

Consultant In General Psychiatry Job Description

**Consultant Psychiatrist
Shropshire Crisis and
Home treatment service**

Contents

1. Introduction

2. General Particulars

2.1 Trust profile

2.2 Keele University

2.3 The Counties of Staffordshire and Shropshire

2.4 Mental Health Services in Midlands Partnership NHS Foundation Trust

2.5 Adult Mental Health Services in Shropshire

3. The Post

4. General Information

5. Pre – Interview visits

JOB DESCRIPTION

Full-time Consultant Psychiatrist shropshire Crisis Resolution home treatment service- 10 PAs	Approved by Royal College of Psychiatrists	09/01/2024
---	---	------------

POST DETAILS:

POST & SPECIALTY:	Substantive Consultant in General Psychiatry Community Service
BASE:	Redwoods Centre Bicton Heath Shrewsbury SY3 8DS
RCPSYCH APPROVAL DETAILS:	W MIDS-CO-NTH-2023-01704 (Approved) 
EMPLOYER:	Midland Partnership NHS Foundation Trust
CONTRACT:	Consultant Contract, SSSFT
SALARY:	As per Terms and Conditions for Consultants (England) 2003
ACCOUNTABLE PROFESSIONALLY TO:	Medical Director – Dr Abid Khan
ACCOUNTABLE OPERATIONALLY TO:	Service Manager, Acute Care Services Clinical Director, Adult Mental Health, Shropshire, Telford & Wrekin

1. INTRODUCTION

This is a new, permanent full-time (10PAs) post in General Adult Psychiatry in Shropshire Crisis and resolution and home treatment service

The emphasis is to provide timely and comprehensive assessment, interventions and treatment to service users and their families/carers, who are typically presenting with severe and enduring mental illness and in a crisis situation, require home treatment or potential hospital admissions. The post holder would form part of the multi-disciplinary team. The team base is in Shrewsbury. The inpatient facilities are based in Shrewsbury at The Redwoods Centre and the Trust also has inpatient facilities in Stafford and Tamworth.

2. GENERAL PARTICULARS

2.1 Trust Profile

Midland Partnership NHS Foundation Trust aims to make a positive difference to the wellbeing of all those who use our mental health, learning disability, children's and specialist healthcare services, their families and carers, and the people in our local community. The Trust has recently received "Good" rating from CQC for its overall services with some services receiving "outstanding" rating.

The Boards of South Staffordshire and Shropshire Healthcare NHS Foundation Trust (SSSFT) and Staffordshire and Stoke on Trent Partnership NHS Trust (SSOTP) came together as one organisation in April 2018 to form Midland Partnership NHS Foundation Trust (MPFT). SSOTP provided community health and adult social care. The merger has led to better and more joined-up services for patients and communities, with less duplication and fewer delays in the delivery of care.

MPFT provides mental health, learning disability, children's and specialist healthcare services across South Staffordshire and mental health, learning disability and sexual health services in Shropshire, Telford and Wrekin. We also provide some services, such as in reach and rehabilitation in prisons, on a wider regional and national basis. The Trust currently serves a population of 1.1 million, over geography of 2,200 square miles, with around 3,500 staff. It has a turnover of over £175 million. Details of the services provide are included in section 4 and 5.

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.

2.2 A Keele University Teaching Trust

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

There are eight medical student support tutors in South Staffordshire and four in Shropshire and there will be opportunity for the post holder to be involved in medical student teaching. Dr Rob Dennis is the academic lead in South Staffordshire and his counterpart in Shropshire is Dr Martin Bassett. The Trust also hosts postgraduate GP trainees and Foundation Doctors, as well as 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 Cameron Shields in Staffordshire and Dr Ram Benning in Shropshire.

2.3 Shropshire, Telford & Wrekin and Staffordshire

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

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

Staffordshire is a landlocked county in the West Midlands. Part of the National Forest lies within its borders; there are wild moorlands in the far north and Cannock Chase, an area of natural beauty, in the south. The largest city in Staffordshire is Stoke-on-Trent whilst other major towns include Stafford, Burton-upon-Trent, Cannock, Newcastle-under-Lyme and Tamworth.

The county has good links to the national roads network. Several major roads intersect the county, making it a popular location for commuters. It also has links to fast rail networks with a journey time to London of around 1 hour 20 minutes.

