



# Job Description

**Consultant Psychiatrist**  
**Mortality Governance Team**  
**Hertfordshire Partnership University**  
**NHS Foundation Trust**

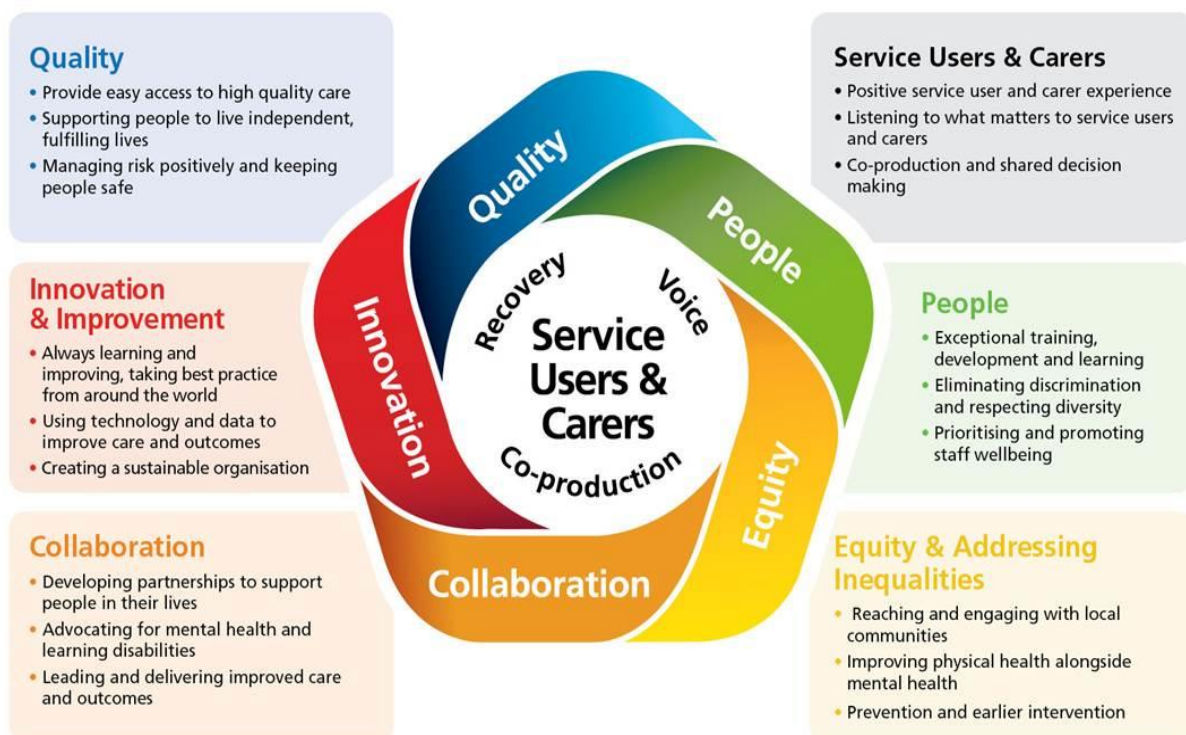
**Substantive**  
**5 PAs**

**Corporate Strategic Business Unit**

**December 2023**

# Job Description and Person Specification

<b>Job Title:</b>	Consultant Psychiatrist Mortality Governance Team
<b>Grade/Band:</b>	Consultant Psychiatrist/ Medical
<b>Department:</b>	Mortality Governance Team, Corporate Strategic Business Unit
<b>Responsible to:</b>	Professor Asif Zia, Executive Director of Quality and Medical Leadership
<b>Accountable to:</b>	Professor Asif Zia, Executive Director of Quality and Medical Leadership
<b>Base:</b>	Trust Head Office, Hatfield
<b>RCPsych approval details:</b>	EASTERN-CO-STH-2023-01722 (Approved)



## **1. Introduction**

Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions, our aim it to be the leading provider of mental health and specialist learning disabilities within the UK.

