

Consultant Psychiatrist

Job description and person specification

<p>Post and specialty:</p>	<p>Consultant in General Adult Psychiatry</p> <p>This is an established post. The post holder will provide Consultant input to General Adult Services in North West Sussex in an inpatient setting.</p>
<p>Base:</p>	<p>Langley Green Hospital Martyrs Avenue Crawley West Sussex RH11 7EJ</p>
<p>Contract:</p>	<p>Number of programmed activities: 10</p>
<p>Accountable professionally to:</p>	<p>Chief Medical Officer, Dr Peter Aitken</p>
<p>Accountable operationally to:</p>	<p>Deputy Service Director Adult West Sussex Judith Bazeley</p>
<p>Key working relationships and lines of responsibility:</p>	<p>Clinical Lead Nurse Manager: Jodie King</p> <p>Clinical Director: Dr Claire Tanner</p> <p>Service Director: Ruth Hillman</p> <p>Chief Delivery Officer: John Child</p> <p>Chief Medical Officer: Dr Peter Aitken</p> <p>Responsible Officer: Dr Peter Aitken</p> <p>Chief Executive: Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our Integrated Care System partners, we have developed a compelling case for change in mental health services which strives to improve the links between health and social care to better serve our communities. The Trust is rated by the Care Quality Commission as *Good* for being safe, effective, responsive and well-led and as *Outstanding* for caring.



2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

The Trust delivers services via 5 Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. Each CDS is led by an operational director and a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model supports continuous service improvement for patients and carers, is supported by Clinical Academic Groups and aligns with our Trust Values, Organisational Strategy and Clinical Strategy. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisations.

<p>3.0</p> <p>3.1</p>	<p>Service details</p> <p>West Sussex is situated in the south east England between the sea and the South Downs with a population of around 848,000. The county offers good access to London and is in close proximity to Gatwick Airport. West Sussex is one of the 20% least deprived counties/unitary authorities in England, however about 11% (15,500) of children live in low income families. Life expectancy for both men and women is higher than the England average. The health of people in West Sussex is generally better than the England average.</p>																					
<p>3.2</p>	<p>The Trust is seeking a Consultant Psychiatrist to join the Jade ward team. This vacancy has arisen due to an internal career move and the Trust regards this as an opportune moment to develop the functioning of the team.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for Jade ward and the families and carers using the service in challenging times. This post completes the medical establishment of the team providing a minimum of 1.0 whole time equivalent Consultant Psychiatrists for the ward.</p>																					
<p>3.3</p>	<p>The unit serves the population of Horsham, Crawley, Haywards Heath, East Grinstead and Burgess Hill.</p>																					
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<p>3.5</p>	<p>The post holder will work closely with other general adult consultants working within Langley Green hospital including the consultants for Coral ward (working age acute), Opal (working age/older persons integrated ward) and Amber ward (PICU) and the crisis team consultant.</p>																					
<p>3.6</p>	<p>The team works closely with community mental health services (assessment and treatment services) in the locality and the Crisis response and home treatment team.</p>																					
<p>3.7</p>	<p>Details of inpatient service facilities:</p> <p>Langley Green Hospital is a purpose-built mental health in-patient unit treating people who are acutely mentally unwell and is situated in Crawley, West Sussex. The hospital has 3 acute wards comprising 19 beds each and one Psychiatric intensive care unit (PICU) comprising 12</p>																					

