


Consultant Psychiatrist Job Description and Person Specification

Post and specialty:	<p>Consultant Psychiatrist with the General Adult Central Lancashire Home Based Treatment Team.</p> <p>This is an existing post (Home Based Treatment Team) that has become vacant due to the previous Consultant Psychiatrist relocating.</p> <p>In keeping with the on-going national and locally driven policy changes in adult psychiatry this job description may be subject to change in the future via the job planning process.</p>
Base:	Avondale Unit, Royal Preston Hospital, Sharoe Green Lane North, Fulwood, Preston. PR2 9HT.
RCPsych approval details:	<p>NW NW-CO-NTH-2024-01759 (Approved)</p> 
Contract:	Number of programmed activities: 10
Accountable professionally to:	Chief Medical Officer: Dr David Fearnley
Accountable operationally to:	Locality Medical Director: Dr Manoj Rajagopal via the AMD
Key working relationships and lines of responsibility:	<p>Team Lead Home Treatment Team: Sasha Fort</p> <p>Team Lead Moving On Service: appointment in progress</p> <p>Locality Manager : Paul White</p> <p>Locality Medical Director : Dr Manoj Rajagopal</p> <p>Responsible Officer : Dr David Fearnley</p> <p>Locality Director of Operations : Laura Walsh</p> <p>Associate Medical Director Adult Mental Health: Dr Louise Cumming</p> <p>Director of Medical Education : Dr Varinder Singh</p> <p>Trust Chief Operating Officer : Emma McGuigan</p> <p>Trust Chief Medical Officer : Dr David Fearnley</p> <p>Chief Executive Officer : Chris Oliver</p>

1.0 Service details

1.1 The Central and West Lancashire Locality

The locality covers Preston, Chorley, South Ribble and West Lancashire with a population of approximately 825,500. The city of Preston has a high student population, the University of Central Lancashire has around 32,000 students and Preston College is one of the largest colleges in England. The 2019 Indices of Deprivation revealed that Preston was the 46th most deprived area out of 317 districts and unitary authorities in England. Chorley was ranked the 192nd most deprived. Within South Ribble are Penwortham, Longton, Hutton, Walton-le-Dale, Bamber Bridge, Lostock Hall, Moss Side, and part of Buckshaw Village. In the West Lancashire area the largest town is Skelmersdale with country and village living the two dominant groups in large parts of the authority. The 2019 Indices of Deprivation placed West Lancashire as the 178th most deprived area out of 317 districts and unitary authorities in England.

1.2 Central and West Lancashire Inpatient Services

The inpatient mental health units in Central and West Lancashire are sited in Chorley and Ormskirk. The main mental health hospital is in Blackpool.

The Chorley Inpatient Unit: The Chorley Inpatient Unit at Chorley District General Hospital, Preston Road, Chorley, Lancashire, PR7 1PP. The unit consists of Avenham Ward, a 6 bedded female PICU, Duxbury Ward, a 15 bedded female treatment ward and Worden Ward, a 15 bedded male treatment ward. The 8 bedded specialist Mother and Baby Unit, Ribblesmere is also based at Chorley Hospital.

West Lancashire Inpatient Services: Inpatient services are based at the Scarisbrick Unit, Ormskirk & District General Hospital, Wigan Road, Ormskirk L39 2AZ. The 21 bedded unit of 11 male and 9 female beds is based within the premises of Ormskirk Hospital; it provides care and treatment for adult service users who are showing signs and symptoms of acute functional mental illness.

The Harbour: The Harbour is a 154 bedded mental health hospital situated on Preston New Road (A583) just off junction 4 of the M55 at Blackpool.

The hospital was designed with extensive input from service users and clinicians and is based on good practice guidance and 'safety by design' to ensure that it can provide high quality care. The ethos of the unit is to provide therapeutic care which is empowering, person centered and needs led and focuses on promoting recovery and independence.

