

**Clinical
Academic/
Consultant
Psychiatrist
with a special
interest in social
inclusion
for Brent
Community
Mental Health
Team,
Kingsbury and
Willesden (K+W)
Locality**

December 2023

Central and North West London NHS
Foundation Trust



JOB DESCRIPTION AND PERSONAL SPECIFICATION

Title: Clinical Academic/Consultant Psychiatrist with a special interest in social inclusion

Grade: Consultant

Hours: 10 Sessions per week (7.5PAs DCC + 2.5PAs SPA/social inclusion research)

Base: Fairfield House, Fairfield Crescent, Roe Green, Kingsbury, London NW9 0PS

Accountability: Dr Olukemi Akanle (Clinical Director)

This is a fulltime replacement post working within the Harness Locality Community Mental Health Team. The post holder will have consultant and RC responsibility for a defined caseload of service users under the care of the Harness Locality Community Mental Health Team. The post holder will also provide mentoring and supervision as an experienced Consultant.

Enquiries: Dr Gareth Jarvis, Medical Director, Jameson Division
Gareth.jarvis@nhs.net
Dr Olukemi Akanle, Clinical Director for Brent
kemi.akanle@nhs.net

CNWL

Welcome to our Trust

“Thank you for your interest in this post. We pride ourselves on the quality of our clinical leadership here at CNWL. If you are a dynamic, thoughtful and caring leader, we would love you to apply”

Claire Murdoch CBE
Chief Executive



CNWL is a nationally leading NHS Foundation Trust providing Mental Health, Community Health and Child Health Services across London and the South East of England. Our core Trust values are **Compassion, Respect, Empowerment** and **Partnership**. We ask all our staff to embody and live by these.



At our last CQC inspection we were rated Good for all our services, receiving a rating of **Outstanding for Caring**. We are proud of the progress we have made in all areas and have set ourselves an ambition to be Outstanding for Safe at our next inspection.

Overall Good Read overall summary	Safe	Good ●
	Effective	Good ●
	Caring	Outstanding ☆
	Responsive	Good ●
	Well-led	Good ●

Jameson Division

The Trust is organised in to three Divisions: Jameson, Goodall and Diggory. Jameson Division is responsible for the delivery of Adult Mental Health and Learning Disability services across the London Boroughs of Westminster, Kensington & Chelsea, Harrow and Brent.

Jameson Division Leadership Team



Dr Gareth Jarvis
Medical Director



Ann Sheridan
Managing Director



Kim Cox
Director of Nursing

Jameson has an ethos of fair, collaborative, inclusive leadership. We expect everyone in our senior leadership team to be flexible in approach and supportive, whilst holding each other to account and providing challenge when needed.

As a Division we meet on a weekly basis to take a 'whole system' overview of function, with a particular focus on service flow. We expect each Borough to be developing improvements with their local staff and our Clinical Directors perform a key function leading in that process.

CNWL has been a trailblazer site for the implementation of the NHS Long Term Plan Community Mental Health Transformation work. As such we have made significant strides in expanding and developing our workforce, whilst refocusing the care we deliver towards a more place based model of delivery. As such we need our Borough leads to be able to build partnerships across many organisations and sectors within their Borough to ensure our new model of care is a success. Beyond that we expect our Clinical Directors to become active system leaders more broadly across the Integrated Care System (ICS) of North West London.

In the next couple of years we will be looking grow our understanding and interest in the Open Dialogue approach to mental health care across the Division.

Innovation

We love innovative practice in CNWL and have developed key partnerships for the introduction of new technologies. We are particularly proud of the achievements of our **Pharmacy Team**; in the last year they have successfully rolled out the **Omnice** dispensing solution to our wards as well as **ePMA**, our electronic prescribing system.