	beds. One ward, Opal operates as an integrated ward and is 'needs-led' treating patients with frailty with either high physical needs or of an older age.
3.8	The inpatient consultant will liaise closely with community teams to ensure continuity of care. This will include discussion around treatment, care pathway and discharge planning.
3.9	<p>The Medical Leadership group consists of the Chief Medical Officer as the chair along with deputy and associate medical directors and clinical lead psychiatrists across various services and localities within Sussex Partnership NHS Foundation Trust.</p> <p>The Clinical Director for Coastal and North West Sussex is part of the Medical leadership Group and will be directly liaising with the Post holder.</p> <p>A medical advisory committee consisting of Psychiatrists in the North West Sussex (Consultants and SAS doctors) meets monthly to discuss service needs and issues at a local level.</p>
3.10	The post holder will provide direct clinical care to patients admitted to Jade ward, Langley Green hospital. The post holder will be a part of the ward team comprising of ward manager and staff within the multidisciplinary team on the ward and will actively participate in the admissions, assessments, treatment, ensuring appropriate physical health care needs and discharge along the patients' journey while on the ward. They will be supported by the ward matron and Clinical lead nurse manager.
3.11	<p>Jade ward, Langley Green hospital is under the North West and Coastal West Sussex care delivery service (CDS).</p> <p>The Clinical lead nurse manager who oversees the functioning of the ward is part of the CDS board. Clinical governance is followed in line with trust policy.</p>
3.12	<p>In line with Job planning, the post holder will be expected to provide direct clinical care on the ward and liaising with relevant services.</p> <p>There will be opportunity for service development and professional development as agreed in the job plan.</p>
3.13	<p>Referrals for admission to Jade ward are received via Crisis Response and Home treatment team who are the gatekeepers for hospital admissions.</p> <p>Referrals are received via community mental health services, emergency departments and section 136 suites in the hospital.</p> <p>Every morning, the ward staff participate in 'care huddles' where discussions are held around recent admissions and potential discharges.</p> <p>There is a central bed management system in place. There is a 'Bed meeting' that occurs every week with the involvement of the community team.</p> <p>Discharge planning meetings are held prior to discharging patients and are often attended by family members and carers.</p>
3.14	On an average there are about 5 admissions per week on the ward. Most admissions will go through the Crisis Team for gate keeping, or for early facilitated discharge.

3.15	The ward team is supported by additional resources such as 'The Early Discharge Team' who work with the ward and the Crisis response and home treatment team to facilitate early discharge. The day hospital within the building also adds to the resource.
3.16	Also located within Langley Green hospital is a crisis and home treatment team and a Haven unit, which provides extended assessment of patients.
3.17	<p>The Trust has a thriving research network.</p> <p>The Trust has been rated 'outstanding' in caring by the CQC and 'good' in all other domains.</p> <p>The Trust has strong links with Brighton and Sussex Medical School and the ward regularly hosts students of various disciplines.</p>
3.18	<p>Involvement in strategic development of team and services: Jade ward works in partnership with the following stakeholders:</p> <ul style="list-style-type: none"> • Other acute In-patient services within Langley Green, including the s136 suite and Haven. • Rehabilitation units in Horsham, Worthing and Chichester. • Local Assessment and Treatment teams (community teams) based in Crawley, Horsham, Haywards Heath and East Grinstead. • Crisis and Home Treatment Team in Crawley • Mental Health Liaison Team Princess Royal Hospital. • Change Grow Live - Drug and Alcohol Service • Risk and Complex Case panel for North West Sussex • Mental Health Act Administration Team • Housing Departments • Stonepillow services • Providers of supported housing • Partners in social care at West Sussex County Council
3.19	The team works within the Trust's 2020 vision and in line with the current clinical strategy. The clinical strategy is focused on developing teams, implementing new roles, working towards providing a single point of access for people in crisis, working more effectively with communities, and more integration between community, crisis and acute services with the aim of providing high quality mental health care. The post holder will be expected to work towards these Trust goals.
3.20	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>

<p>4.0</p>	<p>Continuing Professional Development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, medical Group reviews and appraisal. The annual study leave entitlement is £650 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk.</p> <p>Peer supervision can be arranged locally and there are opportunities to discuss complex cases at the monthly complex case review meetings at Langley Green hospital.</p> <p>All Consultants have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. Consultant peer groups are established which the post holder will be expected to join. The Trust is committed to supporting CPD activities both internally and externally.</p>
<p>5.0</p>	<p>Clinical Leadership and Medical Management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups or a future medical management post.</p> <p>The post-holder will be a member of the Division of Psychiatry and the Trust's Consultant Forum.</p> <p>The post holder is welcome to attend the North West Sussex leadership meeting that occurs monthly. The post holder will be expected to work collaboratively with managers to achieve the most efficient and effective use of resources.</p> <p>The post holder will be expected to:</p> <ul style="list-style-type: none"> • Develop a clinical leadership role within the ward and work with colleagues and management to ensure optimal service delivery. • Participate in business planning as appropriate and contribute to the broader strategic planning work of the Trust. • Lead the improvement of the quality of care within the ward and contribute to improving quality across the system. <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a medical management post in due course.</p>
<p>6.0</p>	<p>Appraisal & Job Planning</p>

