

Consultant psychiatrist job description and person specification

Draft v1

Post and specialty:	<p>Consultant Psychiatrist- Chester Adult Mental Health Services</p> <p>This is a replacement post.</p> <p>This is an existing post which has recently become vacant. CWP West has adopted a StaRR (Stepped Approach to Response & Recovery) Model for community care with the Response part of the service being provided by the Single Point of Access Team and the Review and Recovery parts of the service being delivered through Secondary Care Adult mental health services. The urgent care pathway is managed by the Liaison/ Home Treatment team and for the inpatients services there is an acute care model in place whereby community based Adult Mental Health Services (AMHS) Team consultants hand over patients requiring hospital admission to an Acute Care Team (ACT) consultant; the ACM includes joint management episodes of home treatment after discharge under an ACC as well as the community based AMHS Team consultant. The consultant will participate in the Consultant Psychiatrist on-call rota.</p>
Base:	Upton Lea, Resource Centre, Chester CH1 2BQ
Contract:	<p>10 PAs + 1 Flexible PA + on-call supplement (1%)</p> <p>Fixed Term/permanent</p>
Accountable professionally to:	Integration Place Based Clinical Director
Accountable operationally to:	<p>Integration Place Based Clinical Director/</p> <p>Medical Lead for Acute Care/</p> <p>Other</p>
Key working relationships and lines of responsibility:	<p>Specialist Clinical Director: Dr Raghu Saligrama</p> <p>Line manager : Dr Raghu Saligrama</p> <p>Strategic Clinical Director : Dr Amrith Shetty</p> <p>Responsible Officer : Dr Faouzi Alam</p> <p>Head of Operations: Sam Curtis</p>

	Head of Clinical Services: Richard Kuillus Director of Operations : Suzanne Edwards Medical Directors : Dr F Alam & Dr A Sivananthan Chief Executive : Tim Welch Chair : Isla Wilson
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Introduction & Trust details

Cheshire and Wirral Partnership NHS Foundation Trust provides specialist Adult and Older Persons mental health, Learning Disability and Child and Adolescent mental health services to a population of approximately 1 million people. Additionally, in West Cheshire CWP has two GP surgeries, a GP out of hours service and delivers community physical health care.

The Trust was established on April 1st 2002 and operates a robust partnership network across our geographical area to ensure that service users and carers, social services, CCGs, NHS Foundation Trusts and other external agencies are central to our work.

Our services comprise:

- Adult mental health including out-patient facilities, early intervention and crisis teams, inpatient facilities widely adopting an acute care model, mental health resource centres, community teams, A&E liaison, day care and rehabilitation
- Older persons mental health including out-patient and in-patient facilities, community teams, speciality memory support and A&E liaison
- Child and adolescent mental health including a regional unit, out-patient and in-patient facilities, community teams and specialist 16-19 teams
- Psychology including psychological therapy services, psychosexual services and psychotherapy
- Learning disabilities including out-patient and in-patient facilities assessment, treatment and rehabilitation services, respite facilities and community teams
- 2 GP surgeries and community physical health care provision in West Cheshire.

These services are provided across three localities: CWP East Cheshire and CWP West Cheshire and CWP Wirral consisting of approximately 70 core sites, many of which house more than one speciality. In addition, we have a network of supported houses as well as GP surgeries and health centres from where clinics are run. Clinical services are managed through Adult & Older Peoples' Mental Health Division with close team working between the clinical directors and general managers.

With an income of approximately £140 million, we have 3,000 staff and 300 in-patient beds. Our Trust Board meetings are held monthly at locations across Cheshire and Wirral and include representation from service user and carer organisations as well as Social Services.

Our strategic objectives are to:

1. Deliver high quality, integrated and innovative services that improve outcomes
2. Ensure meaningful involvement of service users, carers, staff and the wider community
3. Be a model employer and have a caring, competent and motivated workforce
4. Maintain and develop robust partnerships with existing and potential new stakeholders
5. Improve quality of information to improve service delivery, evaluation and planning
6. Sustain financial viability and deliver value for money
7. Be recognised as an open, progressive organisation that is about care, well-being and partnership

Our Trust strategy is the CWP Five Year Forward View. Following on from NHS England's 'Next Steps on the NHS Five Year Forward View' (2017), our strategy sets out the things that we want to do and achieve by 2023.