2.4 Mental Health Services in Midland Partnership NHS Foundation Trust

The Trust has a clinical structure split into Mental Health Services (for adults and older people with mental health problems) and Specialist Services (services for adults with learning disabilities, forensic mental health and prison in-reach, IAPT, drugs and alcohol, eating disorders, specialist physical and sexual health, perinatal disorders and children's services).

There are approximately 170 medical staff employed by the Trust, of whom around 55 are consultants. The medical management framework is led by the Medical Director, who is assisted by several associate medical directors, each with a different portfolio of responsibility.

2.5 Shropshire CRHT

CRHT has operated as a 24 hour service for several years; this team is very experienced in supporting mentally ill people in crisis either at home or when they attend A & E, and have the responsibility of gatekeeping inpatient beds and in facilitating timely discharge from inpatient settings. During normal working hours, urgent referrals are normally dealt with by the locality teams' with CRHTT covering out of hours referrals. Shropshire Care group have two CRHTT's, Telford and Wrekin and also Shropshire. They work collaboratively to ensure a safe and quality service is provided across both geographical areas. They comprise of Medical staff, team psychology, nurses, clinical leads, Advanced Nurse practitioners, Non medical prescribers, social workers, Occupational Therapists and Support workers and admin support.

Adult mental health Services

The Trust has implemented a functionalised model to enable specialist teams to better meet their patients' needs; this has enabled better use of inpatient beds and has strengthened our CRHT Services. In the

community, throughout the Trust a locality model is employed enabling community services and facilities to be tailored to the individual population served. The localities are East (Telford as the hub with clinical spokes in Bridgnorth and Market Drayton) and West (Shrewsbury as the hub with clinical spokes in Oswestry and Ludlow) Teams are based in community settings and comprise medical staff nurses, psychologists, social workers, occupational therapists, community care workers, administrative staff and specialist workers such as for patients from ethnic minorities. Community mental health nurses are also used to ensure close working relationships between primary and secondary care, and the team is expected to work in partnership with the local CAMHS Service, local councils and work closely with the voluntary sector, and independent and private organisations to promote the independence, rehabilitation, social inclusion and recovery of people with mental illness .

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

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

Community services: Throughout the Trust community teams broadly reflect the local commissioning geography, with pathway teams covering the Shropshire Clinical Commissioning Group (CCG) in West and East localities and pathway teams covering the Telford and Wrekin Clinical Commissioning Group in the East locality only. Consultants in general psychiatry are allocated to general practices to encourage closer liaison; the division of practices for this post is outlined below. Outpatient clinics are held in the team base or in general practices, with a view to increasing accessibility for patients.

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

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

Learning Disabilities Service: There are a number of specialist learning disabilities community teams across the Trust, offering a lifespan service. Inpatient services for assessment and treatment exist at St. George's Hospital, as well as a 12-bedded unit in Ellesmere ward, St. George's Hospital, which is a low secure forensic intellectual disability ward.

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

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

Child and Adolescent Psychiatry Service: Four consultants provide community and outpatient care to the under 16 population of the Trust. Two are based in South East Staffordshire and two in Stafford. The Child and Adolescent Psychiatry Service for the Shropshire, Telford and Wrekin area is provided by Shropshire Community Trust, whom the Early Intervention in Psychosis Service has good working partnership relationships and links with.

3. THE POST

Summary

The post holder will offer Adult Psychiatric community services to the area and population covered by the 'Shropshire Care Group'. The post holder will be expected to contribute to and lead team/service development and work flexibly across clinical pathways providing direct clinical care.

There is no in-patient responsibility with this job. The post holder will work in collaboration with the Consultant providing in-patient care.

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

Main Duties

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

It is anticipated that the post holder will carry a team caseload of more complex patients who are in Crisis or require home treatment intervention, this is in conjunction with the wider MDT and formulating care plans for individual patient needs to prevent deterioration and hospital admission. There would be an expectation to participate in twice daily

The post holder will supervise other professionals within the MDT and offer liaison and advice to the community teams. The post holder must be able to work within a multi-disciplinary setting, advising and supporting others.

The Shropshire CRHT works in collaboration with Telford CRHT

Shropshire is made up of 1 consultant Psychiatrist, 3.8 Band 5 nurses, 14.4 Band 6 nurses, 1 operational lead, 1 quality lead, assistant practitioner band 4, 7.7 band 3 support workers, 2 band 5 occupational therapists, 1 band 6 occupational therapist, 1 B8a Psychologist, 2 Band 6 social worker, business support officer and Admin support.