	<p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust’s Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust’s Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Peter Aitken, Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new Consultants.</p>
<p>7.0</p>	<p>Teaching and Training</p> <p>The post holder will be supported via group and individual job planning processes to provide dedicated time in their job plan to:</p> <ul style="list-style-type: none"> • Provide training to junior medical staff, and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate. • Participate in the Trust’s core education and training programme on Wednesday afternoons, which take place at various sites across the Trust, as well as regional Foundation and Speciality doctor training schemes as required. • Remain in good standing in relation to CPD & revalidation. • Provide supervision to junior medical staff in line with the Trust’s supervision strategy. • At times be responsible for individual supervision of a GP vocational Trainee. • Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body. • Contribute to corporate training initiatives within the Trust.
<p>8.0</p>	<p>Research</p>

	<p>Sussex Partnership is committed to the design, delivery and translation of high-quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the regional Clinical Research Partnership Board.</p> <p>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
<p>9.0</p>	<p>Mental Health Act and Responsible Clinician Approval</p> <p>The post holder will 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.</p>
<p>10.0</p>	<p>Secretarial Support and Office Facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned 0.5 WTE of admin support.</p> <p>The consultant will have access to their own laptop, mobile phone and functioning of both devices are supported by a centralised IT service.</p> <p>The post holder has a dedicated office at Langley Green hospital. The space provides privacy and appropriate levels of resources for the post holder.</p> <p>Private bookable rooms are available for supervision.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space.</p>

<p>11.0</p>	<p>Clinical duties of post holder</p> <p>This is an inpatient consultant post in 19-bed unit (Jade ward, Langley Green Hospital). The post holder will be expected to participate in ward reviews and multidisciplinary meetings.</p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> • Work as part of the multi-professional team providing high quality specialist clinical advice, assessment and intervention to working age adult patients admitted to the hospital. • Provide medical psychiatric assessment and intervention, including pharmacology ensuring the best quality and most effective psychiatric care. • In collaboration with the multidisciplinary team, endeavour to assess and manage psychiatric emergencies and crisis situations on the ward. • Assume responsibility for Mental Health Act assessments when necessary. • Provide medical psychiatric advice and consultation to colleagues in mental health, social care, education and other staff across a range of agencies facilitating appropriate access to services. • Be available to colleagues within the multidisciplinary team to provide advice and assistance on both routine and urgent clinical matters. • Provide clinical leadership in partnership with other senior colleagues to the multidisciplinary team on the ward, contributing to supervision and care management systems within the team. • Engage in consultation meetings with colleagues in various professional teams involved in the care of the patients admitted on the ward. • Deliver training across services and agencies, as agreed, to improve the knowledge and capacity of other professional colleagues. • Participate in planning and developing local Mental Health Services and contribute constructively to improve the standards of mental health care offered by Sussex Partnership NHS Foundation Trust. • Work in partnership with patients’ families and carers in planning and provision of care to ensure their empowerment in making decisions around their treatment and care. • Maintain effective communication with health agencies, police, probation, social services and other agencies as appropriate. • Establish links with voluntary and independent service providers locally. • Participate in active discharge planning. • Participate in the Consultant Psychiatrists on call rota. • In partnership with the Clinical Director, General Manager and clinical colleagues, be encouraged to develop a specialist clinical interest which contributes to the priorities of the service. • Operate within guidelines, policies and procedures relevant to the post.
<p>12.0</p>	<p>Clinical Governance and Quality Improvement</p> <p>The post holder will contribute to the Trust’s delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-</p>

	<p>disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	General Duties <ul style="list-style-type: none">• 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.