The in-patient units in the Harbour consist of:

4 x 18 bedded adult functional wards (2 male & 2 female)

2 x 18 bedded advanced care wards (1 male & 1 female)

2 x 15 bedded dementia wards (1 male & 1 female)

2 x 8 bedded psychiatric intensive care unit (PICU) (1 male & 1 female)

2.0 Other Central and West Lancashire Locality Services

2.1 General Adult Community Services

Initial Response Service

The overall aim of the IRS Team is to be the point of initial referral and assessment in Preston for people aged 16 years and over presenting with mental health needs.

This team will be the first point of contact for GPs for both crisis and non-emergency mental health referrals and will act as the gateway service to those who may require access to specialist mental health services.

This service is based at Royal Preston Hospital.

Mental Health Liaison Team

The Mental Health Liaison Team (MHLT) operates within the A&E department and Medical Assessment Wards of the 700 bed Royal Preston Hospital and provides a rapid assessment service for individuals aged 16 to 65 as well as assessments and advice for clients who are in-patients on medical wards within the Acute Trust.

The Mental Health Liaison Service for Older Adults is a Nurse led service available to inpatients aged 65 years and over who are presenting with Mental Health issues.

Community Mental Health Teams

There are different teams covering Preston, Chorley and South Ribble. A range of other professionals with varying level of expertise supports the CMHT: operational managers, nurses, clinical psychologists, social workers, pharmacists, occupational therapists, administrative and secretarial staff.

The services are delivered as part of a Multi-Disciplinary Team (MDT) that works with individual patients. The psychological services provided are comprehensive and include a range of assessments and treatments. The Occupational Therapy services provide a wide range of opportunities for patients.

2.2 Children and Young People

LSCFT Child and Adolescent Mental Health Services (CAMHS) Tier 3 provide a service for children and young people aged 5-16 who have a range of emotional and behavioural difficulties. The service supports and promotes emotional health and wellbeing. The service offers a wide range of support for young people and their families who have mental health difficulties such as; psychosis, depression, eating

disorders, ADHD, self-harm, obsessive compulsive disorders, anxiety etc. The service line is provided by a multidisciplinary team comprising of consultant psychiatrists, psychologists, occupational therapists, family therapists, psychological therapists and a dedicated team of nurses.

2.3 Community Wellbeing

LSCFT provides community services such as community nursing, health visiting, podiatry, sexual health and dentistry.

3.0 Local working arrangements

- 3.1 The Trust is seeking a consultant psychiatrist to join the Central Lancashire Home Based Treatment Team (HBTT) currently based at the Avondale Unit, Royal Preston Hospital, Sharoe Green Lane North in Fulwood, Preston, PR2 9HT.

The vacancy has arisen as a result of the previous HBTT substantive post holder relocating.

The Central Lancashire Home Treatment Team

The Central Lancashire Home Based Treatment Team provides a 24/7 service for people in the Chorley, Preston and Chorley South Ribble area with the main emphasis on preventing hospital admission where appropriate, preventing unnecessary 136 detentions and attendances at A&E departments. Working holistically to support service users within their own homes and remaining in the community as per evidence based practice.

- 3.2 A range of other professionals with varying level of expertise supports the Home Based Treatment Team: operational managers, nurses, clinical psychologists, social workers, pharmacists, occupational therapists, administrative and secretarial staff.
- 3.3 The services are delivered as part of a Multi-Disciplinary Team (MDT) that works with individual patients. The psychological services provided are comprehensive and include a range of assessments and treatments. The Occupational Therapy services provide a wide range of opportunities for patients.

