and to remain up-to-date with requirements for revalidation.
- There is the expectation that the post holder will be actively involved in the provision of teaching and training of colleagues of all disciplines from the Acute Trust and within the Liaison Psychiatry service itself, on both a planned and ad hoc basis.
- MPFT has library facilities available to all staff at The Redwoods Centre, Shrewsbury.

### **Clinical governance and quality assurance**

- As senior clinicians, all Consultant Psychiatrists are expected to lead clinical audit activity and are supported by the Clinical Audit Department in this.
- Consultant to work collaboratively with the clinical leadership in the Collective Leadership structure.
- To be actively involved in shaping and improving the services offered in the Liaison mental health services to best meet the needs of users and carers, the Acute Trusts and local population.
- As the care group is planning to have structural changes (Transformation) in community, the Consultant Psychiatrist in post will be instrumental in service evaluation.

### **Quality improvement (QI)**

- MPFT is committed to Quality Improvement techniques based on the Virginia Mason Production System (VPMS). Appointed consultants are expected to understand the basis of these techniques and to support quality improvement initiatives. Some will be able to engage in more extensive training.
- Post holder will have the skills and attitude to contribute to the development of a culture of continuous improvement and learning.
- 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.

### **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 Service Lead, which will include consultation with a relevant individuals 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.

### **External duties, roles and responsibilities**

- MPFT 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.
- To work within the requirements of service contracts agreed with our Commissioners, including compliance with nationally agreed quality standards

### **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 MPFT. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

### **Work programme**

- It is envisaged that the post holder will work 10 programmed activities over 5 days, though this is subject to negotiation depending on personal and service need. Following appointment there will be a meeting at no later than three months with the Service Lead 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 Job Planning Lead three months after commencing the post and at least annually thereafter.

### **On-call and cover arrangements**

- The post-holder will take part in Mental Health Assessments and out of hours duties; on call work is remunerated at 3% as well as 0.5 PAs. Shropshire on call currently operates on a 1:15 basis. This is a 3 tier rota covering Shropshire, in the specialities of general adult and older adult psychiatry but we will expect to have rota gaps . Separate rotas exist for forensic and child and adolescent psychiatry and are not part of the on call responsibility for this post.
- The Consultant Psychiatrists in post for Liaison Psychiatry will be expected to provide cross cover for each other, and psychiatrist colleagues where appropriate.

### **Wellbeing**

Occupational health: The Trust takes the wellbeing of all staff very seriously and the post holder will be able to avail themselves of a free, confidential support and counselling service. Staff are able to self-refer to a range of services including professional mediation and support following traumatic / distressful or other untoward incidents including investigations. Occupational Health support is well established and easily accessible directly or via line management. Local occupational support to the post holder is provided by Team Prevent, Stonefield House, St Georges Hospital, Corporation Street, Stafford, Staffordshire, ST16 3SR. Telephone 01327 226920. Email: cs-c@tphealth.co.uk

Systems are in place in the service to support any member of staff following serious incidents. The post holder will be supported by the Team Lead together with the Medical Lead or Medical Director. The post holder will be able to access Care First 24/7 telephone counselling support should they require it.

If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.

The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working options. There is an on site nursery, Staff Counselling Service, Cycle to Work Scheme, Microsoft Office, NHS Benefits, including shopping discounts and offers and wellbeing events including “Soothe” resources.

The Trust will publish an annual equality and inclusion report which will include the progress made in relation to the commitment and compliance to equality and inclusion. The purpose of the report will be to gain an understanding and direction of the work delivered and in progress. The report will provide assurance that legal compliance in relation to the Equality and Inclusion agenda is being met



and we are promoting the Trust as an exemplar employer and provider organisation. The Trust will publish this report July 2019.

### 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

### Leave

The post-holder is entitled up to 32 days of annual leave per year (dependent upon seniority) and 30 days study leave over three years.

### Visiting arrangements (key contact numbers, trust website etc.)

- For further information or to arrange an informal visit, please contact any of the following;  
 Clinical care Director, Shropshire care group, Dr Anne MacLachlan – 01743210000  
 Service Lead, Anton Dias - 01743210000  
 Medical director, Dr Abid Khan – 0300 7907000  
 Chief Executive, Neil Carr – 0300 7907000

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### Example timetable:

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	Liaison Psychiatry	Caseload review, team meeting, client-related admin	DCC	1
	PM	Liaison Psychiatry	Patient assessments/reviews, supervision	DCC	1
<b>Tuesday</b>	AM	Liaison Team	Caseload review, patient assessments/reviews, supervision	DCC	1
	PM	Flexible	SPA	SPA	1
<b>Wednesday</b>	AM	Liaison Psychiatry	Caseload review, team meeting, client-related admin, patient assessments/reviews	DCC	1
	PM	Flexible	Supervision/MDT/SPA	DCC (0.5) SPA (0.5)	1
<b>Thursday</b>	AM	Flexible	SPA	SPA	1
	PM	Liaison Psychiatry	Caseload review, team meeting, client-related admin, patient assessments/reviews	DCC	1

<b>Friday</b>	AM	Liaison Team	Caseload review, patient assessments/reviews, supervision	DCC	1
	PM	Liaison Psychiatry	Patient assessment/review, client-related admin, supervision	DCC	1
<b>Total PAs</b>	Direct clinical care				7.5
	Supporting professional activities				2.5

**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



## 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. MRCPsych	Scr Scr	Qualification or higher degree in medical education, clinical research or management.  Endorsement in liaison psychiatry Dual training in general adult and older adult psychiatry	SL  Scr  SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.  Be included on the GMC Specialist Register with CCT or CESR in general adult psychiatry.  Approved clinician status  Approved under S12 Eligible to be S12/AC approved by the time of starting in post	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		



**Midlands Partnership**

**NHS Foundation Trust**

*A Keele University Teaching Trust*

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge and experience in specialty of Working Age psychiatry, in a variety of services	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	Awareness of Lean methodology	SL, AAC
	Excellent oral and written communication skills in English	SL, AAC, Ref	Experience of Liaison and/or Crisis services	SL, AAC
	Able to manage clinical complexity and uncertainty	AAC	Experience with any or all of the following: <ul style="list-style-type: none"> <li>• Children and young people</li> <li>• Substance/alcohol dependences</li> <li>• Perinatal mental health</li> <li>• Medically Unexplained Symptoms</li> <li>• Neuropsychiatry</li> </ul>	SL, AAC
	Ability to provide leadership and vision in a changing environment	SL, AAC, Ref		
	Strong understanding of statutory agencies and voluntary bodies	AAC		
	Demonstrate an understanding of clinical governance including risk management	AAC		
	Effective Planning & Organisational skills with an ability to prioritise own workload.	SL, 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		
	Evidence of continuous professional development			

	<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, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC,</p>	<p>Experienced in clinical research and / or service evaluation.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>
APTITUDE AND PERSONAL CHARACTERISTICS	<p>Political acumen</p> <p>Excellent team working and appreciation of the value of others' skills</p> <p>Flexibility, motivated, willing to innovate</p> <p>Resilient, with the ability to manage emotive situations effectively</p>	<p>AAC, Ref</p> <p>AAC, Ref</p> <p>AAC, Ref</p> <p>AAC, Ref</p>		