<p>14.0</p>	<p>External Duties, Roles and Responsibilities</p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>																																			
<p>15.0</p>	<p>Other Duties</p> <p>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.</p>																																			
<p>16.0</p>	<p>Work Programme</p> <p>It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment a meeting will take place no later than three months from appointment 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 Royal College of Psychiatrists recommendation). 1.5 programmed activities are allocated for CPD and 1.0 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.</p> <table border="1" data-bbox="280 1312 1398 2089"> <thead> <tr> <th></th> <th>AM/PM</th> <th>LOCATION</th> <th>TYPE OF WORK</th> <th>DCC/SPA</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Mon</td> <td>AM/PM</td> <td>LOCATION</td> <td>TYPE OF WORK</td> <td>DCC/SPA</td> </tr> <tr> <td>AM</td> <td>Langley Green Hospital</td> <td>Attendance at morning huddle. Ward work</td> <td>DCC</td> </tr> <tr> <td rowspan="2">Tues</td> <td>PM</td> <td>Langley Green Hospital</td> <td>Clinical governance or service development activities including audit or quality improvement projects.</td> <td>SPA</td> </tr> <tr> <td>AM</td> <td>Langley Green Hospital</td> <td>Attendance at morning huddle. Ward assessments/ ward round</td> <td>DCC</td> </tr> <tr> <td rowspan="2">Wed</td> <td>PM</td> <td>Langley Green Hospital</td> <td>Ward reviews and relatives meetings</td> <td>DCC</td> </tr> <tr> <td>AM</td> <td>Langley Green Hospital</td> <td>Attendance at morning huddle.</td> <td>DCC</td> </tr> </tbody> </table>					AM/PM	LOCATION	TYPE OF WORK	DCC/SPA	Mon	AM/PM	LOCATION	TYPE OF WORK	DCC/SPA	AM	Langley Green Hospital	Attendance at morning huddle. Ward work	DCC	Tues	PM	Langley Green Hospital	Clinical governance or service development activities including audit or quality improvement projects.	SPA	AM	Langley Green Hospital	Attendance at morning huddle. Ward assessments/ ward round	DCC	Wed	PM	Langley Green Hospital	Ward reviews and relatives meetings	DCC	AM	Langley Green Hospital	Attendance at morning huddle.	DCC
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			Report writing/ Tribunals/Managers hearings/ liaison with CRHT/ virtual ward work	
Thurs	PM	Langley Green Hospital	Teaching or CPD activities (local academic meeting)	SPA
	AM	Langley Green Hospital	Attendance at morning huddle.	DCC
Fri	PM	Langley Green Hospital	Clinical Administration Attendance at hearings.	DCC
	AM	Langley Green Hospital	Attendance at morning huddle and urgent ward work Supervision of trainee - 1 hour SPA activities	0.5 DCC 0.5 SPA

Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.

17.0 On Call and Leave Cover Arrangements

The post holder will be expected to take part in the out of office hours on call rota. A trainee doctor is first on call with the rota providing second on call. This is a **1 in 12** commitment, with appropriate allowance for compensatory rest agreed during contracted hours during each on-call week.

An availability supplement of a **category A, 3%** of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan.

The Sussex Mental Health Line telephone service accessed by patients is available on weekdays between 5pm-9pm and 24-hours at weekends. It provides support and information and is staffed by nurses and support workers.

A Trust operational manager is on call each day.

18.0 Leave and Cover Arrangements

The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.

Annual leave, study and special leave will be covered within the pool of consultants and is agreed and authorised using electronic unavailability management software.

<p>19.0</p>	<p>Contract Agreement</p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
<p>20.0</p>	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff. For more information on the Trust Occupational Health Department please contact Medical Staffing team on 0300 304 0393.</p> <p>For more information on our ongoing wellbeing initiatives please see section 20.3 below.</p>
<p>20.1</p>	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
<p>20.2</p>	<p>The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.</p>
<p>20.3</p>	<p>A list of our ongoing wellbeing activities across the Trust can be found on our careers portal: Working for Us Sussex Partnership NHS Foundation Trust</p>
<p>21.0</p>	<p>Visiting Arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Jodie King, Clinical Lead Nurse Manager Jodie.king@spft.nhs.uk Dr Claire Tanner, Clinical Director claire.tanner@spft.nhs.uk</p>

	<p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>
22.0	<p>Equality, Diversity & Inclusion Statement</p> <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p> <p>At Sussex Partnership, we care deeply about hiring, retaining, and developing a workforce that reflects the communities we serve. Our staff networks play a crucial role in exploring relationships trust-wide and advancing opportunities for all staff, helping underrepresented communities continue to feel they belong here.</p> <p>More information on our staff networks can be found on our careers portal using the following link: Diversity and Inclusion SPFT Recruitment (sussexpartnership.nhs.uk)</p>
23.0	<p>Approval of Job Description by the Royal College of Psychiatrists</p> <p>This job description and person specification has been submitted for review by the Royal College of Psychiatrists' regional advisor on 7th February 2023. Candidates will be notified of any changes as a result of this review process.</p>

Person specification/selection criteria for Consultant Psychiatrist

ASSESSMENT STAGE ABBREVIATIONS	SCR Screening prior to short-listing SL Short-listing from application form	AAC Advisory Appointments Committee REF References	PRES Presentation to AAC panel
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As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

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

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

Able to use and appraise clinical evidence.	SL, AAC, PRES		
Has actively participated in clinical audit and quality improvement programmes	SL, AAC, PRES		
Ability to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.	SL, AAC, PRES		