4.0 Current establishment of the Central Lancashire HBTT

1.0 WTE (whole time equivalent) Consultant Psychiatrist (Vacant – this post, currently covered by agency locum consultant)

1.0 WTE Consultant Psychiatrist (post currently held by Dr Michael Olukayode)

2 WTE speciality doctors

1 WTE specialist doctor post.

1.0 WTE Core Trainee

1.0 WTE GP trainee

2.0 WTE Medical Secretary

26.0 WTE Band 6 Mental Health Practitioner

4.0 WTE Band 5 Mental Health Practitioner

5.0 WTE Band 4 Health Care Assistant

1.5 WTE Senior Occupational Therapist

0.25 WTE Consultant Psychologist

4.1 Team Supervision Arrangements

The arrangement for supervision of the MDTs is as follows:

- Team Leader, Psychologists, Ward Manager - supervision is provided by the Service Manager.
- Mental Health Practitioners, Clinical Leads, Occupational Therapist and Health Care Assistants – supervision is provided by the Team Leader.
- The Band 7 Pharmacist will be supervised by the Lead Pharmacist; the Band 7 Pharmacist will supervise the Band 5 Pharmacist.

5.0 Team Information

5.1 The Central Lancashire Home Based Treatment Team

The Home Based Treatment Team expects to receive on average thirty new referrals a week. The team aims to see referrals for assessment on the day of the referral and gate keeping clients within 1 hour of the request. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members, although they are not required to act as care co-ordinator. Referrals to the team come from various sources including referral from other mental health teams that work in the general adult mental health including the Community Mental Health Team, the START team, the mental health liaison team and from the in-patient wards. The team supports service users over 16 who present with a crisis of mental health. The caseload of the team is variable and is currently between 90-100. The average length of stay in the team is 6 weeks.

5.2 The community and inpatient posts are usually supported by GPST and CT trainees. The GPST and CT trainees contribute to a full shift system covering the inpatient units out of hours. Their contribution to day time services varies as a result of the rota (1:8). This post holder would usually provide clinical or educational supervision to one of these trainees.

5.3 The Central Lancashire Home Based Treatment Team

The main clinical duties are arranged around conducting clinics for new patients and follow up reviews. The whole team receives an average of 120 new patients per

month. This includes patients seen by the trainees in a fully supervised clinic. These figures are for guidance and the post holder is expected to show a high degree of flexibility and co-operation with the team. There would be 4-5 Outpatient Clinics each week, with 2 new patients and 1 follow up in each clinic. There are no day patients or day service.

6.0 Continuing professional development (CPD)

- 6.1 Consultants are expected to maintain personal portfolios in accordance with the requirements of the Royal College of Psychiatrists; to participate in a CPD peer group; and to obtain an annual certificate of “good professional standing for CPD” from the College.
- 6.2 Study leave arrangements for consultant medical staff are in accordance with the new consultant’s contract within Lancashire and South Cumbria NHS Foundation Trust.
- 6.3 Regular clinical supervision is an important part of professional development and it is the post holder’s responsibility to access the appropriate levels of supervision and locality peer review group to support and further develop their clinical practice. There is a local peer group that meets every 2 months to support CPD and PDP progress and to present cases for case based discussions.
- 6.4 For all new consultant appointments supervision arrangements are available through the AMD.
- 6.5 In addition to possible academic input into the University, consultants are also expected to contribute to postgraduate psychiatric training as required and to other training initiatives within Lancashire and South Cumbria NHS Foundation Trust.
- 6.6 There is an active local programme of case conferences and journal clubs in the locality. The post holder will be expected to participate in appropriate local programmes as agreed with the AMD. An active research interest would also be encouraged.

7.0 Clinical leadership and medical management

- 7.1 The Trust is committed to the full involvement of clinical staff in the management and development of the service. In the current arrangement a consultant Associate Medical Director (AMD) and clinical manager support each part of the service.
- 7.2 The AMD liaises closely with medical colleagues and the Medical Director provide clinical leadership and direction to the service.
- 7.3 The core management role of this post is to provide leadership in co-production with the team manager, including:
 - 7.4 Participation in ensuring the provision of effective clinical services including implementation of the Patient Charter Standards, implementation of relevant legislation and amendments to The Mental Health Act 1983 and Mental Capacity Act 2007 and management of clinical outcome measures.
 - 7.5 Participation in planning, steering and working groups and subjects relevant to special interests or general area of work and contributing in a positive and constructive manner to the development of services and new innovations for the whole adult community service.