With a workforce of around 3,500 people and an annual income of some £330 million this year, the Trust provides integrated health and social care services through a network of community and inpatient settings, serving diverse communities across Buckinghamshire, Essex, Hertfordshire and Norfolk. As a University NHS Foundation Trust, HPFT continues to develop strong links with the University of Hertfordshire, providing excellent learning and development opportunities, as well as strengthening our clinical research capability.

Whilst it is a challenging period of the NHS, there has never been a more exciting time to join HPFT following our CQC rating of Outstanding award in 2019. We are on our “Good to Great” journey as we continue to innovate, improve, transform and ultimately deliver the very highest standards of care to the service users and communities we service.

Hertfordshire represents one of the finest areas in the UK in which to live. It is situated north of London within approximately 30 minutes travelling time to London. The population of Hertfordshire is approximately 1.2 million. The area is well known to have some of the best secondary and independent schools in the country. Hertfordshire has two main motorways running through it: the M1 motorway runs north/south through West Hertfordshire and the A1 (M) runs north/south through East Hertfordshire. The towns of Welwyn Garden City and Hemel Hempstead and the City of St Albans are linked by the A414. Watford can be reached by the M1 and the A41. There are good roads and rail links to London about 25 miles to the South. The area has good housing, leisure and educational facilities.

## **2. Trust details**

In recent years the Trust has been successful in acquiring the tender for the provision of specialist Learning disability services in Norfolk, North Essex and Buckinghamshire. The Trust covers a mix of rural and urban areas, including the City of St Albans, the large towns of Watford, Welwyn Garden City and Stevenage, and the smaller towns of Hemel Hempstead, Radlett, Berkhamsted, Harpenden, Hertford, Ware, Bishops Stortford, Hitchin and Letchworth. Hertfordshire Social Services have divided the county into four areas. The county has three Clinical Commissioning Groups (CCGs). West Hertfordshire is served by Herts Valleys CCG and Dacorum and East and North Hertfordshire is served by East and North Herts CCG.

A Single Point of Access was introduced in 2012 to streamline access to mental health and learning disability services in Hertfordshire; the Trust offers self-referral for clients and carers.

People of working age from South West Hertfordshire who require an acute psychiatric inpatient admission are currently treated at Kingfisher Court, the 70 bedded Inpatient Unit located near Radlett, if a bed is available. Otherwise, they may be admitted to an inpatient bed elsewhere in the Trust. There are two Crisis Rehabilitation Home Treatment Teams (CRHTT) covering the county which act as the gatekeeper to the Acute Care Pathway and provides home treatment for people experiencing acute episodes of mental ill health. The CRHTTs are supported by two Acute Day Treatment Unit (ADTU) based at the Orchards in Hemel Hempstead, which provides a range of nursing and psychological interventions on a day patient basis to an average of 20 patients every day, including weekends, between 9-5.30 pm. There is an 18 bedded Acute Assessment Unit based at Swift Ward in Kingfisher Court where informal patients can be admitted for a period of up to 10 days inpatient assessment prior to admission to a treatment bed or discharge/transfer to another element of the Acute Care Pathway, as appropriate. This Unit has separate consultant cover and is supported by the NW

CRHTT Team. There is 10 bedded PICU, Oak Ward, in Kingsley Green providing intensive low secure inpatient care which has separate consultant cover.

Thumbswood Mother and Baby Unit is situated in the Kingfisher Court site.

There is an established Mental Health liaison team based at Watford General Hospital and another at Lister Hospital in Stevenage which are staffed by consultant psychiatrists, clinical psychologists and team of experienced nurses who provide support and advice to clinicians and patients in the general hospitals. Both hospitals are developing MARSIPAN pathways to support people who are severely ill with anorexia nervosa and other disordered eating mental health presentations.