Telford CRHT consists of

Inpatient beds are at The Redwoods Centre. Access to those beds is via the CRHT Team. An inpatient consultant based at The Redwoods Centre, Shrewsbury looks after inpatients. Psychiatric Intensive Care beds

exist at St Georges Hospital, Stafford. It is expected that the post holder will liaise with consultant teams if they have patients admitted to these facilities.

Details of the service

Location

The team is based at Severnfields Health Village in Shrewsbury and the post holder will have office space there with access to a PC, IT and informatics support.

Administration

The doctor will receive administrative support based at Severnfields Health Village

Trust Management Arrangements

The adult mental health service is divided into two directorates. There is a South Staffordshire Care Group and a Shropshire Care Group. Along with a Head of Service there is a clinical director for adult mental health services and a clinical director for older adult service in each directorate. The role of the clinical director is to advise on medical issues and to ensure deployment of governance. In addition the clinical directors have responsibility to ensure job plans are annually reviewed. For day to day operational issues there is a service manager in each of the areas example in patient, locality and Crisis Resolution service and the consultants work with the service manager closely to ensure smooth running of the service.

Appraisals, Job Planning and Review Process

Peer consultants conduct yearly appraisals. The post holder will be expected to contribute to the peer appraisal process and to conduct appraisals for junior staff. The post holder's Job Plan will be reviewed after three months and then annually by the Clinical Director. This will be linked to appraisal, personal development and service change.

Information Technology and Library Services

There is good access to information technology, with full support and training opportunities. The nearest Medical Library which is extremely comprehensive is based at The Redwoods Centre. There is also a library at St. George's Hospital Stafford and a new purpose built Learning Centre.

Educational Role

The Consultant will have an educational role within the multidisciplinary team and there are opportunities to become involved in the teaching / training of medical student and doctors 'in training'. Medical students commenced coming to Keele University in 2003 and Keele now has its own fully autonomous Medical School and is developing year by year its own curriculum. There are 120 medical students per year, working from purpose-built buildings, including a Learning Centre at the Royal Shrewsbury Hospital. Training of Doctors and Nurses has been combined in an integrated Clinical Education Unit with impressive Library facilities. Psychiatry has a growing presence in the new curriculum and is taught in year 3 as well as year 4 from Autumn 2009. There is plenty of opportunity to become involved in teaching for interested applicants.

Managerial Role

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

Special Interest

This can be arranged when in post in discussions with the Service Manager.

Reporting

The post holder will be professionally accountable to the Medical Director, whilst job planning will take place with the Clinical Director or his/her deputy. Day to day operational responsibility will lie with the service manager (band 8a); the Trust employs a single line management strategy, meaning that all of the members of the team, including the Consultant, are under the management of the service manager (band 8a).

There is no SAS or junior doctor support to this role.

General Duties

- a. To comply with Trust policies and procedures.
- b. To work within the requirements of service contracts agreed with our purchasers, including compliance with nationally agreed quality standards such as the Patients Charter.
- c. To cover consultant colleagues during periods of leave or sickness absence.
- d. To be sufficiently flexible to meet the changing needs of the service and to take part in planning their local service
- e. To appraise and provide clinical supervision for junior medical staff involved in caring for patients in the care of the post holder. The post holder will act as a clinical supervisor or in any other specific training role to junior medical staff and ensure that junior medical staff work within the parameters of the New Deal and WTD. This arrangement will be reviewable in negotiation with the Service and Clinical Director and the College Tutor
- f. To support revalidation, the post holder will be appraised on an annual basis. Appraisal is well established within the Trust with the consultants being actively involved in the design and monitoring of appraisal system. This is administered through the medical directorate and there are a number of nominated consultants trained to carry this out.
- g. To participate in Continuing Professional Development and to remain up-to-date with requirements for relicensing and revalidation. The post holder will also be expected to attend and participate in the academic programme of the Trust, including lectures and seminars. There will also be opportunities for offering teaching to medical students from Keele University in clinical and 'small group' settings. As part of continued professional development the post holder will be expected to take part in a peer group which will meet regularly to advise and support you in your continuous professional development activities. The post holder will be expected to register with the Royal College of Psychiatrists CPD programme. They will be entitled to 30 days of peer approved study leave in a 3 year period. The Trust offers full support for CPD activities.
- h. To develop and participate in research and audit, within available resources. The post holder will be expected to have an active involvement in medical and clinical audit in line with the audit structures existing in the Mental Health and Learning Disabilities Directorate.
- i. To work within the Job Plan agreed with the Clinical Director. The details will be negotiable, but it will include 7.5 Programmed Activities for Direct Clinical Care (such as team meetings and community

work), and 2.5 Supporting Professional Activities (such as teaching, clinical governance and CPD) and any Additional NHS Responsibilities (pro-rata for part time posts). The job description may be subject to change following consultation with the post holder.

