

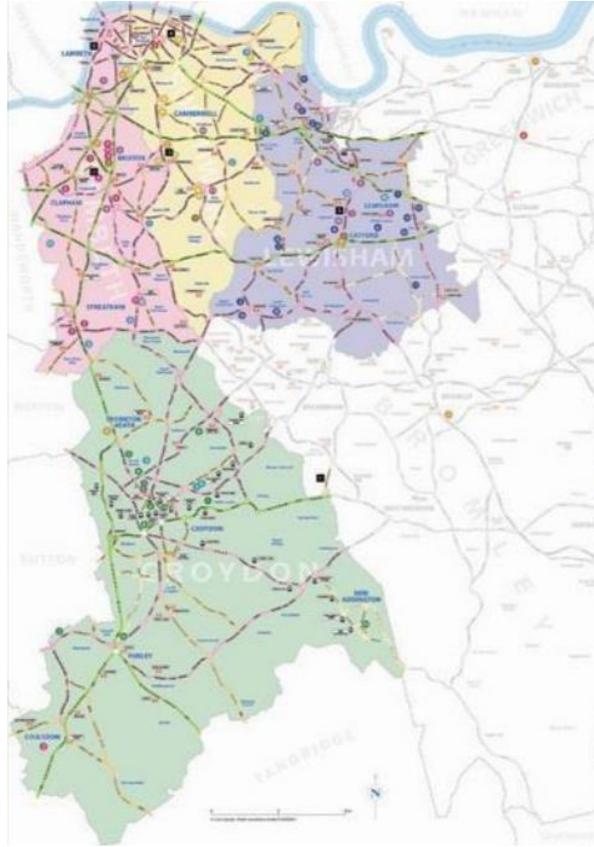
## Consultant Psychiatrist in Dulwich Community Mental Health Team

### Job description and person specification

Post and specialty:	<p>Consultant Psychiatrist in General Adult Psychiatry</p> <p>You will be providing medical input to Dulwich Community Mental Health Team (CMHT).</p> <p>This post has become available following the Southwark Community Transformation where services are mapped by neighbourhood (clusters of GPs') rather than by diagnostic pathways.</p>		
Royal College of Psychiatrists approval details:	<p>LON SE-CO-STH-2022-00185(Approved)</p> 		
Base:	St Giles House, 1 St Giles Road, London, SE5 7UD		
Contract:	<p>Permanent</p> <p>8 programmed activities: (6 Direct Clinical Care and 2.0 Supporting Professional Activity)</p> <p>£84,559 - £114,003 p.a.</p>		
	Total PAs: 8	SPA: 2	DCC: 6
Accountable professionally to:	Dr Robert Harland, Chief Medical Officer		
Accountable operationally to:	Dr Daniel Meek, Associate Medical Director, Southwark		
Key working relationships and lines of responsibility:	<p>Line Manager : Dr Daniel Meek</p> <p>Team Lead : Nicole Scipio</p> <p>Locality Manager : Mick Wright Turner</p> <p>Clinical Director : Dr Emily Finch</p> <p>Associate Medical Director : Dr Daniel Meek</p> <p>Responsible Officer/ Medical Director : Dr Robert Harland</p> <p>Service Director: Peace Ajiboye</p> <p>Head of Nursing: Beatrice Komieter</p> <p>Nursing Director: Vanessa Smith</p> <p>Chief Operating Officer : James Lowell</p> <p>Chief Executive Officer : David Bradley</p>		

## 1. Introduction

South London and Maudsley NHS Foundation Trust (SLAM) provides a range of mental health, learning disability and substance misuse services for people living in four local Boroughs in South London, Lambeth, Southwark, Lewisham and Croydon, as well as providing a range of national specialist services.



## 2. Trust details

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC). KHP is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare. See [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. It has 230 community, inpatient and outpatient-based services. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Lambeth, Bexley, Greenwich and Wandsworth, and specialist CAMHS services for Kent. We also provide tertiary specialist services to people from across the UK and have a number of partnerships with clinical services and educational programme in Europe, the Middle East and China.

The Trust has 4,800 staff. We treat 64,000 patients a year in the community across 74 community sites, and provide inpatient care to 3700 people a year, in 786 beds across 8 inpatient sites. The trust has an annual turnover of £381 million. It has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research

feed directly into clinical practice. It's academic links with King's College London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers, our four partner local authorities, CCGs and NHS hospitals. Services are primarily focused on people with severe and enduring mental illness. However, it also promotes good mental health, early intervention to prevent more serious problems and provide support to primary care in dealing with people with less severe problems. The trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals. The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all'.

### **Institute of Psychiatry, Psychology and Neuroscience (IoPPN)**

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN) is a School of King's College London and the largest academic community in Europe devoted to the study and prevention of mental illness and brain disease. The IoPPN broadens the remit of the former Institute of Psychiatry to consolidate King's neurosciences, with the addition of the Wolfson Centre for Age-Related Diseases and the MRC Centre for Developmental Neurobiology. The IoPPN has a long and productive association with the South London and Maudsley NHS Foundation.

The complementary roles of the IoPPN are:

- To pioneer research into new and improved ways of understanding and treating mental illness and brain disease;
- To offer advanced research training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers.

The IoPPN's greatest strength is the interdisciplinary nature of both its research strategy and educational activities, providing unique opportunities for students and staff.

The IoPPN comprises three Academic Divisions in Neurosciences; Academic Psychiatry; and Psychological & Systems Sciences. These encompass researchers with interests in addictions, biostatistics, child and adolescent psychiatry, basic and clinical neuroscience, forensic mental health sciences, health service and population research, neuroimaging, psychology, psychological medicine, old age psychiatry and psychosis studies. The Department of Psychological Medicine is located in the Division of Academic Psychiatry (Vice-Dean Prof Allan Young). The Institute also hosts an NIHR Biomedical Research Centre for Mental Health and an NIHR Dementia Unit, as well as the MRC Social, Genetic and Developmental Psychiatry Research Centre.