## Welcome to Hertfordshire Partnership University NHS Foundation Trust

### The Board



### Non-Executive Directors



## Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities have informed a simple but ambitious vision:

*"Delivering great care, achieving great outcomes – together"*

## Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values we will deliver our ambition to be a leading provider for everyone we work with.

	<i>we are...</i>	<i>you feel...</i>
Our Values	<b>Welcoming</b>	✔ Valued as an individual
	<b>Kind</b>	✔ Cared for
	<b>Positive</b>	✔ Supported and included
	<b>Respectful</b>	✔ Listened to and heard
	<b>Professional</b>	✔ Safe and confident

### Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise and develop

### 3. Background and context of the post

Following a report into avoidable deaths in a mental health Trust, in 2016, the Care Quality Commission (CQC) published a report: “Learning, Candour and Accountability. A review of the way NHS Trusts review and investigate deaths of patients in England”. It showed that in some organisations, learning from deaths was not being given sufficient priority and that valuable opportunities for improvements were missed.

The National Quality Board “National Guidance on Learning from Deaths” was published in March 2017 requiring all Trusts to develop robust mortality review processes and adapt evidence-based review methodology such as Structured Judgement Review (SJR, used previously by acute Trusts).

The Royal College of Psychiatrists launched the new Mortality Case Review Tool based on SJR methodology and published accompanying guidance in November 2018. The guidance requires Trusts to ensure correct reporting of deaths, and screening of all deaths for criteria necessitating a Structured Judgement Review to be completed (called ‘red flags’). Current red flags include: diagnosis of eating disorder or psychosis, in-patient or under crisis resolution team at the time of death, concerns raised by family, carers or staff relating to care prior to death.

The NHS Patient Safety Strategy: Safer culture, safer systems, safer patients (NHS England and NHS Improvement, July 2019) describes the links between the Medical Examiner system and Learning from Deaths. It states “The importance of using mortality review to understand the care provided to people at the end of life is clear. The new system will support mortality review and so link with the new medical examiner system (see later).” NHS England and NHS Improvement expect mortality review to be embedded into Trust systems.

In summary, the national requirements for learning from deaths include:

- Ensure correct reporting of all deaths
- Have a robust oversight and screening process in place for all deaths
- Categorise all deaths according to nationally agreed categories
- Undertake a Structured Judgement Review when a ‘red flag’ is identified

### 4. Service details

The Mortality Governance Team is well established, with ongoing evolution. It works within national, regional and local Mortality Governance frameworks, assists in Trust compliance

with Medical Examiner requirements, and networks widely mainly with Trust staff, also externally.

It uses data from deceased patient records, as well as from other sources such as Prevention of Future Deaths reports from Coroners published nationally. It uses data and data analysis to advise on good practice themes and learning themes, and recommend changes on team, individual and Trust levels.

## 5. Mortality Governance Team

The team comprises of:

Job Title	Grade	Number
Mortality Governance Lead (Clinician)	Band 7	1
Lead Consultant Psychiatrist	Consultant Psychiatrist	0.5
Consultant Psychiatrist (this post; new)	Consultant Psychiatrist	0.5
Administrator	Band 4	1

## 6. Roles & responsibilities

This is a great opportunity for a consultant seeking part time flexible working which offers 5 PAs as core duties providing consultant input to the Mortality Governance Team.

The post holder helps to provide information from which teams and the organisation can learn as an important part of quality improvement and patient safety. Both good practice and learning is identified, to contribute to the Trust's being a learning organisation, in the context of a just culture. The post holder will work closely with Mortality Governance Team colleagues; this includes the Lead Consultant Psychiatrist for Mortality Governance who will provide training and guidance as appropriate.

Most of the time is spent on undertaking mortality case record reviews using structured judgement review methodology:

- undertake structured judgement reviews (SJRs) in keeping with national guidance.
- make independent opinions about care that must be evidenced, fair and communicated clearly.
- give an opinion on whether a death was more likely that not to have been due to a problem in care.
- Discussion of each SJR with either the Lead Consultant Psychiatrist for Mortality Governance or the Medical Director

Some time is devoted to jointly screening deaths with the Mortality Governance Lead to categorise the death, and to determine whether the deceased person's notes should be subject to structured judgement review if a 'red flag' is met.