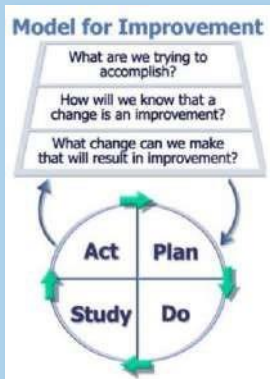
oxehealth

On many of our wards we have pioneered the introduction of the **Oxehealth remote patient observation technology**, with a plan for further roll out in 2022

Within our community services we are trialing the use of a risk prediction algorithm technology, **MaST** as well as a more patient centred approach to care planning, **DIALOG+**



DIALOG+



Improvement

CNWL worked in partnership with the IHI over three years to develop knowledge and capability in **Quality Improvement methodology**. We have now matured as an organisation in to hosting our own Improvement Faculty, running an annual 'Practicum' training series for teams ready to learn more about this approach.

We have dedicated QI coaches and advisors for each Division and encourage all our Consultants to get involved with QI work.

Each year we host an annual **Safety Conversation**, a Trust-wide conference of Quality Improvement work. We regularly get over 100 posters submitted and over 450 attendees.

Some of the best examples of our work have progressed on to being published in the BMJ.



Leadership

We believe in investing in our leaders at CNWL. All Consultants have the opportunity to take part in a **Management Fundamentals** course, led by our Trust Chair, Prof Dorothy Griffiths OBE (formerly Dean of Imperial Business School) and our Chief Medical Officer, Dr Con Kelly.



We support our clinical leaders to undertake the leadership development which is right for them, including courses run by the NHS Leadership Academy, The King's Fund and an MBA course with Arden University.

We also support and encourage the use of mentors and coaching.

Award Winning Care

We are very proud of the excellent care our staff strive to deliver. In 2021 Jameson Division Services won eight **Positive Practice in Mental Health Awards**

Highly Commended Complex Care – Westminster Community Mental Health Team's Complex Emotional Needs Pathway

Winner Primary and Community Mental Health Care – Westminster Community Mental Health Hub Social Prescribing

Winner Older Adult – Oxehealth on Older Adult Inpatient Wards

Highly Commended Older Adult – Older Adult Community Mental Health Team – Westminster

Winner Specialist and Community Mental Health Rehabilitation – 'Step Down' & Community Access Service

Winner Addressing Inequalities – Brent Health Matters

Winner Service Transformation – One Community in Kensington & Chelsea

Highly Commended Innovation in Community Mental Health – One Community in Kensington & Chelsea



Medical Staffing

We employ over 600 medical staff across the Trust. We are committed to maintaining their health and wellbeing, ensuring their jobs are balanced, stimulating and rewarding and building an environment of continuous learning.

Appraisal is led by our Director of Appraisal, Dr Farrukh Alam, and ultimately accountable to our Responsible Officer, Dr Con Kelly. We try to get appraisals completed for all our medical staff in annual window between April and June.

The Medical Education Department is led by Dr Sukhdip Bahia, Director of Medical Education. Our Clinical Directors play an essential part in building a positive work place for our junior doctors, ensuring there is a balance between education, development and operational delivery. We have a close working relationship with our Trust Medical Education Department, with CDs needing to collaborate often with the Site Tutors. Oversight of the on-call rotas rests with that Borough's CD.

We have an active Academic Programme organised at a local level in each Borough.

We also have exciting academic partnerships, overseen by our Director of Research, Prof Richard Watt. This includes the recently established CIPPRes Clinic at St Charles Mental Health Centre, a collaboration between CNWL and Imperial College, led by Dr David Erritzoe, looking at novel therapeutic uses of psychedelic substances in mental health care.

At the senior level our CDs undertake the annual Job Planning process with the Consultant Psychiatrists across their Borough. Any individual performance concerns or complaints regarding our medical staff are attended to by our CDs.