- j. To contribute to clinical governance and have responsibility for setting and monitoring standards. The post holder will also participate in clinical audit and the continual evaluation of the service with a view to planning future service developments
- k. To maintain professional registration with the GMC and Section 12 (2) approval and AC status, as well as abide by professional codes of conduct
- l. To work with commissioners, GP's, local authority and education and private/voluntary sectors in planning and provision of service
- m. To communicate with all key partners in an appropriate and timely way including service users and carers.
- n. To be involved in the assurance that NICE guidelines and best practice are being implemented within the team
- o. To utilise the care programme approach in the assessing and treatment of service users and their carers
- p. To be recovery focused
- q. To develop good working relationships with medical staff and other colleagues within the Trust
- r. The post holder has responsibility to abide by the safety practices and codes authorised by the Trust. You have an equal responsibility with management to maintain safe working practices for the health, safety and wellbeing of yourself and others.
- s. The post holder will ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- t. The post holder will act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training
- u. The post holder will work in accordance with the Trust's policy to eliminate unlawful discrimination and promote diversity in the workplace and to positively promote at all times equality of opportunity in service delivery and employment for patients and staff in accordance with the Trust's policies, to ensure that no person receives less favourable treatment than another on the grounds of any personalised characteristic.
- v. The post holder is expected to maintain an up to date awareness of the infection control precautions relevant to their area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating

the importance to patients, prison staff and other health care staff you are working with. Details of the precaution and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance such as that published by NICE.

w. To operate in the best interests of the patients and the team with transparency, including the use of a shared electronic diary

x. To continue to develop and improve the team through new ways of working, including supervision of non-medical prescribers and development of that role.

JOB PLAN

Programmed Activities

This is a full-time post consisting of 10 programmed activities (PAs). The exact composition of the job plan is agreed on appointment with the Clinical Director / Service Manager and will be reviewed annually. It is, however, expected that the job plan will consist of a maximum of 7.5 direct clinical care (DCC) activities and 2.5 supporting professional activities (SPA).

Suggested Timetable:

Monday	AM	Not fixed (0.5 SPA, 0.5 DCC)
	PM	Out-patient clinic (DCC)
Tuesday	AM	Out-patient clinic (DCC)
	PM	CPD (SPA)
Wednesday	AM	MDT meetings (DCC)
	PM	Multi-disciplinary reviews (DCC)
Thursday	AM	SPA
	PM	Out-patient clinics/ home visits (DCC)
Friday	AM	Supervision, clinics (DCC)
	PM	Out-patient clinic (DCC)

On Call Responsibilities

The on call duties are approximately 1 in 15 and the consultant is either 2nd or 3rd on call, depending on whether a SAS doctor or higher trainee is also on call. On call work is currently remunerated by 3% availability supplement and 0.5 additional PA.

Cover arrangements

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

4. GENERAL INFORMATION

- The post is governed by the New Consultant Contract Terms and Conditions of Service (England 2003) as amended from time to time
- The appointment will be subject to the Trust's pre-employment checks as outlined in the Trust policy
- The appointee will be required to take up the post no longer than three months from the date of the offer of employment, unless a special agreement has been made between the appointee and the Trust. If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application
- Although work for the Trust is covered by the Medical Indemnity Scheme, the post holder is strongly advised in his/her own interest to obtain/maintain additional appropriate cover from a protection or defence organisation.
- The post holder should either be a car driver and hold a current driving licence or be able to make appropriate arrangements for the travel requirements of the post.
- The post holder will be able to avail themselves of the Regional Mentoring Service for new consultants in psychiatry, and will be advised to contact the RCPsych administrator for details (Marie.Phelps@RCPSYCH.ac.uk). Informal mentoring will be available internally from Consultant colleagues within the Trust.

5. PRE – INTERVIEW VISITS

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

Anton Dias – Service Manager – 07891 820 263
Dr Abid Khan - Medical Director, 01785 257 888
Mr Neil Carr - Chief Executive, 01785 257 888
Dr Ignasi Agell - Clinical Director, 01785 257 888

Person Specification

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

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