Networking with change implementation colleagues (treating teams and managers), is a crucial part of the role to help drive forward quality improvement and patient safety. This involves working within existing systems, as well as challenging systems and practices that may require improvement and change. This requires being open, clear, succinct, fair and sensitive.

The Mortality Governance Team works closely and synergistically with the Safer Care Team.

Responsibilities for all Consultant Psychiatrists include:

- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust and the team 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 Lead Consultant Psychiatrist, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation. To work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

The core post does not include an on-call commitment. Participation in a Trust on call rota may be negotiated separately, and if agreed via job planning, other responsibilities include:

- To manage, appraise and give professional supervision to junior medical staff as agreed by 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 team and, as appropriate, for the whole mental health service.

## **6. Suggested draft timetable:**

It is envisaged that the post holder will work 5 programmed activities over 2½ days, with at least 1 PA (programmed activity) overlapping with the work of the part time Lead Consultant Psychiatrist for Mortality Governance. Following appointment there will be a meeting at no later than three months with the Lead Consultant Psychiatrist for Mortality Governance to review and revise the job plan and objectives of the post holder. A formal job plan will be agreed between the post holder and Lead Consultant Psychiatrist for Mortality Governance three months after commencing the post and at least annually thereafter.

Time for mandatory training, CPD, appraisal and job planning will replace some of the PA time allocated to Mortality Governance.

Below is the suggested draft job plan for this post.

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	Trust Head Office, Hatfield	Mortality Governance	Supporting professional activities	1
	PM	Trust Head Office, Hatfield	Mortality Governance	Supporting professional activities	1
<b>Tuesday</b>	AM	Trust Head Office, Hatfield	Mortality Governance	Supporting professional activities	1
	PM	Trust Head Office, Hatfield	Mortality Governance	Supporting professional activities	1
<b>Wednesday</b>	AM	Trust Head Office, Hatfield	CPD, mandatory training, appraisal, job planning	Supporting professional activities	0.5
			Mortality Governance	Supporting professional activities	0.5
	PM				
<b>Thursday</b>	AM				
	PM				
<b>Friday</b>	AM				
	PM				
<b>Unpredictable / emergency on-call work</b>					0
<b>Total PAs</b>	Direct clinical care				0
	Supporting activities				5

## 7. On-call Rota and cover arrangements

The core post does not include an on-call commitment, or on-call supplement.



## **8. Appraisal and job planning**

An annual appraisal will be arranged with one of the trained medical appraisers, usually the relevant Medical Lead. The Trust uses an electronic appraisal system to support revalidation. The Medical Director is the Responsible Officer for the post holder.

The post holder will agree their job plan with the Lead Consultant Psychiatrist for Mortality Governance before completing their annual appraisal. The Job Plan will be reviewed on an annual basis, or more frequently if changes are required because of service reconfiguration. The views of the post holder are very important to the Trust and will be taken into account where possible if they do not compromise service provision.

There are no external, additional duties or special responsibilities attached to this post. Any proposed special interest sessions or external duties which may be added to this job plan in the future will be subject to mutual agreement in the job planning process.

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

The post holder must be registered with the GMC with a Licence to Practice. The Trust expects all HPFT doctors to be in good standing for CPD with the RCPsych and supports them to develop their Personal Development Plans through their Peer Group and the appraisal process.

The Trust provides up to 30 days of study leave over a 3 year period to facilitate the achievement of agreed external educational objectives and expenses of up to £800 annually. In addition the Trust provides several opportunities for CPD internally including a monthly CPD course which is held before the Medical Staff Committee and a monthly Medicines Management Training Course. If the post holder agrees to on take extra responsibilities (not currently expected in this job), the Trust will support relevant training if required. The post holder will have the opportunity to join a Peer Group of colleagues of the same grade in the Trust.