"The step up to Clinical Director is significant. You will be expected to balance the operational needs of the service whilst leading delivery of high quality care. We will be committed to developing you as a clinician, manager and leader with this important step in your career progression"

Dr Cornelius Kelly
Chief Medical Officer



Borough and Service Details

Brent is an outer London borough with a mixed, diverse population with high mental health morbidity. According to the 2011 Census Brent had a population of 312,200, with an estimated population of 320,762 in 2014: an increase of 57,298 inhabitants (22%) from the previous census, making Brent the most diverse and densely populated outer London borough. Jarman index figures for the area range from below 5 to 48 reflecting pockets of high morbidity with all the features of an inner city area. Overall, the population served is deprived and ethnically mixed. The area is established as an immigrant and refugee destination. Alongside neighbourhoods of deprivation are others which are wealthy.

The deprived areas are characterized by poor housing stock, unemployment, single parent families, high crime rates and homelessness with attendant substance misuse and mental illness. In some areas, most people live in rented accommodation and the population is predominantly young and transient; in others, there are above average numbers of older people, many living alone.

Brent Adult Mental Health Service provides a range of services for adults within community and hospital settings. Our community services have recently transformed to improve the quality of care received by people with mental health needs in their local community in line with the NHS Long Term Plan, towards provision of more integrated, personalised and place-based care.

There are three Community Hubs aligned with the three Primary Care Networks: Kilburn, Harness and Kingsbury & Willesden. Working in this way allows each hub to have a core structure and function whilst but also be tailored in terms of staffing and provision of services to meet the needs of the local population.

The overarching principle is to deliver interventions-based care, the level of intensity of which will vary throughout the service user journey with interventions delivered by the most appropriate person to do so, thus enabling the team to have greater flexibility in allocating time to need. At the core will be the initial assessment by the right person, and co-produced care plan so that outcomes can be evidenced and service meets the person's stated needs.

Brent adult mental health services:

- Acute in-patients (3 ward - 47 beds) and PICU (11 beds) – Park Royal Centre for Mental Health
- Community Mental Health Hubs – organised in three hubs serving the three GP networks in the borough. Harness and Kilburn hubs are based at Park Royal Centre for Mental Health, Park Royal; Kingsbury and Willesden Hub is based at Fairfields House, Kingsbury.
- Early Intervention Service: Fairlight Avenue, Harlesden
- Crisis Resolution and Home Treatment Team (CRHTT): Park Royal.
- Mental Health Act Team (AMHP Team): Park Royal Brent Integrated Psychology and Psychotherapy Services embedded within teams
- Community Forensic Service: Provided in collaboration with West London NHS Trust.
- Brent Talking Therapies
- Brent Community Collaboration and health inequalities team

- Mental health social team which deliver AMHP, hospital discharge, placements and complex case management
- Rethink mental health team

CNWL Foundation NHS Trust is seeking an enthusiastic and motivated consultant psychiatrist to join the Harness Locality Community Mental Health Team.

The K+W GP network serves an approximate current population of 100,000.

The K+W CMHT consists of:

- Consultant Psychiatrist x 2.4 WTE (of which the post holder will be 0.5 WTE)
- GPVTS Trainee x1
- Core Trainee x1
- Clinical Psychologist x 4 (working across the 3 localities)
- Band 8a (team manager) x 1
- Band 7 (team leaders) x 2
- Band 5/6 (CMHN) care coordinators x 5
- Social Workers x 3
- Occupational Therapist x 2 (working across the 3 localities)
- Support workers x 2
- Senior Administrators x 1
- Medical secretaries / administrative staff x 2

All new referrals are triaged and assessed by the locality hubs within 28 days. The initial assessments are completed by the appropriate professional(s) following the triage where a dialog+ and care plan is completed and discussed with MDT to determine requires intervention from the CMHT. Alongside their own caseload, consultant psychiatrists in the team are also available to provide consultation and advice to other team members through daily MDT meetings and elsewhere. Total caseloads for consultants in the service vary in relation to the balance between direct and indirect clinical responsibility but currently do not exceed 250 cases for a full time post.

The postholder will have an opportunity to undertake clinical research in health inequalities under the supervision of an academic supervisor at UCL, the post will be hosted within the UCL Institute for Global Health. The postholder will be able to develop and implement research projects in health inequalities to improve the care of patients, developing their own research expertise supported by researchers at UCL.

