

CONSULTANT PSYCHIATRIST
Consultant Child and Adolescent Psychiatry
Paediatric liaison
Frimley Park hospital

Post and Specialty:	CONSULTANT PSYCHIATRIST Consultant Child and Adolescent Psychiatry Frimley Park hospital		
Royal College of Psychiatrists approval details:	<i>Awaiting RCPsych Approval</i> RCPsych Ref No: XXXXXXXXXX (to be advised by RCPsych upon submission) <i>RCPsych to insert Approval Stamp</i>		
Base:	Frimley Park Hospital		
Contract:	Full-Time salary will be set by the new Consultant Contract £99,532 - £131,964 Per Annum, and Part-Time will be pro-rot		
	Total PAs: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Chief Medical Officer		
Accountable operationally to:	Associate Medical Director/ Medical Lead		
Key working relationships and lines of responsibility:	Service Manager: Clinical Director: Dr Phil Ferreira-Lay Associate Director: Associate Medical Director: Dr Deepa Deo Divisional Director: Justine Leonard Chief Medical Officer: Dr Emma Whicher Chief Executive: Graham Wareham		

1 Introduction

This appointment is for a part- or full-time CAMHS Consultant Psychiatrist. The Consultant's duties will be predominantly devoted to the care and treatment of children and young people (under 18 years old) presenting at Frimley Park Hospital

We seek an enthusiastic and energetic Consultant to work in our friendly multi-disciplinary team

2 Trust Details

Surrey and Borders Partnership NHS Foundation Trust is the leading provider of health and social care services for people of all ages with mental health problems, drug and alcohol problems and learning disabilities in Surrey and Northeast Hampshire for people of all ages.

We provide various community services, integrated health and social care, early intervention, and detection programmes, and highly specialised therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery. Over 2,960 people work with us substantively at Surrey and Borders Partnership to provide our services, equating to an average of 2,541 whole-time equivalents (WTE) staff. Many of these are highly skilled professionals who work with various partners in the private, public, and voluntary sectors to ensure we deliver high-quality care to our local population of 1.3 million. In addition, we seek to involve and engage people who use our services and their families in our community, and we have just over 7,000 public members of our Foundation Trust.

The Trust has hosted core trainees in psychiatry from HE KSS. There are also HST 4–6-year trainees on rotation from HEKSS, and the trust hosts GPVTS and foundation trainees. In addition, there are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. In April 2005, we were established as a health and social care partnership Trust and in May 2008, we became an NHS Foundation Trust, the first mental health and learning disability Trust in the Southeast Coast NHS region to gain this status.

Our Trust projected income for the 2023/24 financial year is about £320 million. In previous years we reported the income for Children and Family Health Surrey; this service now trades within the Trust. We deliver high-quality care across our 140 services registered with the Care Quality Commission. Our services are provided in community settings, hospitals, and residential homes, emphasising local treatment and support close to people's homes wherever possible.

The M25 and M23 pass through the area giving easy access to both Gatwick and Heathrow airports and the south coast.

3 Service Details

This post is a brand new post and will be based in Frimley Park hospital, 9am-5pm, Monday to Friday. You will be assessing and treating young people presenting in acute hospital from any geographical area, though predominantly they will be from North East Hampshire, Surrey or East Berkshire. You will interface and work alongside Paediatric team either in A&E or on the Paediatric Ward, CYPS Crisis Intervention Team and Hope service. You will be a Leader within the CYPS Paediatric Liaison Service, closely working with the General Manager and the team of clinical nurses. The job is place based rather than catchment area.

Following assessment or consultation by others you may be called to assess, review or give clinical opinion regarding young people either in A&E or on the Paediatric Ward. This may include medication initiations/reviews, mental health act assessments or reviews should the young person be awaiting Tier 4

admission. You will be the Responsible clinician under MHA for all patients detained under the Mental Health Act in the Paediatric acute wards.

The team delivers a highly specialist intervention based on NICE Guidelines and current evidenced based practice to children and young people presenting with primary mental health input, including an eating disorder. Additional supports come from the CYPS Division eg HOPE Service, the Crisis Intervention Service and Enhanced Pathway for Eating Disorder Service, which offers support to children, young people, families, and carers in crisis. You may work alongside Early Intervention in Psychosis Services should a young person present with emerging or new symptoms of Psychosis when a young person is at Frimley Park Hospital.