The Institute has approximately 500 students and 640 staff and has an annual budget of approximately £26 million. The Institute comprises ten Academic Departments, a Research Centre, a library and several service units.

### **King's Health Partners Academic Health Sciences Centre (AHSC)**

The links between Clinical and Academic components have been strengthened by the creation in April 2009 of an Academic Health Sciences Centre (AHSC) Kings Health Partners (<http://www.kingshealthpartners.org>) comprising South London & Maudsley, Kings College Hospital, Guy's and St Thomas' Hospitals and Kings College London. Clinical Academic Groups (CAGs) are being created across the hospitals and Kings College London to foster teaching, training and research. Within South London and Maudsley NHS Trust there are 7 Clinical Academic groups. This post sits

within the 'Process/ Integration' CAG.

### **Trust Management Structure:**

Our Trust Board consists of a range of committed and highly experienced Executive and Non-Executive directors including:

Chief Executive – Mr David Bradley

Chairperson – Sir Norman Lamb

Chief Operating Officer – Mr James Lowell

Chief Medical Officer – Dr Robert Harland

Nursing director – Vanessa Smith

SLAM's Operational directorates are led by a triumvirate consisting of the Head of Nursing, Associate Medical Director and Service director. There are Clinical directors in the trust and linked to each Operational directorate, but they are very much non-operational in terms of their role and their main contribution is to the Trust's Quality centre

Dr Mary Jane Docherty is the Acting Chief Medical officer for all doctors including Consultants within the trust. Day to day line management for each Consultant will be by the Associate Medical Director of the Borough, in this case, Dr Daniel Meek, AMD for Southwark.

### **SLAM's Quality Centre**

Through the collaboration of our clinical, academic, lived experience (service user and carer), quality improvement, operational, governance and commissioning leads, using evidence-based planning and a shared methodology and process, we will define, test, implement and continuously improve a Maudsley Model of clinical care.

This strategic direction for the Quality Centre aligns with the Trust's overarching Changing Lives strategy, with its five aims of:

1. quality
2. partnership working
3. making the Trust a great place to work
4. innovation
5. value

This makes the best use of our assets, resources, relationships and reputation to support the best quality outcomes for patients.

Within the Quality Centre sits:

- clinical academic groups
- research
- quality improvement and organisational development
- education and training
- commissioning
- improvement analytics
- digital innovation

## Core principles of the Quality Centre

- The Three C's (consultation, co-design and co-production): we will involve patients, carers and staff in everything we do
- Inclusion: we will strive for equity of access, experience and outcomes across the populations we serve, including a specific focus on black, Asian and minority ethnic (BAME) and socially disenfranchised groups
- Engagement and shared learning: to create a system of shared working and information flow throughout our networks
- Value: we will use consistent methodology driven by data intelligence to improve our value-based offer of care, evaluated by our clinical outcomes, patient and carer experience, staff experience, cost and sustainability

## Quality Centre areas of work for 2020 to 2021

- Care process models: how we work with patients and carers from start to finish
- Staff: workforce initiatives and staff support, including across south east London though improving access to psychological therapies (IAPT)
- Population health: how we work together across health and social care (including with the third sector) to improve the health of our local communities
- Outcomes: disorder-specific treatment and care pathways, as defined by clinical academic groups (CAGs)

## *Equality and Diversity*

We are committed to treating people fairly with compassion, respect and dignity and in promoting equality and human rights as a provider of mental health services and as an employer. We aim to put this commitment into practice by

- providing the best possible mental health care services we can by making sure our services are accessible and deliver equally good experiences and outcomes for all people especially in relation to the characteristics protected by the Equality Act 2010. These are age, disability, ethnicity, gender reassignment, pregnancy and maternity, religion and belief, sex and sexual orientation
- Embedding our commitment to tackling inequality, eliminating discrimination and harassment; promoting equality of opportunity and fostering good relations in our decisions, policies and everyday practice
- Regularly monitoring and reporting on our public sector equality duty performance, equality objectives and on equality impact assessments to evaluate how we are doing and what we can do to improve
- Ensuring that all our services and all staff working on behalf of the Trust understand and support our commitment to eliminating discrimination, promoting equality and fostering good relations and put this into practice in everything they do

We believe that people who use our services, their carers and our staff should be treated with compassion, respect and dignity. This means we will not tolerate any form of prejudice or discrimination against service users, carers, staff or our members

### 3. Service details

#### *Local Demographics*

Southwark is a young, diverse inner-city borough with areas of deprivation and areas of significant wealth. Some features of the borough:

- Population of just over 317,000, up from 256,700 in 2001
- Estimated 49,000 people in Southwark experience a common mental disorder (more than the national average)
- 4,100 people in Southwark diagnosed with serious mental illness (SMI)
- SMI disproportionately affects Southwark residents from Black ethnic groupings. Black and Black British ethnic groups had the highest proportion of people who had spent time in hospital in 2020, with levels more than twice the average for the White ethnic groups.
- 120 languages
- 39% of the population born outside the UK
- 46% non-white residents
- 92% of the population are under 65 years old
- 14% of residents live in communities ranked in the 20% most employment deprived in England. In contrast 12% live in communities ranked in the 20% least employment deprived
- Over 75% of residents live in communities ranked in the lowest 20% most deprived in England. This measures barriers to housing and services relating to physical and financial accessibility. This domain has seen an increase in deprivation since 2015.

Whilst there has been a reduction in overall deprivation in Southwark (MHC&LG. The English Indices of Deprivation 2019, IoD2019) almost a third of residents live in communities ranked in the 20% most income deprived in England. These areas are located across central and northern Southwark.