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

Consultant community psychiatric colleagues are as follows:

Kingsbury & Willesden Locality – Dr Nabeela Lalvani / Dr Massimo Bernini/ Locum (this

post)/ Locum (this post)

Harness Locality – Dr Anastasion Dimopoulos / Locum

Kilburn Locality – Dr Jan Wise / Dr Rana Sahebpour-Lighvan

Principal Clinical duties of post holder

1. Assessment of new patients and clinical supervision of assessments carried out by other team members.
2. Full participation in the multidisciplinary team providing care in the community.
3. Senior medical responsibility for the care carried out by the Community Mental Health Team for both CPA and LPC patients.
4. Review and monitoring of the caseload to ensure appropriate care packages are put in place and discharges facilitated to maintain patient flow.
5. Contribution to the continuous development of the Community Mental Health Team, and to other parts of the Service as required.
6. Domiciliary visits to provide assessment and treatment services as a member of the CMHT
7. Domiciliary assessments in response to emergencies
8. Research, in terms of personal projects and clinical audits as part of clinical governance.
9. Involvement in joint planning of future service development.
10. Occasional psychiatric assessments of residents who may be in crisis in another borough.
11. Close liaison with the wards to facilitate admission and discharge planning.
12. Liaison with HTT, Psychiatric Liaison Services, AMHP services and Forensic Services in the borough.

General duties

1. To manage, appraise and provide 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.
2. To ensure that junior medical staff working with the post holder, operate within the parameters of the New Deal and are Working Time Directive compliant.
3. To undertake administrative duties associated with the care of patients.
4. To record clinical activity accurately and comprehensively, and submit this promptly through the trusts clinical information systems.
5. To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
6. To participate in annual appraisal for consultants.
7. To attend and participate in the academic program of the Trust, including lectures and seminars as part of the internal CPD program.
8. To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
9. To participate annually, as a minimum, 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 reflect changes in service configuration and delivery associated with modernization.
10. To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
11. To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

Research

Research role

CNWL has a research relationship with UCL and the post-holder will have an opportunity to receive research training at UCL and develop a research portfolio in health inequalities with support from UCL academics, which could include undertaking research, publications developing grants that address health inequalities.

1. The postholder will be expected to participate in developing and implementing research projects.
2. Develop a portfolio of work in research in health inequalities under the guidance of CNWL and UCL Inclusion Health research teams
3. Develop and undertake clinical research project(s) in health inequalities under the guidance and supervision of senior academic staff.
4. Undertake other clinical research activities, in line with the general responsibilities of the post, as may be directed by their academic supervisor.
5. Attend postgraduate training courses relevant to the effective execution of the responsibilities of the post.
6. Meet regularly with academic supervisor(s) to review progress and to ensure that training needs are being met.
7. Contribute to the academic life of the Trust.

Active participation in other academic research is also encouraged and the CMHT recruit actively into a number of ongoing research studies. Supervision of research projects undertaken by junior or senior trainees is expected. CNWL's main academic link is with Imperial College London. There is a library based at St Charles, open 24 hours, with full access to literature searching etc. The post holder will also have access to the library at Central Middlesex Hospital.

Teaching and training

To include:

1. There is one GP trainee and one part time specialty doctor in the Harness team.
2. An active role in the postgraduate teaching programme, which consists of a local academic meeting on Wednesday lunchtime. This meeting includes a Journal Club and case presentations. This takes place at the inpatient site – Park Royal Centre for Mental Health.
3. Teaching/training of medical students who regularly attend CMHT as part of their psychiatry experience, from Imperial school of medicine. Support is also given to work experience students where applicable.
4. Appropriately trained consultants would be encouraged to take up the role of

Educational Supervisors for core and higher trainees from the St Mary's training scheme in Psychiatry. Candidates willing to take up this role will be supported to access relevant training and this will be included in Job Planning.