- 7.6 Participation in network and Trust professional groups with responsibility for managing service delivery.
- 7.7 Participation in relevant management training courses as part of personal development and to ensure effective delivery of services.
- 7.8 Developing and maintaining a healthy working relationship with all medical, non-medical, clinical and managerial colleagues in the interest of best outcomes for patients and Trust services.
- 7.9 Participation in and the preparation of reports for serious incident investigations and investigations of poor performance.
- 7.10 The Trust would encourage the post holder to participate in regional and national groups, activities of the Royal College, GMC, DOH and similar bodies. Such activities have to be discussed and agreed with the Associate Medical Director and have to be approved by the Medical Director in accordance with the relevant Trust policies.
- 7.11 The Trust has an active audit programme and the post holder will be expected to participate in and lead local and Trust-wide audit activity and to be involved in audit training for medical and other disciplines.

8.0 Appraisal and job planning

- 8.1 The Trust has a leadership program for all Consultants. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programs.
- 8.2 There is a well-developed programme of annual appraisal and job plan reviews.
- 8.3 The posts are subject to the Trust annual appraisal process leading to revalidation.
- 8.4 There is a Trust policy relating to medical staff appraisals.

9.0 Corporate Induction Programme

- 9.1 The post holder will be expected to attend the Trust Corporate Induction Programme and the team half day bespoke induction.

10.0 Teaching and training

- 10.1 The post holder will be expected to participate in the academic and teaching programmes and teaching the medical students and other mental health professionals if they are attached to the clinical team.
- 10.2 The post holder will have access to the library facilities in The Lantern Centre.
- 10.3 The Trust has a special study leave policy for medical staffing and various in-house training activities takes place both at locality and Trust level, the Trust encourages all consultants to attend and if possible organise similar events according to their interests.
- 10.4 The Trust has started rolling out a leadership programme for all its senior managers. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programmes.

- 10.5 The Trust has a range of training events developed 'in-house' to improve management skills.

11.0 Research

- 11.1 LSCFT is committed to developing and undertaking research studies that enable us to deliver high quality evidence-based care and services to people in our local community.
- 11.2 The Trust has a well-staffed Research & Development Department and provides extensive support for staff undertaking commercial trials and non-commercial studies, including developing grant proposals and partner engagement.
- 11.3 LSCFT has strong collaborations with regional and national academic partners including the Universities of Manchester, Central Lancashire and Lancaster. The Trust is part of the National Institute for Health Research's Clinical Research Network: North West Coast (CRN: NWC), the North West Coast Collaboration for Leadership in Applied Health Research and Care (NWC CLAHRC) and hosts the Innovation Agency in the region. The Trust's strategic research plan involves continuing to develop its reputation for quality research that benefits local services and local people.
- 11.4 We have a number of consultants who are Chief Investigators for studies and grant-holders. LSCFT has a unique partnership with the neighbouring Lancashire Teaching Hospitals Foundation Trust in a dedicated Clinical Research Facility. This enables both Trusts to work together in delivering complex clinical trials for the benefit of our patients. The post holder will be strongly encouraged to take an active part in some of the many ongoing research projects within the Trust and/or develop their own research projects.

12.0 Mental Health Act and Responsible Clinician approval

- 12.1 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.

13.0 Secretarial support and office facilities

- 13.1 There is a designated private office at the Avondale Unit at Preston Hospital suitably equipped with a laptop, mobile and desk phone.
- 13.2 Secretarial support is provided by a full time Band 4 Medical Secretary based at the Avondale Unit.
- 13.3 Other administrative support is available to the consultant psychiatrist as required by the Band 3 Admin Team Administrator and Band 2 Administrative Assistants based with the HTT and a Band 3 Ward Administrator based with the inpatient team at the Avondale Unit.