#### *Southwark Primary Care Networks and Mental Health Services*

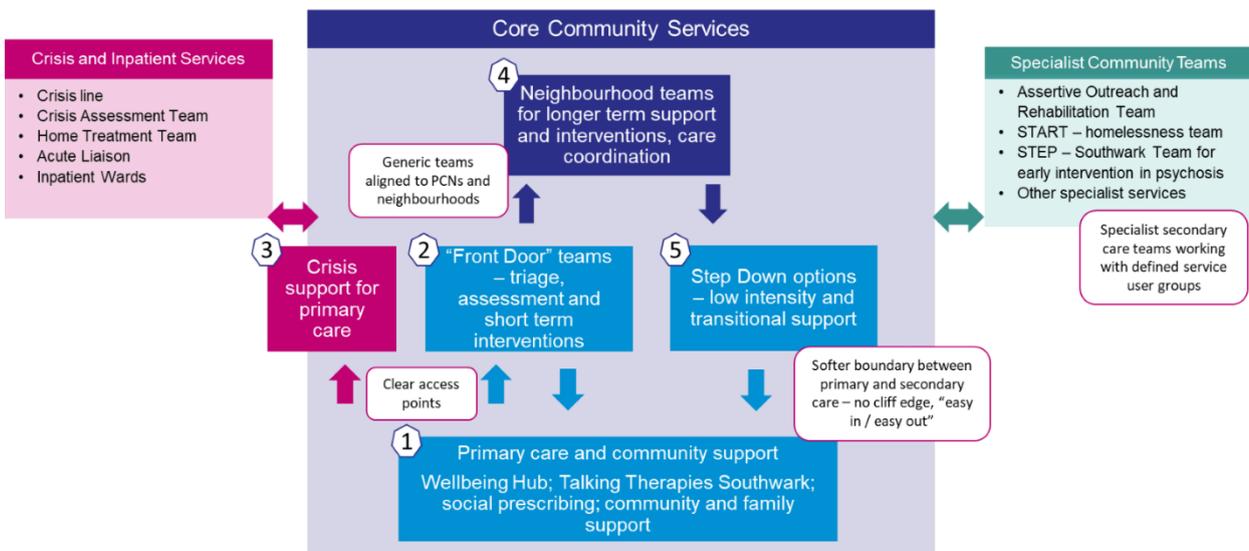
In Southwark there are two Primary Care Networks (PCNs), under which GP practices are grouped into nine neighbourhoods. The neighbourhoods are listed below.

Primary care networks	Neighbourhoods
North – total GP list size approx. 190,000	Borough Rotherhithe Bermondsey Walworth Triangle Walworth South
South – total GP list size approx. 145,000	Peckham Camberwell Dulwich Dulwich and Nunhead Villages

Southwark community services are currently undergoing transformation into four neighbourhood teams and establishing a borough-wide Low intensity service. The neighbourhood teams will be blended teams, geographically located to form closer working with local community groups and primary care and there is additional proposed crisis support for primary care. These core community services are in addition to specialist community teams and crisis and inpatient services (see figure below).

Inpatient provision is provided at Maudsley Hospital where there are four acute wards (two male and two female as well as a female psychiatric intensive care unit). There is provision for male psychiatric intensive care and other specialist and national services at other sites across the trust. Other crisis services include the crisis line, crisis assessment team, home treatment team and liaison psychiatry services.

Within the borough, there are specialist community teams including an assertive outreach and rehabilitation team, specialist homelessness team, early intervention team as well as access to other tertiary and national services. There is provision of care within the borough with addictions, learning disability, forensic, CAMHS and older adult teams as well as access to other specialist and national teams.



The figure below shows the operational team structures only. In practice, staff will work much more closely at neighbourhood level across the pathway and a flexible approach to team working will be needed.

PCN NORTH – 5 neighbourhoods	Bermondsey	Talking Therapies Southwark (not part of redesign)	Primary Care Mental Health Team (PCMHT) North Southwark	CMHT 1	Low Intensity Team	Separate in management structure but working into teams: MBT Service Welfare & Benefits Advisors
	Rotherhithe					
	Borough					
	Walworth Triangle					
	Walworth South					
PCN SOUTH – 4 neighbourhoods	Camberwell	Talking Therapies Southwark (not part of redesign)	Primary Care Mental Health Team (PCMHT) South Southwark	CMHT 3	Low Intensity Team	Specialist teams AORT START STEP
	Peckham					
	Dulwich					
	Dulwich & Nunhead Villages					

**Primary Care Mental Health Teams (PCMHTs)**

Primary Care Mental Health Teams provide care for people with mental health needs that cannot be met in primary care/community support or Talking Therapies Southwark, or by the new PCN practitioner provision. There will be a clear single point of access.

There will be enhanced closer working with primary care and the Southwark Wellbeing Hub with more aligned MH practitioners working into GP surgeries. There will be a briefer Initial triage to determine best fit service and signposting/advice if required or accept for full assessment.

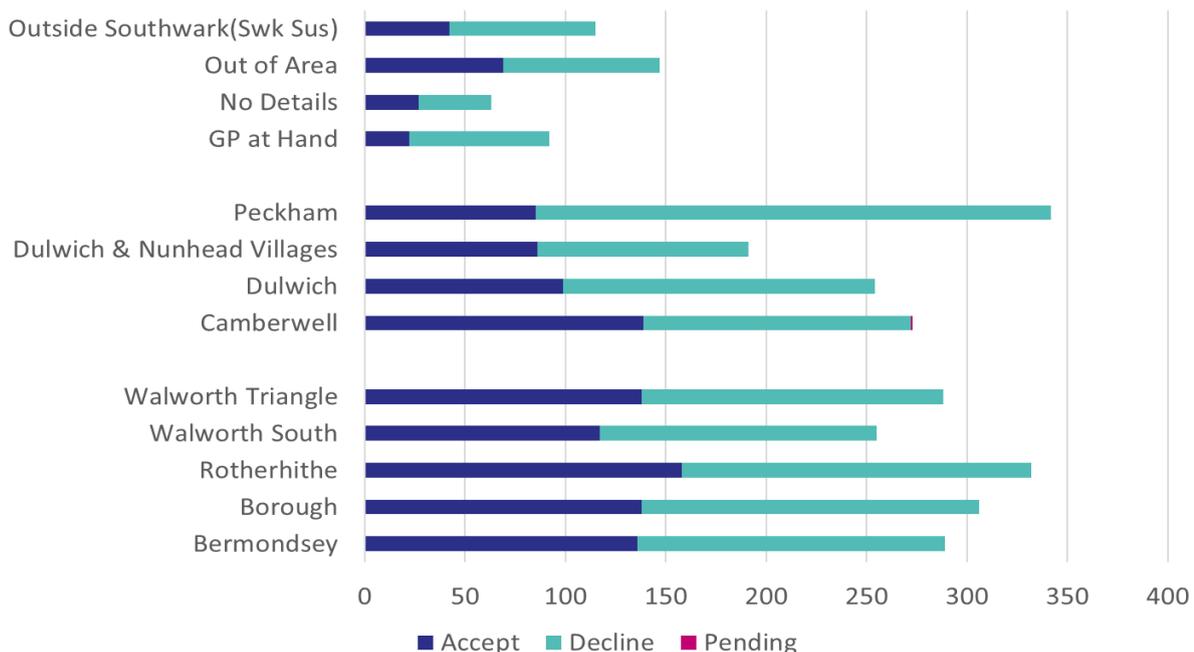
Referrals will be received from;