[Read the CWP Five Year Forward View](#)

Our Forward View aims to meet the needs of people we support and ensure that our organisation continues to deliver the best services within the resources we have. This document shows our commitment to our local communities, partners, staff and all people we work with. We believe that future healthcare can only be delivered well when we all work together and support each other.

Importantly, everything we do will be done in a person-centred way. This means that we will work with people as unique individuals with their own strengths, abilities, needs and goals.

A clinical leadership restructure has recently been implemented with clinical services having moved into care groups to enable them to be "clinically led, managerially enabled."

Specialist Mental Health:

Strategic Clinical Director – Dr A Shetty

Head of Operations: Jeff Johnston

Specialist/Acute Care Clinical Directors –

Wirral- Dr Nagraj Thiagarajan

West- Dr Amrith Shetty

East- Dr Sumit Sehgal

Community Services

Wirral- Dr Nagraj Thiagarajan

Eating Disorders- Dr Matthew Cahill

West- Dr Sumita Prabhakaran

East – Dr Pete Wilson

LD & Neurodevelopmental disorders:

Strategic Clinical Director – Dr M Odiyoor

Specialty Clinical Director – Dr S Jaydeokar

Children, Young People & Families:

Strategic Clinical Director – Dr F Pender

Specialty Clinical Directors –

Wirral – Dr W Levine

West- Sophie Holt/ Dr Alec Pembleton

Central/East- N Ingirge

Tier 4- Dr A Mandara

1. Service details

The post is a full-time consultant post based at Upton Lea Resource Centre in Chester in the CWP West Locality of Cheshire & Wirral Partnership NHS Foundation Trust. The Mental Health inpatient unit- Bowmere Hospital is co-located on the acute hospital trust site – the Countess of Chester Health Park.

There are a total of 34 adult mental health beds and 15 older people's beds, a 7-bedded PICU, a 10-bedded adolescent ward and an 18-bedded rehabilitation ward. Older people who do not require a dedicated older person's ward may be admitted to adult mental health wards – although they will remain the responsibility of the Older People's service.

There are currently 3 Community AMHS Teams based within local resource centres. There is a fully staffed Home Treatment Team (HTT) and Early Intervention Service (with dedicated consultant input) also based at Bowmere Hospital. Local working arrangements

The post holder will join an integrated community mental health team which has health and social care staff managed together. The post holder will be one of two consultants covering the catchment area and will also be supported by a full time associate specialist. The current caseload for the team is approximately 800 (and the post holder will be expected to manage a caseload of about 280 patients with support from a junior trainee. There are about 13 patients subject to a CTO.

The team currently consists of: -

1.0	Team Manager
2.0	Consultant Psychiatrists

1.0	Associate Specialist
1.0	Core Trainee
0.8	Band 8a Psychologist
0.4	Band 8b Psychologist
2.0 wte Band 7	Clinical Lead
0.5 Band 7	Health Facilitator
1.4 wte Band 6	OT
8.5 wte Band 6	Nurses
2.0 wte Band 5	Nurses
4.7 wte	Social Workers/AMPHs
3.5 wte Band 3	Support Workers
0.8 Band 7	CBT Therapist
0.5	Social Care Assessor
0.5	Band 2 Admin
2.0 wte	Team Secretary
3.0 wte	Medical Secretary

Principal Duties

The consultant will be expected to undertake 10 programmed activities per week divided into 7.5 Direct Clinical Care (DCC) and 2.5 Supporting Professional Activities (SPA). In addition they will be expected to contribute to an on-call rota (currently a 1 in 15 rota) and will receive an additional 1 PA for emergency work. These duties will be negotiated with the Clinical Director Adult Mental Health Services, CWP West Locality but can be expected to include the following initially:

Clinical Duties

The consultant will be expected to provide clinical leadership to the team and to take a leading role in developing the services. He/she will work as part of the multi-disciplinary team providing assessment and treatment to the cases referred. Clinical duties will include assessing patients in the outpatient clinic, attending home visits, meeting relatives/carers and attending multidisciplinary meetings. The post holder will be expected to participate in CPA reviews which are done at least once a year for patients subject to the care programme approach. You will be expected to work closely with colleagues in General Practice, Single Point of Access and Acute care services to provide a seamless journey to patients. There is an expectation that you will provide supervision to non-medical led clinics.