5. Training and teaching of wider MDT staff with the community teams and other teams in the borough.

Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

Secretarial support and office facilities

- Dedicated on-site administrative/secretarial support is available for consultants.
- Dedicated office space is available on site and the postholder will have their own office.
- The postholder will be provided with a laptop or desk PC based on need and preference.

Clinical governance

The post-holder will share responsibility for clinical audit of the service with the Team Manager, and will work with him/her and the service manager on this, in line with recommendations of the Royal College of Psychiatrists and local Clinical Governance agreements as agreed with the Borough Care Quality Meeting (CQM).

Together with the Operational Manager the post holder is expected to lead on Care Quality in keeping with the recommendations of the Francis Report. He/she will be expected to comply with Trust care quality and clinical governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit and review of outcomes working towards achievement of national and local performance management targets, complying with risk management policies and participating in the consultant appraisal process.

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 Clinical and Medical director and, as necessary, the chief executive officer

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.

Work Programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. 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 proposed timetable is indicative only. A formal job plan will be agreed between the post holder and clinical director within one month of commencing the post and at least annually thereafter.

On-call Commitment

- (1) The Consultant will participate in the Brent wide consultants' non-resident on-call rota and abide by the on-call policy. This is a low intensity rota with a current frequency of 1:17 (pro rata) and attracts a 1% on-call supplement.
- (2) ST4-6 and specialty doctors provide second on-call cover on a rota basis. Consultants provide clinical supervision for doctors in training grades on-call on an "as required" basis. Supervision for broader training issues arising out of on-call work is normally raised with the trainee's designated educational supervisor.
- (3) First on-call cover is provided by Core, GPVTS and FY2 trainees.

Section 12 approved clinical duties

The Section 12 Doctor Daytime rota is a duty rota incorporating all Section 12 approved doctors working within Central & North West London NHS Foundation Trust (CNWL), with the exception of CAHMS and Barnet Enfield and Haringey LD Section 12 approved doctors. It covers weekday (excluding Bank Holidays) daytime (9am-5pm) working hours.

There are two separate rotas. One covers the outer boroughs of Brent, Harrow & Hillingdon, and the other covers the inner boroughs of Kensington & Chelsea and Westminster. The expectation is that a full time post holder will contribute 2-3 days per year to this rota.

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'.

The appointment is subject to the Terms and Conditions of Service for Consultants (England) 2003. The post is subject to the provisions of the NHS Pension Scheme.

The post holder must have Full Registration with the General Medical Council. It is the post holder's responsibility to ensure his/her General Medical Council registration does not lapse. The post holder must hold a Licence to Practise with the General Medical Council.

The Consultant appointed will have a continuing responsibility for the care of patients in his/her charge and for the proper functioning of his/her department. H/she will also undertake the administrative duties associated with the care of his/her patients and the running of the department.

The Consultant will be indemnified by the Trust for all NHS work undertaken as part of his/her conditions of employment. However, in certain circumstances (especially regarding services for which the post holder receives a separate fee), the Consultant may not be covered by the indemnity. Consultants are therefore advised to maintain membership of a medical defence

organisation.

The appointment is offered subject to a satisfactory Occupational Health clearance. A satisfactory medical examination is a condition for employment for medical and dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination.

Leave and cover arrangements

The post-holder is entitled to 32 days of annual leave per year increasing to 34 days after 7 years Consultant service for those on the new contract. The post holder is also entitled to 30 days study leave over three years. The leave entitlement will be pro rata for people looking to work part time.

The post holder will be expected to liaise with any other medical staff and the Service Manager when planning annual or study leave to ensure continuing cover for the service.

Further Information & Arrangements to visit

Dr Olukemi Akanle Clinical Director: kemi.akanle@nhs.net

Mr Nick Bygraves CMHT Service Manager: nbygraves@nhs.net

TIMETABLE – Proposed

In line with the new consultant contract the job plan is for 10 Programmed Activities. The timetable is subject to change according to service demands and the clinical preferences of the post holder, following discussion at the job planning meeting and appraisal.