- GP/primary care colleagues
- Wellbeing hub/third sector
- Crisis/emergency services
- Self-referrals
- Other Trusts

The service will provide assessment/ triage of referrals by a single assessor, MDT / multi-agency assessment and care planning and brief treatment/interventions. Other interventions offered by the team include stepped care psychological interventions, longer term therapies, peer support, carer support, dual diagnosis specialist interventions, rapid access to eating disorder specialists and coordination of access to other support and interventions e.g. Employment advice, welfare/benefits advice. The routes out following treatment/assessment will be to facilitate a step back down to primary care / community-based support or to transfer to a longer term / specialist team.

The number of new referrals per week by team and their and outcomes as well as a breakdown by neighbourhood (based on GP Practice) is in the figures below.

	PCMHT North	PCMHT south
Accepted	14	10
Declined / signposted	17	16
<b>Total</b>	<b>31</b>	<b>26</b>



*Community Mental Health Teams (CMHTs)*

Community Mental Health Teams are four geographically aligned teams; two working as part of the North sector and two in the south sector of the Borough. Each team will cover 2 or 3 primary care neighbourhoods with staff linked to a specific neighbourhood. These teams provide care for People with complex and enduring mental health needs, who need proactive contact and care coordination. Teams will support service users registered to a GP practice aligned to the neighbourhood they cover or who lives in the neighbourhood and is not registered to a GP

Referrals will be received from;

- Transfer from PCMHTs
- Transfer from specialist services such as STEP/AORT or other CMHTs outside of the area

The service will provide care co-ordination support for people with complex needs, patient centred care planning with regular care planning meetings, MDT discussions around complex needs, medical and psychosocial interventions. Other interventions include administration of medications (including depot medication) with physical health monitoring, psychological interventions including DBT and family therapy, occupational therapy, carer support and work with families, structured clinical management and access to other services and interventions e.g. Employment advice, welfare/benefits advice.

The core team is comprised of a consultant psychiatrist, team manager, mental health practitioners, occupational therapist, psychology/psychotherapy staff, employment advisor and a team administrator. There will be integrated working with staff in separate teams including welfare and benefits advisors, MBT service, other psychology/ psychotherapy staff across the borough.

Projected caseloads for each CMHT are below

Team	Projected caseload
CMHT 1	212
CMHT 2	196
CMHT 3	241
CMHT 4	188
<b>CMHTs Total</b>	<b>837</b>

**Low Intensity Team (LIT)**

The Low Intensity Team will be a single team working across the borough providing care for service users who were open to CMHTs are stable in mental state and no longer require a multi-disciplinary approach, whose medication cannot be prescribed by a GP, have been admission free for a minimum of 9 months and have secure accommodation.

Referrals will be received from;

- Transfers in from longer term community teams

This service will provide medication (including depot and clozapine), physical health monitoring and healthy lifestyles, supporting a number of people on a package of care (where not under the care rehabilitation service) and supporting independence and developing community support networks.

The core team is comprised of a consultant psychiatrist, team manager, band 6 nurses, band 4 nursing associate, team administrator and access to sessional social worker/ occupational therapist when required.

*This Role*

You would provide senior medical leadership into the Community Mental Health Team for Dulwich. This neighbourhood area covers for 9 GP Surgeries which form this neighbourhood.

Within the Community Mental Health Team, the role of the consultant is to provide medical reviews and provide clinical leadership to care coordinators for service-users with complex needs, patient centred care planning with regular care planning meetings, MDT discussions around complex needs, medical and psychosocial interventions. You would provide supervision to the multidisciplinary team as a whole and liaison with primary care.

Further details are specified in section 12 on clinical duties.

There is a trust-wide consultant network within the borough and trust with regular CPD events for Consultant Psychiatrists and lots of opportunities be involved in research, education, management and Quality Improvement.

**4. Local working arrangements**

The Trust is seeking a consultant psychiatrist to join a Community Mental Health Team in Southwark. The post has arisen as a result of community transformation, and the Trust regards this as an opportune moment to develop the functioning of the team. The service covers a neighbourhood (grouped by cluster of GPs) in the London borough of Southwark.

### *Community Mental Health Teams*

The Dulwich Community Mental Health Team consist of

- Consultant Psychiatrist (this post) – 1.0
- Higher Specialist Trainee – 0.5
- Foundation Year Trainee – 1.0
- Team Manager – 1.0
- Band 6 MH Practitioner – 7.6 FTE
- Band 5 MH Practitioner – 1.0
- Occupational Therapist – 1.0
- Senior Administrator – 1.0
- Band 8a Psychologist – 1.0

There are additional roles which are hosted across neighbourhood teams providing input into North or South Sector. For South Sector this includes a Band 8a DBT Therapist (1.0) Band 7 DBT Therapist (1.0), Employment Team Leader (1.0), Employment Support Advisor (1.0) and a Business Manager (1.0).