## **10. Clinical leadership and medical management**

The post holder must participate actively in professional, clinical and managerial supervision, and undertake relevant training aligned with the post holder's personal development plan and other relevant professional bodies' guidelines regarding continuing professional development.

The post holder will be a member of HPFT Medical Staff Committee which is held monthly in The Colonnades, Hatfield. The Committee plays a key role in exchanging information about Trust strategy and operations and represents the views of consultants to the Chief Executive and members of the Trust Board. It is also a forum to discuss major developments and challenges in the Trust and to network with colleagues.

The choice of an experienced colleague as mentor is offered to all new consultants to the Trust.

## **11. Teaching and Training**

The Trust obtained University status in 2012 and has links to the University of Hertfordshire, although is not currently attached to a medical school. Professor Kunle Ashaye, Director of Medical Education, is responsible for co-ordinating the HPFT psychiatric training. The Tutors are Dr V Asamoah (East Herts), Dr H Pathmanandam (S.E. Herts), Dr S Bhandari (E. Herts) and Dr S Cohen (W. Herts).

There is a locally co-ordinated MRCPsych Course and the post holder will have the opportunity to teach on that. There are many opportunities for the post holder to contribute to multidisciplinary teaching, including the established monthly Medicines Management Training Course, which is available to all clinical HPFT staff. The post holder is expected to teach trainees in psychiatry. There is a Post Graduate Centre with a Library at the Colonnades in Hatfield which has administrative support for literature search if required. There is also a strong recommendation that GPs are trained to identify the signs and symptoms of an eating disorder and to refer appropriately so it is likely that the postholder will need to offer training to General Practitioners.

## **12. Office facilities**

The post holder will be based at The Colonnades in Hatfield. Open plan office space with Information Technology (IT) equipment is provided.

The Trust uses the electronic record system (EPR) PARIS and the post holder will be expected to use the EPR as the primary clinical record and become proficient in using it. Training is provided. IT support is provided 24 hours a day by the ICT Service Desk which supports other NHS organisations in Hertfordshire.

## **13. Clinical governance and Research**

Dr Asif Zia is the Executive Director for Quality and Medical Leadership. There are two Deputy Medical Directors, one for Clinical Governance, Dr Joanne Farrow. The other one is for the development of primary care mental health services, Dr Rakesh Magon. The Trust has established systems to ensure that quality and risk are managed in the organisation.

The post holder must ensure the relevant professional registration is maintained, including Section 12 and Approved Clinician status.

Mandatory training must be attended in relation to such topics as Safeguarding, Risk Assessment, Equality and Diversity and Customer care.

The post holder will contribute with other Professional, Medical and Service Leads in the development and implementation of best practice in mental health, and comply with all the relevant professional codes of conduct.

There is a Research and Development Department which supports consultants who are interested in research. Any research or academic work sessions will be subject to agreement and review by the Clinical Lead and Clinical Director and should not interfere with the clinical work. Programmed activities may be available for such work, which will be subject to annual job planning and appraisal.

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

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

## **15. Academic Background**

Candidates for this role must be in the Specialist Register for a speciality in psychiatry or within 6 months of gaining CCT. Candidates will be expected to have Approved Clinician status.

## **16. Relevant Experience**

It is essential that candidates have, or rapidly develop, a good working understanding of the full range of treatment approaches applied to the breadth of presentations in different psychiatric specialists. They should be able to assess and manage the risks advising on further management of service users' mental ill health and physical illness. Candidates will need to display an ability to apply a full range of pharmacological, psychological and physical treatment skills and have gained extensive experience in the differing needs of individual ethnic minorities.

An enthusiasm coupled with some experience of working within a multi-racial and multi-agency environment would be valuable. Previous experience of developing services in a constantly changing environment and to tight budgetary constraints would be highly regarded. Previous experience of workforce development would also be useful.