As you will be liaising with community providers such as SABP, NEH CAMHS and E Berks CAMH Services it will be important to understand the community and T4 Provider Collaborative processes for those areas. We are intending to recruit a Care Pathway Navigator who will be able to provide support regarding the pathways, Leads and differences between organisations. The PLN Service will be operating from 9am – 10pm, 7 days a week and will be clinically able to support. The General Manager will be on site 9am-10pm, Monday – Friday to operationally support you. The SABP Crisis Pathway provision at SABP is overseen by the Head of Nursing for CYPS and the Nurse Consultant for the Crisis Pathways and as you as postholder would be expected to be involved in the strategic development of the service as a whole and to participate in operational and business planning you will have strong connections with both these Leads as well as the AMD for CYPS at SABP.

4 Local Working Arrangements

The Consultant will be employed by Surrey and Borders Partnership NHS Trust and based at Frimley. The Consultant will have administrative support from the team. The Consultant will have a laptop and iphone and there will be office space available.

You will be responsible to the Associate Medical Director for all managerial issues, including job planning.

4.1 Staff within the PLN Service consist of

- General Manager
- 2 B7 Clinical Leads
- 2 B6 MH Nurses
- 1.5 B5 MH Nurse Practitioners
- Care Navigation Officer

This team will also work closely with the Surrey wide Crisis Intervention Service and there will be 2 CIS workers on site 7 days a week between 9am-5pm and they are mainly carrying out assessments on the paediatric ward as opposed to the PLN staff who will be mainly front of house in A&E, though can in times of acuity also be assessing on the ward if and when required.

4.2 The team will support the Consultant Psychiatrist with,

- Completing initial assessments or reviews
- Liaising and collaboratively working with other professionals.
- Making referrals to other services
- Interface with childrens social care
- Ongoing monitoring of mental state and risk management

4.3 Management Structure:

Graham Wareham is the Chief Executive at the Surrey and Borders Partnership NHS Trust. Clinical services and staff are managed through a Directorate system. Locality and Divisional Managers support Team Leaders and are responsible for running their directorate for its clinical, financial and operative performance. Clinical

Governance issues are the responsibility of Clinical Governance Committees headed jointly by the Medical Director and Director of Nursing.

5 Continuing Professional Development (CPD)

- Undertake training and continuing professional development as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process.
- To be registered with the Royal College of Psychiatrists for Continuing Professional Development. This includes achieving and maintaining good standing for CPD in line with the requirements of the Royal College of Psychiatrists.
- It is expected that all consultants are members of a CPD peer group. These are typically organised locally, and new consultants can join a local group conveniently for their main base. Meetings usually are monthly or bi-monthly.
- The Trust supports consultant CPD activities by providing a local CPD peer group structure, access to study leave, and a study leave budget alongside a local academic programme the post holder is expected to attend. The Department of Medical Education supports these functions.
- Study leave is provided per the Consultant Terms and Conditions of Service. It is applied through the Department of Medical Education, authorised by the CPD peer group in line with Trust guidance.

6 Clinical Leadership and Medical Management

- To show a commitment to New Ways of Working and provide consultation and supervision to team members
- To work with consultant colleagues and local managers to develop safe, clinically effective, cost-effective service in Surrey.
- The post holder will be expected to work constructively with SABP Trust managers (including the Associate Medical Director) to work with local commissioners and to deliver and develop a strategy to ensure that the Trust remains the provider of choice for liaison services.
- To develop leadership capability aligned with the Trust approach to leadership development for all staff.

There are opportunities for clinical leadership at the local primary care interface meetings attended by local Consultant colleagues and GP mental health leads.