Each team aims to facilitate patients being seen in the right place by the right person and at the right time. It adheres to the principles of recovery and putting service users' needs at the centre of the team's work. It takes an 'easy in easy out' approach, supporting GPs and service users to access the team when needed as well as promoting transfer back to primary care once active treatment is complete or the Low Intensity Team. This team is one of four CMHTs providing services to the borough. The team's work includes a duty/crisis function as well as an assessment and intervention function. It will receive approximately 5-10 referrals per week. There is dedicated administrative support from a senior administrator.

### *Wider Borough Inpatient and Community Services*

Inpatient services are provided at the Maudsley Hospital and other trust-wide sites as required. A dedicated inpatient consultant psychiatrist and related team provide care for inpatients. The team is also supported by the Southwark Home Treatment Team (HTT), which operates between 8am and 10pm.

An Assertive Outreach and Rehabilitation service provides intensive care to the difficult-to-engage clients or those currently in supported accommodation. The team is also supported by an early intervention in psychosis service (STEP), homelessness team (START) and forensic services. Addictions services are primarily provided through the local CGL (Change Grow Live) Service.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

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

The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists. Consultants have access to 10-study leave days per annum; study leave budget is £750 per year and requires pre-approval by your line manager. The post holder is required to sign up to the Royal College CPD program, participate in a peer review group according to College guidelines

## **6. Clinical Leadership and medical management**

The trust Medical Director is Dr Richard Harland , and there are three deputy medical directors Rosalind Ramsay, Emily Finch and Mary-Jane Docherty. Each Directorate has Associate Medical Directors (in Southwark, Daniel Meek and John Bainton ).

The post holder will actively contribute to, and implement, the strategic aims of the Trust's Senior Management committee and SLaM MH services, with the aim to improve of the quality of care within the service and contribute to improving quality across the system.

The post holder will help promote the financial success of the service including ensuring adequate numbers of funded referrals and running the service within budget. The post holder will take an active role in business planning with senior managers

The post holder will shape, support and develop a culture, which develops and improves mental healthcare for patients with complex care needs, and promotes independence

The post holder will be expected to keep themselves informed (and to inform) regarding developments in Southwark commissioning, as well as NHS strategy e.g. NHS Long term plan and to attend London-wide and National general adult psychiatry meetings as appropriate. Management supervision is available as and when required.

## **7. Appraisal and job planning**

The trust has a commitment to the implementation of annual consultant appraisal, outlined in the NHS Executive Advance Letters (MD) 6/00 and (MD) 5/01. The named Responsible Officer is Medical Director Dr Dr Richard Harland . Consultants will be offered an induction programme and mentoring and coaching are available.

Job planning will be carried out on an annual basis and will set out how, when and where the consultant's duties and responsibilities will be delivered. A standard whole-time job plan will contain 10 Programmed Activities (PAs) each consisting of 4 hours with 7.5 PAs dedicated for direct clinical care (DCC) and 2.5 PAs for supporting professional activities (SPA). These Programmed Activities are subject to formal appraisal together with the job plan.

The job plan will be developed further in consultation with the Southwark Consultant. The Personal Development Plan will form part of the annual appraisal process, which all consultants are expected to undertake with the Clinical Director or the agreed nominee. All consultants are expected to sign up with the Royal College of Psychiatrists for CPD and participate actively in a peer review group as part of the process.

All consultants will adhere to Trust Policy and Procedure, GMC Good Medical Practice and related regulatory documents, and 'Good Psychiatric Practice' published by the Royal College of Psychiatrists, and this will form a part of the appraisal process. In addition, there will be an expectation to sign up for the trust requirements of revalidation arrangements by the General Medical Council.

## **8. Teaching and training**

You will have a trainee doctors within your service. You would be expected to provide clinical supervision to them.

We are proud of our strong training record for doctors in postgraduate training, and the post holder will be encouraged to build an educational portfolio, in order to participate in postgraduate training for Foundation doctors, core and higher trainees in psychiatry.

Consultant Psychiatrists take an active part in the Maudsley training programme for postgraduate psychiatry trainees and the post holder will be encouraged to volunteer if they wish to do so. The post holder will be expected to take part in team-based teaching and teaching with the directorate, as and when required.

The trust are a part of Kings Health partners and are attached to Kings College London and are actively involved in undergraduate medical education. There are opportunities to train and teach and become an Examiner for medical students should the post holder be interested to do so. There are also opportunities to participate in multi-professional teaching to other healthcare professional students placed within the team.

SLAM Director of Medical Education is Dr Ranjith Gopinath.

Training Programme Director (TPD) for Core trainees is Dr Richard Haslam.

Training Programme Director (TPD) for Southwark Higher Trainees is Dr Harvey Wickham.

Most of our consultants are named Appraisers and GMC recognised Clinical and Educational supervisors.

## **9. Research**

The trust are linked to Kings Health partners Academic Health Sciences Centre, so the post holder will have excellent opportunities to undertake research projects as well as teach undergraduates and post graduate trainees.

The post holder will be encouraged to engage in research and be expected to support any team-based research or audit activity and to undertake audit work themselves as needed for revalidation. Support is available through the Quality Centre and Southwark Directorate Clinical Governance teams.

The post holder will be encouraged to work with academic leads to develop a strategy for research in the Clinical Academic Groups (CAGs), and to participate in grant applications and academic activities such as writing papers and dissemination of results.

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

The post holder must be Section 12 approved and have AC status or be eligible to obtain it within 3 months of appointment and to keep this renewed as per usual procedure.

## **11. Secretarial support and office facilities**

There is dedicated administrative support from a senior administrator.

The post holder will have office space at the team base

The ward is networked to the Trust Intranet with IT support from the central services of the Trust.

The post holder will have his or her own computer and trust mobile telephone with VPN access. The post holder will be expected to keep an electronic diary to which the team manager, and admin will have access.