## **17. Personal Qualities**

This role calls for a team-player who has the ability to communicate and relate well at all levels, to service users, carers and relatives. An ability to work closely with and build relationships with other agencies and departments is regarded as essential. With all the new service developments the candidate will need to be flexible and willing to contribute their skills to service development. The successful candidate will be expected to have a high degree of both written and verbal communication skills.

## **18. Wellbeing**

The post holder will have access to Occupational health support and details shared as part of the Trust induction. The post-holder can self-refer to the Occupational Health Software Cohort v10 or can be referred by the line manager with consent. Details of the support available from occupational health specialist are available on the trust website and will be discussed with the line manager as needed. Occupational health specialists can review the post-holder face to face or remotely as appropriate. Explanatory videos are available on the trust website. In case of involvement in serious incidents, the post-holder will be encouraged to attend local debriefing meetings and use the trust support line. Spiritual support and bereavement counselling is available from the trust on self-referral using the telephone number provided by the line manager. The Employee Assistance Programme is available 24 hours to all staff by calling 01438 286514.

The trust provides Schwartz Rounds to support the post-holder with stress from the clinical work. Regular sessions of wellbeing are available and attendance is encouraged for the

postholder. The sessions typically include mindfulness sessions and a Schwartz round. This is happening every month and the post-holder can use supportive programmed activity sessions to attend. Wellbeing sessions include group exercise available on remote video conference of Yoga, Pilates and other forms of physical exercise.

## **19. Terms and Conditions of Service**

The post is covered by the Terms and Conditions of Service of Hertfordshire Partnership University NHS Foundation Trust (a copy of the Trust's contract of employment for Consultants is available from Medical Staffing Department).

The post holder will be indemnified by the Trust for all NHS work undertaken as part of the Contract of Employment but is encouraged to take out adequate indemnity cover as appropriate to cover any work which does not fall within the scope of the indemnity scheme (contract of employment). Personal medical indemnity should be retained for all activity undertaken outside NHS premises; this is not covered by insurance for Category 2 work, i.e. medical reports and "Good Samaritan" acts.

Please note: Terms and Conditions may alter depending on the outcome of negotiations on the Consultant Contract.

### **Knowledge and Skills Framework**

The post holder will be expected to meet the requirements of the NHS Knowledge and Skills Framework (KSF) appropriate outline for the post.

### **Remuneration and benefits**

Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

### **Salary**

The point in which you are placed is dependant on experience within that grade.

### **Annual Leave**

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. Please note this will be pro rata for part time staff.

### **Pension**

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. The employers' contribution covers about two thirds of the cost of benefits paid to NHS Pension Scheme members' scheme and employee contributions are on a sliding scale. You will be automatically enrolled into the pension scheme on appointment.

## **20. Other**

### **Health and Safety**

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

### **Infection Control**

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

### **Equality and Diversity**

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of access, provision, opportunity and outcomes.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. As a result Hertfordshire Partnership University NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

### **Confidentiality**

Employees must maintain confidentiality of staff, patients and Trust business and have a responsibility to comply with the General Data Protection Regulations (GDPR) 2018 and be aware of the Caldicott principles. If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose. You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance with the General Data Protection Regulations (GDPR) 2018. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training.

### **Standards of Business Conduct and Conflicts of Interest**

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of all staff to ensure that they act as a role model, by upholding the principle of a leading mental Trust. Staff should be informing their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

### **Information and Records Management**

The post holder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on the Trust intranet 'HIVE').

### **Safeguarding Adults and Children**

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children, and must adhere to them at all times.

### **Organisational Change**

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

### **Flexible Working**

The Trust believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best, and utilising all the talent and experience available. The Trust recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements that enable them to balance their working life with other priorities, including parental and other caring responsibilities, life-long learning, charity work, leisure activities and other interests.