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Fairfield House	Clinical admin / Clinical Review Meeting	DCC	1
	PM	Fairfield House	Clinics (1-2 new assessment OR 4-5 Reviews)	DCC	1

Tuesday	AM	UCL Institute of Epidemiology and Healthcare Inequalities	UCL Inequalities Research / Clinical Governance Activity / PDP meetings & activity	SPA	1
	PM	Fairfield House	CPA meetings/Clinics (2 CPA meetings OR 1 new assessment OR 4 Reviews)	DCC	1
Wednesday	AM	Fairfield House	Clinical MDT Feedback	DCC	1
	PM	UCL Institute of Epidemiology and Healthcare Inequalities	UCL Inequalities Research	SPA	1
Thursday	AM	Fairfield House	CPA meetings / clinics Report Writing / Liaison	DCC	1
	PM	Fairfield House	Team Clinical Review Meeting Clinical Admin / Tribunal	DCC	1
Friday	AM	Fairfield House	Clinical MDT Feedback / Domiciliary Visits	DCC	1

	PM	Fairfield House	Admin/ Medical Student Teaching	DCC SPA	0.5 0.5
Unpredictable / emergency on-call work	N/A				

Total PAs	Direct clinical care	7.5
	Supporting professional activities	2.5

OTHER INFORMATION

Job Flexibility

The post holder will be required to work flexibly, provide assistance as and when necessary, which may involve them in a developing role.

Working Relationships

The working relationship between all members of staff should be mutually supportive, with staff deputising and covering for each other when appropriate.

Health and Safety

Central and North West London Mental Health NHS Trust has a Health and Safety Policy applicable to all employees. Employees must be aware of the responsibility placed on them under the Employment Rights Act 1996, to ensure that agreed safety procedures are carried out, and to maintain a safe environment for employees, patients and visitors.

Wellbeing

CNWL offers Occupational Health (OH) support to all its employees. The CNWL Occupational Health Service (OHS) is a nationally accredited service who offer advice for health, safety and wellbeing while at work. They work alongside the employer to ensure that the employees working environment is safe and offer a range of services to maintain and improve health at work. Referrals can be done as self referrals or through line managers. The Employee Assistance Programme is available to help with any personal problems. The EAP is a completely confidential service and free of charge. Services offered include People at Work, Counselling Service, PhysioMed and Staying well at work. Details about the OHS are disseminated at induction and regularly when in post.

Infection Control

The prevention and control of infection is the responsibility of everyone who is employed by Central and North West London Mental Health NHS Trust. Employees must be aware of infection control policies, procedures and the importance of protecting themselves and their clients in maintaining a clean and healthy environment.

Improving Working Lives

Central and North West London Mental Health NHS Trust is committed to the principles of Improving Working Lives and all managers are encouraged to follow Improving Working Lives practices. Consideration will be given to all requests for flexible working

in line with Trust policy.

Staff Involvement

Central and North West London Mental Health NHS Trust is committed to involve staff at all levels in the development of the organisation.

Managers should ensure that staff are encouraged and involved in organisational and service developments including business planning and they are able to influence discussions, which affect them and their working conditions.

All managers should engender a culture of openness and inclusion so that staff feel free to contribute and voice concerns. They should develop and implement communication systems that ensure staff are well informed and have an opportunity to feedback their views.

Smoking

Central and North West London Mental Health NHS Trust acknowledges its responsibility to provide a safe, smoke free environment to its employees, patients and visitors. In expressing its commitment to the prevention of smoking related diseases, the Trust has a 'Non Smoking Policy' and all Trust buildings and vehicles are designated as smoke free areas.

Alcohol

Employees are expected to be aware of and understand that Central and North West London Mental Health NHS Trust has a policy on alcohol and the consumption of alcohol. Alcohol is not permitted whilst on duty.

Confidentiality

Employees should be aware that the Trust produces confidential information relating to patients, staff and commercial information. All employees have a responsibility for ensuring the security of information and to comply with the Data Protection Acts, Access to Health Records and Computer Misuse Act. Disclosure of personal, medical, commercial information, systems passwords or other confidential information to any unauthorised person or persons will be considered as gross misconduct and may lead to disciplinary action which may include dismissal.