## **12. Clinical duties of post holder**

The post provides consultant medical leadership and support to the Community Mental Health Team (CMHT). The postholder would provide senior medical input into Dulwich Neighbourhood. This is to enable continuity of care across the neighbourhood with a focus on good working relationships with GPs.

### *Community Mental Health Team (CMHT)*

The service aims to improve the recovery and clinical outcomes of patients as measured by patient report and other measures. One key outcome will be a reduction in the number and severity of relapses, as measured by admission to inpatient beds and in the overall number of occupied bed days per service user and per service. The service aims to Promote a recovery philosophy with interventions that seek to facilitate independence and maximise an individual's strengths, prevent relapse and improve quality of life through the promotion of health and social inclusion

The teams will develop effective communication with other stakeholders in the Trust as well as in the voluntary sector and primary care. Staff in the team will encourage and work with individual patients to identify their recovery goals and develop a support and recovery plan to achieve those goals.

All patients will have an identified care coordinator to facilitate the management of their care.

The consultant also takes part in crisis assessments including MHA work. The anticipated split between elective review work and emergency crisis work is 3:1. The consultant works closely with the Team Leader and psychologist to review individual caseloads to provide a form of multidisciplinary supervision and offer a time for formulation of individual patients' care needs. The postholder would be expected to be the Responsible Clinician for Community Treatment Order (CTO) patients.

The consultant psychiatrist is expected to actively liaise with local GPs including reviewing patients with GPs or other primary care staff in the practice or at the patient's home and to support link working between practices and the team. The consultant psychiatrist responds to requests from GPs to discuss individual patients and if needed offer to review them as a fast track in the care pathway. The consultant psychiatrist also actively engages with voluntary sector organisations.

The consultant psychiatrist supports the team medication clinic which manages patients on Clozapine and other medication, mainly depot treatments. The consultant psychiatrist may have a compact caseload of patients who are best managed by a senior doctor rather than another member of the team due to the nature of their needs. This group of patients are part of the team's caseload and seen on site.

While primarily responsible for delivering a quality clinical service, the post holder is also expected to be actively involved in the strategic development of the team and broader services, being involved with the Team Leader and Clinical Service Lead for Southwark community services in helping to steer the development of the service.

There are on average 5 referrals per week. The team is expected to have an overall case size of

around 200. The Consultant is not expected to hold a personal caseload and all patients will have an allocated care coordinator. There are approximately 3-5 discharges per month.

There are regular meetings within the team to discuss the current caseload and new referrals (including discussion of complex cases). Multi-agency and partnership working is a crucial part of this role and where there is comorbid alcohol or substance use disorder, there would be local dual diagnosis input and where indicated supporting with referrals to drug and alcohol services.

For patients assessed, the post holder has a key role in supporting a thorough multi-professional assessment to allow formulation of a detailed care plan including identified interventions in accordance with NICE guidance and recognised best practice. The post holder will actively work with other senior clinicians in the team in engaging local GPs and other primary care staff to understand what their needs are in relation to managing patients with and how the team can support the practice.

The post holder may from time to time be expected to assess patients under the Mental Health Act who may need hospital admission. Clinical leadership of team is through this post in conjunction with the Clinical Service Lead.

Dedicated administrative support is through the senior administrator within the team.

**Draft timetable– this is indicative and there will be a degree of flexibility to accommodate the individuals needs.** For CMHT Outpatient clinics it is expected there will be 10:1 of follow up vs new patients.

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	St Giles House	<u>CMHT</u> CMHT Red Zoning meeting Flow meeting	DCC	1
	PM	St Giles House	<u>CMHT</u> Medical reviews – HV Admin	DCC	1
Tuesday	AM	St Giles House	<u>CMHT</u> CMHT zoning/referrals meeting GP liaison work	DCC	1
	PM	St Giles House	<u>CMHT</u> Urgent medical reviews	DCC	1
Wednesday	AM	St Giles House	11:45 to 12:45 Southwark MAC (once a month) SPA activity on other mornings Including Maudsley grand rounds, Local trainee and Maudsley teaching program	SPA	1
	PM	St Giles House	<u>CMHT</u> Out patient clinic/Urgent home visits	DCC	1
Thursday	AM	St Giles House	<u>CMHT</u> Out patient clinic/Urgent home visits		

	PM	St Giles House	Team meetings (chair Governance meeting once a month) Outcomes and service evaluation work Trainee supervision	SPA	1
<b>Friday</b>	AM				
	PM				
<b>Unpredictable / emergency on-call work</b>		1% B band on call	Time taken in lieu as needed (frequency around 1 in 12)	DCC	
<b>Total PAs</b>	Direct clinical care				6
	Supporting professional activities				2

The specific days/times on this timetable are subject to change dependent on needs of the service.  
**External duties** – If the post holder wishes to undertake any external duties, we are open to exploring how these can be accommodated within your timetable.

### 13. Clinical governance and quality Assurance

The postholder is expected to participate in the framework of Clinical Governance and quality assurance, including assessment of Untoward Incidents and Complaints management for the Southwark Directorate (consultants are expected to be involved in the investigation of one complaint, and one serious incident investigation per year pro rata to a full-time post)

To deliver on the quality and outcomes set by the central SLaM ‘Quality Centre’ and Pathway Integration CAG care pathways

### 14. Quality improvement

As an organisation we want to be the best mental health trust at getting better by focusing on continuous quality improvement.

Using data, evidence-based planning, care process models and a shared methodology, the Quality Centre defines, tests, implements and continuously improves the work of the Trust, so that service users, carers and staff can clearly see what is expected at each part of a journey through the system. This is being achieved through the collaboration of our clinical, academic, lived experience (service user and carer), quality improvement, operational, governance and commissioning leads.

The postholder is expected to lead, design and implement QI initiatives relevant to the team (with support as appropriate from Quality Improvement advisors) – quality improvement projects are regularly conducted within the service and the post holder will be expected to undertake one QI project during each year, pro rata to a full time post, using Supporting Professional Activities (SPA)

time. The quality improvement (QI) department within the trust will be able to support, and the post holder will have access to trust QI training.