7 Appraisal and Job Planning

- To take part in annual appraisal and job planning processes. Currently, the Associate Medical Director conducts the annual job plan review in association with the team coordinator and appraisal is arranged with a trained peer appraiser by mutual agreement.
- Job planning for consultants has undertaken annually, generally during the 1st three months of the year. It is preceded by an appraisal, usually completed by all medical staff in the last three months of the year.
- Appraisal is undertaken by a panel of trained appraisers and is supported by the SARD (Strengthened Appraisal and Revalidation Database) software.
- All consultants must have five sessions of managerial supervision per year and evidence of clinical and administrative management must be presented and discussed as part of the annual appraisal.
- Additionally, the post holder must provide line management to identified staff, ensuring staff have set objectives and personal development plans and appraisals are regularly undertaken

8 Teaching, Training and Research

The Trust has significantly increased the number of core trainees (CT1-3) from 17 to 40 in psychiatry from Kent, Surrey, and Sussex Deanery. Several ST 4-6 trainees from Southwest London and St. George's Trust are also rotating. However, the management of the higher trainees has now been transferred to the KSS Deanery from London. In addition, there are GPVTs trainees. There are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. There is a robust academic programme under the direction of the Director of Medical Education, Dr Jeremy Mudunkotuwe. Library facilities and links with the Academic Department of Psychiatry at St. George's Hospital Medical School are available for research and training.

Consultants are encouraged to participate in research. Further information is available from Professor Ramin Nilforooshan, Associate Medical Director for Research in the Trust. If agreed, the Trust will offer support and resources to consultants with research interests that they wish to pursue.

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

9 Quality Improvement

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

10 Mental Health Act and Responsible Clinician Approval

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

11 Administrative Support and Office Facilities

Administrative support for the consultant can be provided by the Team Administrator

- Library facilities are available at the hospital, and there are links with the Academic Department of Psychiatry at St. George's Hospital Medical School for research and training purposes.
- Desktop PCs are widely available at all sites.
- The trust is moving to mobile working, with most medical practitioners having dedicated use of a trust-approved laptop with remote access and smartphone usage.
- Flexible working practices and dedicated administrative support will assist with clinics, enabling you to focus on what you do best to deliver high-quality care to children and young people.
- The Trust has standardised on Microsoft Office software, and all clinicians are strongly encouraged to develop computer skills.
- The Trust uses SystemOne for its clinical electronic record-keeping system. Training will be provided if required.

- Bookable and drop-in rooms will ensure that all practitioner office areas offer privacy for activities requiring higher confidentiality.

12 Clinical Duties of Post Holder

- Clinical
 - To provide a diagnostic, assessment and treatment service for children and adolescents with mental health problems
 - To adopt a multi-disciplinary/agency approach to care, promoting high-quality multidisciplinary/agency working and relationships
 - To provide psychiatric support and consultation to other team members.
 - To provide consultation and liaison with other services, including acute care, social care, and education colleagues
 - To hold clinical responsibility for their caseload of patients admitted to FPH and be RC of patients detained under MHA there.
 - To promote the development of close and effective working relationships with colleagues in allied agencies, notably children's services and education.
 - To record clinical activity accurately and comprehensively both in case records and supporting data entry for service data systems
 - To provide health information to other agencies where appropriate under the Trust's confidentiality and information-sharing policies.
 - There will be an honorary contract with FPH in order to access and use their data systems
- Professional
 - To receive regular clinical and managerial supervision as per the Trust policy of Supervision
 - To undertake all necessary statutory and mandatory training
 - To keep updated with the latest research and participate in the study as appropriate.
 - To actively contribute to quality improvement through personal and service development, encouraging a research ethos, implementing best practices and developing audit projects to measure clinical effectiveness.
- Managerial
 - To undertake the administrative and managerial duties associated with the care of their patients.
 - To work closed with medical colleagues who are working for the Crisis Intervention Service or Duty 1
 - To participate in Trust-wide activities as a fully committed member of the Consultant body, contributing to achieving performance targets for the service.
 - To work closely with the General Manager to maintain clinical standards.
 - To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
 - To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.
 - Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect each individual to take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

12.1 Further aspects of the post

- All Consultants must devote most of their time to supporting professional activities. Therefore, the postholder must allocate weekly SPA sessions according to the trust guidelines.

- To participate, with other Consultants, in management and administrative work as necessary. This will include participation in audits and other aspects of clinical governance.
- To encourage and take on clinical research on negotiation through job planning.
- To attend the Academic Program
- The postholder will be approved under Section 12 of the Mental Health Act (1983) and will be expected to carry out appropriate Mental Health Act responsibilities.
- The Trust provides appraisal training and appraisers to support the postholder's appraisal programme. The post holder will also be expected to develop arrangements for CPD supported by the educational opportunities offered by the Trust. They are also expected to join a CPD peer group with college guidance.