14.0 Clinical duties of post holder

The post holder will have the following important clinical responsibilities:

- 14.1 Responsible Clinician for a defined caseload.

14.2 Assessment of patients referred to the HTT at service users' homes and in clinic.

14.4 Out of Hours Cover.

Your role will include:

- 14.5 To contribute to the CPA process.
- 14.6 To provide for the mental health needs – including prescribing and monitoring psychotropic medications.
- 14.7 To comply with policies and procedures.
- 14.8 To contribute to the risk assessments.
- 14.9 To provide for the physical health needs of your patients (with support from clinical practitioners, GP and practice nurse providing sessional input, and referring to outside hospitals and specialists).
- 14.10 To contribute to the discharge process including completing discharge summaries, prescribing for discharge medications, and handing over the care.
- 14.11 To provide clinical expertise and clinical leadership to the team; it is expected that the consultant will play a key and active role in the team management and will be responsible for the appropriate clinical key performance indicators of their team.
- 14.12 To support Clinical Governance, Health and Safety and other notional requirements and directives in your clinical area.
- 14.13 To respond to appropriate requests from the Commissioners.
- 14.14 To help implement Trust policies, guidelines and NICE guidelines regarding care and treatment of patients in your clinical area.
- 14.15 To support the team in providing and achieving excellence in care and treatment through regular audit and review of clinical practice.
- 14.16 To support the work of the other relevant clinical teams in the community, especially during the discharge process, and to address interface issues in a constructive and cordial manner.
- 14.17 To relate to the relevant inpatient clinical team regarding your patients to ensure smooth transfer of care and best outcomes.
- 14.18 To provide clinical care/assessments in other clinical areas (including inpatient settings) if requested/directed to do so in an emergency and exceptional circumstances in the interest of patient safety and in the interest of the Trust.
- 14.19 To participate in team governance meetings and accept a shared responsibility for smooth and effective functioning of your clinical team along with the Team Leader.
- 14.20 To help achieve Trust and National targets in order to provide an efficient, clinically effective and evidence-based accessible seamless service to avoid any risk to the Trust's reputation and business.

14.21 To provide the medical lead role in the Multi-Disciplinary Team for individual case management.

14.22 To liaise with other directorates in the Acute General Hospital and staff within the employing Trust, if relevant, and in the interest of mutual patients.

15.0 Training duties

15.1 The post holder will be expected to engage in both formal and informal education of multidisciplinary colleagues. More specifically, fulfilling responsibilities for psychiatric supervision of trainees should be supplemented by participation in the weekly local education and postgraduate training programme.

15.2 The post holder will be encouraged to obtain approval as a specialist trainee trainer.

15.3 The post holder will provide psychiatric supervision to one GPST and one speciality doctor based with the team.

15.4 The post holder will be encouraged to participate in the academic and teaching programmes, teaching the medical students and other mental health professionals if they are attached to the clinical team.

15.5 The post holder will have access to the library facilities in the Lantern Centre.

15.6 Medical undergraduate students: the Trust provides training for undergraduate students from Manchester and Lancaster Universities and the post holder is expected to actively participate in their training programme.

16.0 Clinical governance and quality improvement

16.1 Consultants are expected to be aware of the principles of clinical governance and to work towards achieving continuing improvement in all aspects of service delivery in line with the aims of Lancashire and South Cumbria NHS Foundation Trust.

16.2 Consultants have the opportunity to contribute to development of guidelines, clinical policies, monitoring and reviewing procedures through membership of the Medical Advisory Committee, Drugs & Therapeutic Committee and Local Negotiating Committee.

16.3 The post holder will be expected to ensure, together with other professionals in the service, that clinical audits are carried out as required and that the work is regularly evaluated and reviewed.

16.4 The Trust supports the view that whilst clinical audit is fundamentally a quality improvements process it also plays an important role in providing assurances about the quality of services.