The postholder is expected to lead and manage a team in a way which supports the development of a culture of continuous improvement and learning. They will utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these using a systematic QI methodology. They empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission. They promote awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

### **15. General Duties**

To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures.

To ensure that junior medical staff working with the post holder operates within the parameters of the New Deal and are Working Time Directive compliant.

To record clinical activity accurately and comprehensively using SLAM's ePJS (electronic patient journey system)

To undertake the administrative duties and record keeping associated with the care of patients  
To carry a mobile smart phone during work hours provided and paid for by the service and be contactable by members of the team or other colleagues by phone and email.

To work flexibly and creatively as part of a multidisciplinary team promoting informed risk taking and anti-discriminatory practice

To communicate clearly and effectively with staff of all major disciplines concerned with the provision of mental health care

To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service

To participate in annual appraisal for consultants

To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme

To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.

To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to consider 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

#### *Terms and Conditions for all Trust Consultants*

The Consultant appointment will have continuing responsibility for the care for patients in his/her charge. He/she will also undertake the administrative duties associated with the care of his/her patients and contribute to the efficient management of the service

Consultants currently have 32 days annual leave per annum. After seven years as a consultant this rises to 34 days of which a maximum of five working days can be carried over from one year to the next with the agreement of the Medical Lead

Consultants have access to 10-study leave days per annum; study leave budget is £750 per year and requires preapproval by your line manager.

The post holder is required to sign up to the Royal College CPD program, participate in a peer review group according to College guidelines

Consultants are expected to participate in the appraisal process through the trust revalidation arrangements

Consultants are expected to participate fully in Quality Improvement and the extended program of Clinical Governance through their professional group and also their clinical team(s) and broader service. Through SLaM job planning, one QI project, one serious incident investigation and one complaint investigation are expected per year for a full-time consultant (or pro rata for part time consultants).

The terms and conditions of the post are in accordance with the Terms and Conditions of Service – Consultants (England) 2003 and the General Whitley Council Conditions of Service

The post holder will be an employee of South London and Maudsley NHS Trust and is subject to the policies and procedures of the Trust

Appointment will be subject to satisfactory Occupational Health and Enhanced Disclosure Clearances  
It is a condition of your employment that you are, and remain a fully registered medical practitioner and are included on the Specialist Register held by the General Medical Council (GMC), and continue to hold a licence to practice

The salary range for this post is in accordance with the NHS consultant salary scale (whole time), plus London Weighting (whole time)

#### *General conditions for all Trust Employees*

All employees are subject to the requirements of the Health and Safety at Work Act 1974. The post holder is required to ensure, as an employee, that their work methods do not endanger other people or themselves, and maintain a safe working environment for service users, visitors and employees.

All employees are subject to the requirements of the Data Protection Act and must maintain strict

confidentiality in respect to patient and staff records.

**Equal Opportunities:** all employees must comply with the Trust Equal Opportunity Policy and must not discriminate on the grounds of race, colour, nationality, ethnic or national grounds, marital status, disability or any other grounds.

**Smoking:** South London and Maudsley Foundation NHS Trust, and the Local Authority partners we work with, operate smoke free environments. Staff are not permitted to smoke, nor to use electronic 'vaping' equipment on site. Smoking cessation support is available to staff.

The Trust aims to maintain the goodwill and confidence of its own staff, service users and the general public. To assist in achieving this objective it is essential that, at all times, employees carry out their duties in a courteous and sympathetic manner.

Those who have a managerial/supervisory post must ensure that there is compliance with agreed Infection Control (IC) policies and procedures within their service. Each employee must be aware and comply within his/her own role. This includes adherence to prevention of infection. The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers. Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Employees are expected to participate in the performance review process and maintain consistently high professional standards and act in accordance with the relevant professional code of conduct.

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

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

SLaM staff are encouraged to take an active role regionally and nationally in-service development, research and education and training. External duties might include participation in pan-London or national roles, for example within the Royal College of Psychiatry, as part of the agreed job plan, and subject to discussion and approval with the associate medical director and, as necessary, the chief executive and medical director.

### **17. Other duties**

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make. The job description/duties may need to be reviewed to meet the evolving needs of the team as these arise.

### **18. Work programme**

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

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

The post holder will be involved on the Southwark on call rota; on a 'B' 1% banding supplement, but this could be subject to change. This involves RC responsibility for all general adult inpatients currently admitted to wards at Maudsley Hospital and Kings College Hospital (including those in Centralised Place of Safety and the acute hospital). The Trust medical on call rotas are currently under review.

There is currently a rota for consultant psychiatrists in Southwark, approximately 1 in 12 for out of hours work. The out of hours work is supported by two Core Trainees (providing cover to Maudsley Hospital and Kings College Hospital), a Higher Trainee and a trust Service manager on call. There is also a Core Trainee and Higher Trainee providing cover to the Centralised Place of Safety at Maudsley Hospital. There is also a 24-hour psychiatric liaison nurse service at Kings College Hospital and the Home Treatment Team works extended hours.

The post holder is expected to provide cover for Consultant colleagues during periods of leave. This would involve RC and medical cover for patients under their care with support/advice and review as required.

### **20. Wellbeing**

At SLaM, we believe that the health and wellbeing of our staff is vital to ensure those we work with get the best support available. We promote an extensive health and wellbeing programme for our staff. This includes an employee assistance programme, gym discounts, workplace health checks and

The Staff Counselling and Wellbeing Service is a confidential service which exists to promote the psychological well-being and mental health of the workforce. The service is available to all staff members employed by South London and Maudsley NHS Foundation Trust. The purpose of this service is to enable members of staff to function as effectively as possible, gaining increased satisfaction in their own work and lives, whilst increasing their capacity to help service-users move as quickly as possible towards a good recovery.