Patients taken on by the HTT for crisis intervention will remain the responsibility of the community AMHS consultant unless they are (1) admitted to hospital or (2) taken on for a significant piece of home treatment by the CRHT and have complex needs requiring consultant advice. The single point of access team gate keeps all assessments to secondary care mental health services and only patients with severe mental disorders or complex needs are referred on to community mental health teams. The post holder will be the Responsible Clinician for the patient subject to community treatment order and will be prepare reports and attend mental health act tribunals/managers hearing.

The post holder will join the Consultant duty rota providing second on call emergency cover, which is currently on a 1 in 15 basis. Periods of leave will be cross-covered by the other community consultants.

2. Continuing professional development (CPD)

- There is an expectation that consultants will remain in good standing for CPD with the Royal College of Psychiatrists.
- There are several peer groups meeting in the Trust and externally. The post-holder will be expected to join and contribute to one.
- There is trust support for CPD activities, including study leave arrangements and appropriate funding. In addition the trust offers well regarded in-house CPD opportunities, including quarterly Grand Round Meetings.
- The trust offers a structured programme of support and development for newly appointed consultant medical staff, led by The Director of Medical Workforce (Dr Rachel McLoughlin.) It starts at induction to orientate the doctor to their new role, colleagues and medical manager, to the trust in general and to establish from the outset opportunities and expectations. It provides time and space to consider career progression, research and various other opportunities within the trust.
- A mentoring scheme exists for medical staff in the trust and is available to all doctors, including consultants, for guidance and support for as long as they feel the need for it. This is actively encouraged for all newly appointed colleagues in their first Consultant post.

3. Clinical leadership and medical management

- It is expected that clinical leadership should be provided by all doctors, including leading the improvement of the quality of care within the team and contributing to improving quality across the system.
- Participation in business planning for the caregroup and, as appropriate, contribution to the broader strategic and planning work of the Trust.
- The Trust has a strong culture of medical leadership and management, and there are a wide range of opportunities and support available to aspiring and established medical managers to further their skills, experience and responsibilities.

4. Appraisal and job planning

- All doctors in the Trust are expected to engage with annual appraisal.
- The Director of Medical Workforce and Medical Appraisal and Revalidation Manager provide training to all doctors to clarify the opportunities and expectations from appraisal and to demonstrate the electronic platform used to support medical appraisal and job planning.
- Job planning takes place annually with the doctor's medical manager. Job planning meetings provide a review of objectives from the previous job plan and a mutually agreed set of objectives for the coming year. Individual job plans will be aligned to Trust, Care group, Service Line and personal objectives respectively.
- The Trust's Responsible Officer commits to make Recommendations on revalidation to the GMC in a timely fashion.
- The post-holder will be required to attend the Trust's induction programme.

5. Teaching and training

- Medical students are placed in the trust and the expectation is that all doctors will support them in learning and having a positive placement. The Medical Education Team collate feedback from students for individually delivered teaching sessions.

- The trust hosts a number of junior doctor placements and encourages Consultants to develop skills and access training relevant to their roles as accredited Clinical Supervisors.
- All doctors are encouraged to gain feedback from multi-professional teaching and training they have delivered and to include it in their annual appraisal portfolios.
- Trust-wide teaching occurs each Wednesday afternoon in Chester. All grades of doctors are encouraged to attend and participate. Additionally, a Grand Round is arranged quarterly, providing both the opportunity for doctors to share knowledge with colleagues and to themselves gain learning and skills.
- The Medical Education Team organise at least one CPD event annually for Educational and Clinical Supervisors and other events are available at neighbouring trusts.
- It is expected that the post-holder will take part in continuing medical education with study leave to support this.
- Dr Geraldine Swift is our Director of Education.