16.5 The Trust considers that the prime responsibility for auditing clinical care lies with the clinicians who provide that care.

17.0 General duties

- 17.1 To manage, appraise and give professional supervision to junior medical staff as agreed with consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures.
- 17.2 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.
- 17.3 To undertake the administrative duties associated with the care of patients.
- 17.4 To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- 17.5 To participate in service and business planning activity for the locality and as appropriate for the whole mental health service.
- 17.6 To participate in annual appraisal for consultants.
- 17.7 To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- 17.8 To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- 17.9 To participate annually in a job plan review with the clinical manager, this 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.
- 17.10 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.
- 17.11 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.

18.0 External duties, roles and responsibilities

- 18.1 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.

19.0 Other duties

- 19.1 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.

20.0 Work programme

- 20.1 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 three months with the clinical manager to review and revise the job plan and objectives of the post holder.
- 20.2 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).

- 20.3 A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

JOB PLAN

Suggested draft timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	9am -1pm	Avondale Unit (HBTT)	Clinic	DCC	1 (4 hours)
	1pm – 5pm	Service Users' homes (HBTT)	Home Visits	DCC	1 (4 hours)
Tuesday	9am-12pm	Avondale Unit HBTT	MDT/ clinic	DCC	0.75 (3 hours)
	12pm – 1pm	Avondale Unit HBTT	Clinic admin	DCC	0.25 (1 hour)
	1pm – 4pm	Avondale Unit	Community clinic	DCC	1 (4 hours)
	4pm – 5pm	HBTT	Clinic admin		
Wednesday	9am – 11pm	Avondale Unit (HBTT)	MDT Meeting	DCC	0.5 (2 hours)

	11am – 12pm	Avondale Unit	Appraisal/audit	SPA	0.25 (1 hour)
	12pm – 1pm	Lantern Centre	Consultants Meeting	SPA	0.25 (1 hour)
	1pm – 5pm	Lantern Centre	Teaching/CPD	SPA	1 (4 hours)
Thursday	9am - 1pm	Avondale Unit (HBTT)	Clinic	DCC	1 (4 hours)
	1pm – 3pm	Avondale unit (HBTT)	Other SPA activities	SPA	0.5 (4 2hours)
	3pm-4pm		Psychiatric supervision for GPST		0.25 (1 hour)
	4pm-5pm		Psychiatric supervision for Speciality Doctor		0.25 (1 hour)
Friday	9am – 1pm	Service Users' homes (HBTT)	Home visits	DCC	1 (4 hours)
	1pm – 5pm	Avondale Unit (HBTT)	Admin	DCC	1 (4 hours)
Total PAs	Direct clinical care				7.5 (30 hours)
	Supporting professional activities				2.5 (10 hours)

21.0 On-call and cover arrangements

- 21.1 The post holder will be expected to take part on the on-call rota out of hours and weekends. This will be remunerated appropriately. The rota covers the general adult psychiatry and older adult psychiatry specialities within the Central Lancashire locality. The current rota is a minimum of 1:17. This attracts a 3% availability supplement and 0.5 PA.
- 21.2 The post holder will be treated at par with existing consultants for on-call remuneration.
- 21.3 There is no requirement to be resident on call. You will be supported by a 1st tier rota (comprising doctors in the CT grade, GPST, FY2 trainees and equivalent Trust grades). These doctors cover the 'North' locality and provide cover to other sites as well. You will also be supported by the middle tier cover which comprises of the STs and speciality doctors in North Western Deanery.
- 21.4 It is accepted that the consultant will be asked with other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies. This is not a reciprocal arrangement and it is aimed to provide continuity of care. Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

22.0 Contract agreement

- 22.1 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.