### **Health and Safety**

Health and Safety at Work In accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, staff have a duty to take responsible care to avoid injury to themselves and others by their work activities, to maintain a safe working environment for patients, visitors and employees and to co-operate in meeting statutory requirements

### **Review**

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.

## Appendix 1: Person specification/selection criteria for consultant

### Abbreviations for when assessed:

A: Short-listing from application form

F: Formal Appointments Committee Interview

R: References

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS		A   A	<ul style="list-style-type: none"> <li>• MRCPsych</li> <li>• Qualification or higher degree in medical education, clinical research or management.</li> <li>• Relevant higher degree, e.g. MD, PhD, MSc or other additional clinical qualifications.</li> </ul>	A   A
ELIGIBILITY	<ul style="list-style-type: none"> <li>• Fully registered with the GMC with a licence to practise at the time of appointment.</li> <li>• Eligible for inclusion in the Specialist Register for a speciality in psychiatry or within 6 months of gaining CCT.</li> <li>• Experience in authoring high quality evidence based reports</li> </ul>	A   A/F	<ul style="list-style-type: none"> <li>• In good standing with GMC with respect to warning and conditions on practice.</li> <li>• Section 12/Approved clinician approval.</li> </ul>	A   A
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> <li>• Experience of the full range of clinical responsibilities expected of a consultant in psychiatry.</li> </ul>	A F R	<ul style="list-style-type: none"> <li>• Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service.</li> </ul>	A F

	<ul style="list-style-type: none"> <li>• Experience of close collaborative working with social care and other agencies.</li> </ul>	A F R		
	<ul style="list-style-type: none"> <li>• Experience of working with service users who have complex needs within psychiatry.</li> </ul>	A F R		
	<ul style="list-style-type: none"> <li>• Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge.</li> </ul>	A F R		
	<ul style="list-style-type: none"> <li>• Excellent oral and written communication skills.</li> </ul>	F		
	<ul style="list-style-type: none"> <li>• Experience and ability to manage clinical complexity and uncertainty.</li> </ul>	F		
	<ul style="list-style-type: none"> <li>• Makes decisions based on evidence and experience including the contribution of others.</li> </ul>	F		
	<ul style="list-style-type: none"> <li>• Experience and ability to make fair, balanced and evidence based structured judgement reviews, and communicate them in a kind, positive, constructive and professional manner</li> </ul>	F		
	<ul style="list-style-type: none"> <li>• Experience and ability to gain and retain trust of colleagues</li> </ul>	F		
	<ul style="list-style-type: none"> <li>• Experience and ability to work collaboratively</li> </ul>	F		
			<ul style="list-style-type: none"> <li>• Excellent degree of medical knowledge in relation to psychiatry and physical health problems that are common in psychiatry</li> </ul>	F



ACADEMIC SKILLS LIFELONG LEARNING	<ul style="list-style-type: none"> <li>• Experience and ability to deliver undergraduate or postgraduate teaching and training.</li> </ul>	A P F	<ul style="list-style-type: none"> <li>• Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post.</li> </ul>	A F
	<ul style="list-style-type: none"> <li>• Participated in continuous professional development.</li> </ul>	A F	<ul style="list-style-type: none"> <li>• Reflected on purpose of CPD undertaken.</li> </ul>	A F
	<ul style="list-style-type: none"> <li>• Participated in research or service evaluation.</li> </ul>	A F	<ul style="list-style-type: none"> <li>• Experienced in clinical research and / or service evaluation.</li> </ul>	A F
	<ul style="list-style-type: none"> <li>• Able to use and appraise clinical evidence.</li> </ul>	A P F	<ul style="list-style-type: none"> <li>• Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</li> </ul>	A
	<ul style="list-style-type: none"> <li>• Has actively participated in clinical audit.</li> </ul>	A F	<ul style="list-style-type: none"> <li>• Has led clinical audits leading to service change.</li> </ul>	A F