Equal Opportunities

All employees of Central and North West London Mental Health NHS Trust are expected to be aware of, and adhere to, the provision of the Trust's Equal Opportunities Policy, and to carry out their associated duties and responsibilities under this policy. As users of the disability symbol, the Trust guarantees to interview all disabled applicants who meet the minimum essential criteria for a vacant post.

Grievances, Disputes, Disciplinary and Other Industrial Relations Procedures

Central and North West London Mental Health NHS Trust has grievance, disputes,

disciplinary and other industrial relations procedures. Employees are required to make themselves aware of these procedures, copies of which are available on the Trustnet, from your manager and the Human Resource Directorate.

Personal Development

The post-holder is expected to co-operate in activities which line management believes will contribute to personal and/or to team growth. This includes attending supervisory sessions and training modules, both at their work base and other selected venues of instruction.

Conflict of Interest

Employees are expected to declare any private 'interest or practice', which might conflict with their NHS employment, and be perceived to result in actual or potential financial or personal gain.

Working Time Regulations

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week i.e. no more than 816 hours in a 17-week period. To work more than 48 hours you must have management authorisation and you will be required to sign an opt-out agreement. The Trust policy has a limit of 60 hours per week and all staff must ensure a 24 hour rest period is taken in every 7 days.

Conditions of Employment

The Trust will screen all staff who will be working with children and police checks will be carried out on all staff appointed to posts which have access to children. This will also apply if role develops to include access to children.

Satisfactory References

This appointment will be offered on the receipt of two satisfactory references.

Rehabilitation of Offenders Act

The post is exempt from the provisions of the Rehabilitation of Offenders Act and applicants are not entitled to withhold information about convictions, including those which are "spent". Any information given will be confidential but failure to disclose such convictions could result in disciplinary action or dismissal.

Private Practice

The successful applicant may undertake private practice in accordance with the Terms and Conditions of Service. This would be discussed at appraisal and in job planning.

Cover for leave

The post holder will be expected to liaise with any other medical staff and the Service

Manager when planning leave to ensure continuing psychiatry cover for the service. Typically, this post will work with the Consultant post in the Memory Service based in the same building to arrange reciprocal cover with other arrangements being discussed with the Clinical Director as appropriate.

Car Lease Scheme

The Trust operates a lease car scheme, further details of which are available from the Human Resources Department.

Place of Work

The appointee may be required to work elsewhere within the Trust in accordance with the

Trust's principal aim of flexible working by staff to enhance patient care.

Tenure

The employment is subject to three months' notice on either side.

Security

In the interests of safety and security the appointee will be issued with and required to wear Trust Identification Badge at all times whilst at work.

Medical Excellence: Strategic Direction

The Trust places great importance on medical colleagues maintaining medical excellence and the successful candidate is required to comply with Trust policies in respect of this issue. The Clinical Director will take a lead on this issue.

The Trust is committed to involving consultant staff in the organisation's strategic direction. There is a vibrant Medical Staff Committee (MSC) that meets regularly and there is regular and close liaison with higher management; the Chief Executive attends part of the MSC meeting.

Person specification/selection Criteria

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	A F R	Wide range of specialist and sub-specialist experience relevant to working in community services within NHS or a comparable service.	A F
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	A F R		

	Excellent oral and written communication skills in English	A F R		
	Able to manage clinical complexity and uncertainty	F		
	Makes decisions based on evidence and experience including the contribution of others	F		
	Able to meet duties under MHA and MCA	F		

ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	A P F	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	A F
	Participated in continuous professional development	A F	Reflected on purpose of CPD undertaken	A F
	Participated in research or service evaluation.	A F	Experienced in clinical research and / or service evaluation.	A F
	Able to use and appraise clinical evidence.	A P F	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	A
	Has actively participated in clinical audit.	A F	Has led clinical audits leading to service change.	A F