23.0 Leave

- 23.1 Annual leave is in accordance with that detailed in the Consultant Contract Terms and Conditions (2003). Leave cover is provided on a reciprocal basis with colleagues.
- 23.2 The post holder is entitled to 10 days study leave per annum, an allowance which can be utilised over a period of three years with prior approval of the Associate Medical Director and Director of Medical Education. The Trust has an allocated budget for Consultant training that can be utilised by following the appropriated procedures in the study leave policy. The notional amount for a Consultant is £1000 per financial year, which can be prospectively 'aggregated' over a three year period. Additional funding can be made available (up to £5000 for 3 years) for newly appointed Consultants who may have additional development needs in their initial 3 years as a Consultant.

24.0 Wellbeing

- 24.1 The post holder will have access to the Occupational Health (OH) Department, (Well Service, East Lancashire Hospitals Trust). The post holder may self-refer or be referred through their manager. The post holder will have access to the 24 hour Health Assured service, which provides free counselling, including face-to-face, legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Health Assured will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help is necessary.
- 24.2 Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. 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 Medical Directorate at the time of initial induction.
- 25.3 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.
- 25.4 The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, season ticket scheme, lease vehicle scheme, cycle scheme, retail and restaurant discounts, eye test scheme, free health checks, menopause support, gym discounts, wellbeing events, mindfulness courses, wellbeing walks and jogs, and parenting workshops.
- 25.6 The post holder will form part of a consultant peer group who meet regularly.
- 25.7 The Trust has an active mentorship scheme and the post holder will be offered a mentor.

25.0 Visiting arrangements

Applicants or prospective applicants are strongly encouraged to visit the Trust and to meet prospective colleagues.

Informal discussions to discuss the job or arrangements for visiting may be made with:

Dr Louise Cumming, Consultant Psychiatrist, Preston CMHT (01772 773403)

Lancashire and South Cumbria NHS Foundation Trust
Sceptre Point, Sceptre Way
Walton Summit, Bamber Bridge, Preston, PR5 6AW

Telephone: 01772 773513

26.0 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 (tbc).

27.0 GENERAL TERMS AND CONDITIONS

- 27.1 All terms and conditions of service are in accordance with those detailed in the Consultant Contract Terms and Conditions (2003), Hospital Medical and Dental Staff (England and Wales), General Whitley Council and where applicable those of the Trust. These may vary from time to time.
- 27.2 The appointee will be expected to work with local managers and professional colleagues in the efficient running of services, and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, he/she is expected to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. The appointee will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of their patients, to be able to contact a Consultant when necessary.
- 27.3 The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.

28.0 Residence/Removal Expenses

- 28.1 The appointee will be required to live within 10 miles or 30 minutes of their clinical base unless the MD and CEO agree to a greater distance. If the appointee is required to move house to meet the residential clause of the contract, removal expenses may be payable. Terms and Conditions of service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner's home is required and that the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into

contractual agreement until such time as the formal approval of the Trust is confirmed in writing.

29.0 Health & Safety

29.1 The Trust recognises its duties under the relevant Health and Safety at Work legislation and to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

30.0 Rehabilitation of Offenders Act 1974

30.1 Due to the nature of this work, the post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975.

30.2 Applications for the post are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be treated in the strictest confidence and will be considered only in relation to an application for a position to which the order applies.

31.0 Professional Standards

31.1 The AMD is managerially responsible for all activity in which the consultant works. The Medical Director has overall responsibility for the professional performance of consultants, employed by the Trust. All consultants are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice", and to be accountable to the Trust for their actions and the quality of their work.

32.0 Maintaining medical excellence/Responding to Concerns

32.1 The LCFT is committed to provide safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about conduct, performance or health of medical colleagues (Chief Medical Officer 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and should apply it.

Employer vacancy reference number	351-MED002CW-24
Royal College JD reference number	
Name of Royal College RSR	
Name of Royal College RA/DRA	

Date of Final Approval	14/02/2024
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Appendix 1: Person specification/selection criteria for consultant psychiatrist

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

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

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

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

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