13 Clinical Governance and Quality Assurance

Local clinical governance activities are supported by local Quality Action Groups (QAGs), which provide a monthly forum for locality-based teams to review joint working on clinical governance initiatives and can include a review of serious incidents, learning from complaints and interface issues. Local QAGs are supported by a divisional QAG, which has a role in identifying clinical governance themes across the Division and ensuring dissemination and learning. The post holder must also participate in clinical audits and other clinical governance activities.

14 General Duties

Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect everyone to be responsible for promoting open, inclusive, accessible service provision, staff development and a culture that values and respects difference.

We recognise that everyone is different, and we are committed to achieving equality and fairness for our staff and people who use our services, including those with disabilities, people who are lesbian, gay, bisexual or transgender and those from minority backgrounds.

Our Trust is passionate about developing a culture that values human differences and similarities at every level of the organisation.

We are also committed to ensuring that we:

- Provide accessible and inclusive services to all.
- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between other groups.

We have teamed up with Disabled Go to help disabled people plan visits to Trust services with information on our sites and accessibility details. Visit our pages on the Disabled [Go website](#).

- The Trust encourages establishing mentoring arrangements where appropriate, particularly for new consultants. Several experienced medical mentors in the Trust and access to this network can be activated following an initial discussion with the medical manager.
- Undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. The Trust is committed to participating in several national audit programs, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.
- To achieve and demonstrate agreed personal and professional development standards within agreed timescales. In addition, to undertake any other duties at the line manager's request, commensurate with the role, including project work and absence cover.

- To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.

15 External Duties, Roles and Responsibilities

Developing a Special Interest will be encouraged where it is compatible with the priorities of the Trust and the Locality and can be seen as part of the development plan supporting the National Health Service Plan and the National Service Framework for Mental Health. In recent years, the organisation has developed specialist ASD, FASD, ADHD, forensic gatekeeping, and other services such as Affective Disorder and Primary Care Network. These roles can be encouraged through the specialist interests of clinicians. The development of special interest must be discussed with the Associate Medical Director and Clinical Director / Clinical Leads in the first instance.

- No external duties or responsibilities are included in this post. Such responsibilities can be formed through discussion with the medical manager and revision of the job plan.
- No special interest clinical activities are included in this job description. Requests to undertake clinical activities of this type can be made to the responsible medical manager with adjustments made to the job plan in the usual way.

16 Other Duties

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. From time to time, it may be required for the post holder to carry out such other duties as may be assigned, with the agreement, by the Trust. The post holder is expected to not unreasonably withhold agreement to any reasonable proposed changes the Trust might make.

17 Work Programme

Following the appointment, there will be a three-month meeting with the AMD to review and revise the job plan and objectives. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to support professional activities (as per the Royal College of Psychiatrists recommendation). A formal job plan will be agreed upon between the post holder and AMD and General Manager three months after commencing the post and at least annually after that.

18 On-Call and Cover Arrangements

During the day, medical cover is provided by a county-wide duty system – as the placed based Dr at FPH you would not be expecting to participate in this daytime rota.

On-call activity is recognised in the job by paying an availability supplement (category A/low frequency). In addition, work on call (principally Mental Health Act assessment work) is separately remunerated through the usual collaborative arrangements mechanism (referring to the position that a doctor can take on behalf of local authorities in this case relating to Section 12 responsibilities with fees agreed and payable through local CCGs). All medical staff working arrangements are subject to the requirements of the European Working Time Directive and related instruments. Compensatory rest for breaches of rest requirements whilst on call can be

claimed directly after on-call periods through application to the AMD. Discussion with the AMD regarding on-call and this specific role can and is encouraged if there are any questions.

19 Wellbeing

Occupational health

Our occupational health service aims to promote and maintain the health of all colleagues and prevent work-related health problems. Optima Health will provide our occupational health service and employee assistance programme.

Information about the different services and how they can be accessed is provided below. If you have any concerns about your physical or mental health, please talk to your manager in the first instance. They can then refer you to Optima Health for support.