6. Research

- Professor Taj Nathan is the Director of Research and is commencing an extensive programme trust-wide to extend research opportunities so that all medical staff can become involved and access appropriate support.
- The trust has a peripatetic Librarian and her team will access documents/books on request for all staff. In addition the post-holder can use the library facilities at Clatterbridge Hospital.
- The post-holder is encouraged to undertake research and to document involvement as part of the medical appraisal process.
- The trust provides free access to the Royal College of Psychiatrists CPD online.

7. Mental Health Act and Responsible Clinician approval

- The post holder is required to be approved as a Responsible Clinician or be willing to undertake training to obtain Responsible Clinician/Section 12(2) MHA and is required to ensure Approval remains up to date.

8. Secretarial support and office facilities

- The post holder will have access to a dedicated administrative support .
- The consultant's office is at the Upton Lea Resource Centre where a PC with internet access is available.
- The post holder will have access to the Trustwide ICT ServiceDesk.

9. Training duties

- Participation in the training of other disciplines.

10. Clinical governance and quality improvement

- Contribution to clinical governance and reflection at appraisal.
- Participation in clinical audit and quality improvement activities and documented reflections on the same in the appraisal portfolio.
- Participation in service/team evaluation and the planning of future service developments.

11. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, 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.

12. 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.

13. 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.

14. Wellbeing

The post holder will have access to the Occupational Health (OH) Department, (full address, telephone and email). The OH team has access to a physiotherapist and psychologist, and the post holder may self refer or be referred through their manager.

The post holder will have access to the 24 hour employee assistance service, which provides free counselling, including face-to-face, and well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and employee assistance

will be disseminated regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

The wellbeing of the post holder will be supported after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident.

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

The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, lease vehicle scheme, cycle scheme, retail and restaurant discounts, wellbeing events, mindfulness course and wellbeing walks. The post holder will form part of a consultant peer group who meet regularly.

15. Work programme

16. On-call and cover arrangements

- *The post-holder will take part in the locality on-call rota which is a 1:?, low frequency, Category B rota. On-call supplement is paid at 1% or pro-rata.*
- *Trainee support, other out-of-hours services, e.g. crisis teams.*
- *It is the post-holders responsibility to arrange cover for on-call duties during periods of annual leave and to offer reciprocal cover to colleagues.*

17. Contract agreement

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

18. Leave

The annual leave year runs from the anniversary of the consultant's appointment.

- The post-holder is entitled to 32 days of annual leave up to 7 years as a consultant and 34 days per year thereafter.
- 30 days study leave over three years.

19. Equality and Diversity

- To value diversity and promote equality of opportunity ensuring that individuals are treated fairly and respected for their contribution in terms of experience, knowledge and skills.

20. Visiting arrangements

Please contact Dr Raghu Saligrama via email or telephone

21. Draft timetable (FOR FULL TIME POST – AMEND AS REQUIRED)

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Upton Lea	CPA Clinic	DCC	1
	PM	Upton Lea	Admin/Mental Health Act Work/ Junior Dr Supervision	DCC	1
Tuesday	AM	Upton Lea	Out Patient Clinic	DCC	1
	PM	Upton Lea	Academic Meeting	SPA	1
Wednesday	AM	Upton Lea	Multidisciplinary Team	DCC	1
	PM	Upton Lea	CPD/Audit/Research/Teaching	SPA	1
Thursday	AM	Upton Lea	Outpatient Clinic	DCC	1
	PM	Upton Lea	Op/Home Assessments	DCC	1
Friday	AM	Upton Lea	Outpatient Clinic	DCC	1
	PM	Upton Lea	CPD /Audit/Research/Teaching	SPA	1
Unpredictable / emergency on-call work			Unscheduled work arising from on-call, cover of colleagues etc	DCC	1
Total PAs	Direct clinical care				8
	Supporting professional activities				3

Approval of this job description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

Appendix 1: person specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing SL: Short-listing from application form

AAC: Advisory Appointments Committee Ref: References Pres: Presentation to AAC panel

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

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

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