The trust offers post incident support following a potentially traumatic incident that has occurred at work (e.g. relating to acts of violence and aggression, the death of a patient or colleague, incidents of serious self-harm). These are also ongoing supportive spaces which support staff to reflect on the emotional impact of the work that we do in a way which helps to build strength and resilience including reflective Schwartz rounds, shift and reflective practice.

All trust employees have access to Occupational Health which is provided by Guys and St Thomas' NHS Foundation Trust with clinics in Lambeth and at Bethlam Royal Hospital. This is available through self-referral or referral by your line manager. At induction all employees are offered Occupational Health screening and support. They can be contacted via email at [OHAdministrator@gstt.nhs.uk](mailto:OHAdministrator@gstt.nhs.uk) or via telephone on 020 7188 4152

Location: Occupational Health Service, The Education Centre, 75 - 79 York Road, London, SE1 7NJ.  
Clinics are also offered at Bethlam Hospital

Opening hours: 8am-5pm Monday to Friday excluding bank holidays

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.

*Benefits offered by SLAM:*

We are committed to ensuring our staff get the most out of their benefits package and understand the importance of a healthy work life balance. There is an extensive range of excellent benefits for you and your family. We want you to feel like you are part of a close-knit team at SLAM. It's important to us that you feel valued and appreciated and that is why we have a comprehensive benefits package on offer.

Some of our benefits are highlighted here:

- Generous pay, pensions and leave, we offer a comprehensive pay, pensions and leave package, which is dependent on the role and length of service.
- Work life balance, flexible working and supporting a range of flexible options, such as: part-time working and job sharing.
- Career development, there are plenty of opportunities to progress your career and we support your development through a number of programmes such as leadership, mentoring, coaching, positive people management, collective leadership and other talent programmes
- Car lease, our staff benefit from competitive deals to lease cars
- Accommodation, eligible staff benefit from keyworker housing which is available on selected sites
- NHS discounts, with discounts up to 10% from a variety of well-known retail brands through Health Service Discounts website.

*Other benefits include:*

- Counselling services
- Wellbeing events
- Long service awards
- Cycle to work scheme
- Season ticket loan
- Childcare vouchers
- Staff restaurants

## **21. Contract Arrangement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

## **22. Leave**

The post holder is entitled to leave and cover arrangements in accordance with the Trust procedures. The post-holder is entitled to 32 days of annual leave per year and 30 days study leave over three years. Study leave budget is £750 per year.

Staff are expected to book leave in a timely way, considering colleagues, with the post holder responsible for arranging for cross cover from Southwark borough consultant colleagues. Annual leave will be agreed with the Southwark Associate Medical Director 6 weeks in advance unless there are extenuating circumstances or cover can be arranged.

## **23. Key contacts**

General Manager – Southwark Primary Care Mental Health Team	Mick Wright-Turner <a href="mailto:Mick.Wright-Turner@slam.nhs.uk">Mick.Wright-Turner@slam.nhs.uk</a>
Associate Medical Director for Southwark Community Adult Services	Daniel Meek <a href="mailto:David.Mirfin@slam.nhs.uk">David.Mirfin@slam.nhs.uk</a>
Clinical Director for Southwark Adult Services	Dr Emily Finch <a href="mailto:Emily.Finch@slam.nhs.uk">Emily.Finch@slam.nhs.uk</a>

**24. Approval of this job description by the Royal College of Psychiatrists**

This job description and person specification has college approval.

**25. Person Specification**

When assessed: (A) = application; (I) = interview (please note this is a guide only and the interview may cover any of the below or additional criteria).

Criteria	Essential	Desirable
Qualifications and Training	<p>Full registration with the General Medical Council with a licence to practice (A)</p> <p>Included on the GMC Specialist Register or within 6 months of eligibility (A)</p> <p>Approved Clinician status AND Approved under S12 of the UK Mental Health Act (1983), or able to achieve these within 3 months of appointment (A)</p>	<p>Qualification or higher degree in medical education, clinical research or management (A)</p> <p>Membership or Fellowship of the Royal College of Psychiatrists. (A)</p> <p>In good standing with GMC with respect to warning and conditions on practice (A) (I)</p> <p>Experience in other relevant specialties such as liaison psychiatry, home treatment or addictions (A)</p>
Experience and clinical skills	<p>Excellent working knowledge and experience of the application of the Mental Health Act and Mental Capacity Act (I)</p> <p>Appreciation and understanding of ethnic minority issues and a commitment to developing culturally sensitive practices (I)</p>	<p>Experience of service development and introducing new services in mental health (I)</p> <p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service (I)</p>

	Understanding of social factors relevant to psychiatry (I)	
Personal Skills	<p>Ability to work in multidisciplinary team and provide leadership for the team (A, I)</p> <p>Self-motivating (A, I)</p> <p>Confidence in therapeutic risk taking (A, I)</p> <p>Excellent communication skills (written and verbal) (A, I)</p> <p>Willingness to innovate and problem-solve service issues (A, I)</p>	
Organisational and management skills	<p>Ability to manage complex workloads and support others to do that (A, I)</p> <p>Commitment to working with service users on service development (A, I)</p> <p>Commitment to Clinical Governance (I)</p> <p>Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement (I)</p>	<p>Formal leadership and management training (A)</p> <p>Experience of team /service leadership (A, I)</p>
Research and Audit	<p>Participation in Medical Audit and Quality Improvement initiatives (A, I)</p> <p>Commitment to research informed care and service development (A, I)</p>	<p>Publications in peer-reviewed journals in relevant academic fields (A)</p>
Teaching and supervision	<p>Experience of teaching at either undergraduate or postgraduate level. (A, I)</p>	<p>Medical education qualification (A)</p> <p>Approval to supervise psychiatric trainees (A, I)</p>

<p>Other qualities</p>	<p>Commitment to developing user-focused services (I)</p> <p>Ability to get on with colleagues across disciplines and specialties (I)</p> <p>Ability to appraise own performance (I)</p>	<p>Experience of active involvement in service user initiatives (I)</p>
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