The Workplace Wellbeing Platform and Optimise offer colleagues a range of resources to promote well-being and identify signs of ill health.

Optima Health will be responsible for providing the following:

- pre-employment health assessments
- Vaccinations
- Managing infection control Risks
- Sharps injuries
- Infection Control
- Pandemic 'Flu, Covid-19 and other pandemic requirements
- Health surveillance and fitness for the task
- Proactive health and well-being support: physio

Contact the team

Access occupational health and wellbeing services plus a range of internal resources through the Surrey and Borders dedicated Workplace Wellbeing website. <https://sabp.workplacewellbeing.com/>

Customer Service Helpdesk

The customer service desk is based at the Occupational Health and Safety department and is available from 09:00 to 17:00, Monday to Friday (excluding Bank Holidays).

Telephone: 03300 084 367

Email: SABP@optimahealth.co.uk

The customer service help desk can be contacted to assist in; myOHportal, tracking cases, clarifying medical opinions, general health care advice and general pre-employment and pre-referral advice.

Local OH Support Contact Details:
Jane Mountain
Occupational Health Manager
Fern Lodge, Farnham Road Hospital
Jane.mountain@sabp.nhs.uk

20 Contract Agreement

The appointment is subject to the 2003 Consultant Contract and is non-residential. The Salary will be per the Terms and Conditions for Consultant pay scales, and the starting point depends on seniority. Annual leave and study leave are granted according to national conditions. The Post-holder will be expected to follow the Trust's Policies and procedures relevant to the post.

The appointment will be subject to a satisfactory medical clearance and enhanced CRB disclosure before commencement in post.

Access to a mentor will be available for anyone in their first Consultant post.

21 Leave

The post-holder is entitled to 27 days of annual leave per year and 30 days of study leave over three years. Annual leave will increase to 32 days based on years in the NHS.

The consultants cover each other during short periods of annual and study leave. Dedicated cover can be arranged with adequate notice for more extended periods of leave.

22 Visiting Arrangements

Candidates are asked to note that the canvassing of any member of the advisory appointments committee or the Trust will disqualify them. Candidates should be able to approach any person for further information about the post.

The post is available from the date of appointment. The starting date will be agreed between the Trust and the appointee. The appointee will be required to take up the post three months after the offer of appointment unless a special agreement has been made with the Trust. If it is unlikely that you will be able to take up the post within this time scale, you should declare this on your application.

Candidates wishing to discuss the post or visit are invited to contact one of the following to make such arrangements:

Dr Phil Ferreira-Lay
Clinical Director & Consultant Child
Psychiatrist
Community Child and Adolescent Mental
Health Services NE Surrey
Trust HQ
Phil.Ferreira-Lay@sabp.nhs.uk
Office No. 0300 222 5850
Mobile No. 07867192424

Dr Salvatore Mura
Child Psychiatrist and CAMHS Interim
Medical Lead
Community Child and Adolescent Mental
Health Services NW Surrey
Unither House
Salvatore.Mura@sabp.nhs.uk
Office No. 01932 587066
Mobile No. 07813547437

23 Appendix 1: Person Specification / Selection Criteria for Consultant

Abbreviations for when assessed: Scr: Screening before short-listing

SL: Short-listing from the application form

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	<ul style="list-style-type: none"> MB BS or equivalent recognised medical qualification. 	Scr	<ul style="list-style-type: none"> Relevant higher degree, e.g. MD, PhD, MSc or other additional clinical qualifications 	SL
	<ul style="list-style-type: none"> Full medical registration with a license to practice. 	Scr	<ul style="list-style-type: none"> MRCPsych or equivalent 	Scr
	<ul style="list-style-type: none"> Approval under Section 12 of the Mental Health Act(or within 6 to 12 months of the time of interview/assessment) or equivalent 	Scr	<ul style="list-style-type: none"> Management qualification or evidence of an interest in developing leadership skills. 	Scr
Eligibility	<ul style="list-style-type: none"> Fully registered with the GMC with a licence to practise at the time of appointment. 	Scr	<ul style="list-style-type: none"> In good standing with GMC concerning warnings and conditions on practice 	Scr
	<ul style="list-style-type: none"> Included on the GMC Specialist Register OR within six months. 	Scr	<ul style="list-style-type: none"> Approved clinician status OR able to achieve within three months of appointment 	Scr
Transport	<ul style="list-style-type: none"> Holds and will use valid UK driving license OR provides evidence of proposed alternative. 	Scr		
	<ul style="list-style-type: none"> Access to a vehicle for work purposes 	Scr		
	<ul style="list-style-type: none"> Transport to travel between locations and ability to fulfil all duties of the post, 	Scr		

	including on-call, both within the parameters of the Equality Act 2010			
Clinical Skills, Knowledge & Experience	<ul style="list-style-type: none"> Knowledge of Risk Management 	Scr	<ul style="list-style-type: none"> Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service. 	SL
	<ul style="list-style-type: none"> Knowledge of legislation, Department of Health Guidance and literature and its implications for clinical practice. 	Scr		
	<ul style="list-style-type: none"> Knowledge of NHS strategic vision in the Next Stage Review (High-Quality Care for All) 	Scr	<ul style="list-style-type: none"> Experience in management 	Scr
	<ul style="list-style-type: none"> Ability to use IT, including email and the internet 	Scr		
	<ul style="list-style-type: none"> Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge 	Scr	<ul style="list-style-type: none"> Ability to develop and use complex multimedia materials for presentation in public, professional and academic settings 	Scr
	<ul style="list-style-type: none"> Excellent oral and written communication skills in English 	SL		
	<ul style="list-style-type: none"> Ability to manage clinical complexity and uncertainty 	SL	<ul style="list-style-type: none"> Specific training qualification/certificate or attendance on a recognised teaching course. 	Scr
	<ul style="list-style-type: none"> Make decisions based on evidence and experience, including the contribution of others 	Scr		
	<ul style="list-style-type: none"> Ability to meet duties under MHA and MCA 	Scr	<ul style="list-style-type: none"> Peer review or research publications 	Scr
	<ul style="list-style-type: none"> Experience working with various patient groups presenting with the full range of clinical severity across different care 	Scr		

	settings, including community, inpatient, and specialist teams.			
	<ul style="list-style-type: none"> Evidence of active participation in Continuous Professional Development 	Scr	<ul style="list-style-type: none"> Published audit or research projects 	Scr
	<ul style="list-style-type: none"> Evidence of effective multidisciplinary team involvement and experience 	Scr		
	<ul style="list-style-type: none"> Knowledge of psychiatric provision 	Scr		
	<ul style="list-style-type: none"> Commitment to and experience in undergraduate and postgraduate teaching 	Scr		
	<ul style="list-style-type: none"> Ability to critically appraise published research. 	Scr		
	<ul style="list-style-type: none"> Experience in carrying out a range of audit projects. 	Scr		
Academic Skills & Lifelong Learning	<ul style="list-style-type: none"> Ability to take a clinical leadership role in a multidisciplinary team, ensuring high-quality care. 	Scr	<ul style="list-style-type: none"> Ability to plan and deliver undergraduate and postgraduate teaching and training relevant to this post 	SL
	<ul style="list-style-type: none"> Skills in managing time and prioritising clinical work 	Scr		
	<ul style="list-style-type: none"> Ability to appraise own performance as a Speciality Doctor and reflect on development needs 	Scr		
	<ul style="list-style-type: none"> Skills and sensitivity in negotiating with patients, relatives, and other professionals where opinions differ. 	Scr	<ul style="list-style-type: none"> Reflected on the purpose of CPD undertaken 	Scr

	<ul style="list-style-type: none"> Skills in providing consultation to other professional groups under New Ways of Working 	Scr		
	<ul style="list-style-type: none"> A high-level ability to communicate effectively at both a written and oral level complex and clinically sensitive information to patients, their families, carers and a wide range of lay and professional people within and outside the NHS. 	Scr		
	<ul style="list-style-type: none"> Participated in continuous professional development 	SL	<ul style="list-style-type: none"> Evidence of achievement in education, research, audit, and service improvement: awards, prizes, presentations, and publications. 	Scr
	<ul style="list-style-type: none"> Participated in research or service evaluation 	SL		
	<ul style="list-style-type: none"> Has actively participated in clinical audit and quality improvement programmes. 	SL		