

Introduction to the Post

Post and specialty:	Specialty Doctor in Assertive Outreach Team East Complex Care Mental Health Services
Base:	Hahnemann House, Bournemouth, Dorset
Number of programmed activities:	6 PA per week
Accountable professionally to:	Executive Medical Director
Accountable operationally to:	Clinical Lead
Start Date:	To be confirmed

Context for the role

Nationally it has been recognised that rehabilitation is an area that has often been overlooked for investment and modernisation. We are proud to say the Trust in conjunction with our local Dorset Clinical Commissioning Group have recently completed a review of our Rehabilitation Services in Dorset and secured significant additional funding to redevelop and expand the services that we provide.

The Complex Care Service is pan Dorset and consists of community-based Rehabilitation Teams (CRT), Assertive Outreach Teams and inpatient rehab units, one of each on each side of the county, providing six individual teams in total that work together as one service.

The Service supports people who have chronic and disabling mental health problems that may be treatment-resistant and who have previously spent long periods in hospital. This post is for a speciality doctor that covers services in the East of Dorset locality (Bournemouth, Christchurch & Poole).

The pan-Dorset MH Complex Care Service will be a flagship service enabling Dorset HealthCare to become one of the best rehabilitation services across the country.

Key working relationships and lines of responsibility

Chief Medical Officer: Dr Faisal Sethi

Chief Operating Officer: Kris Dominy

Executive Director of Nursing, Therapies & Quality: Dawn Dawson

Interim Deputy Medical Director (Mental Health and Learning Disabilities): Dr Rodi Karadimova

Deputy Medical Director (Community Hospital and Physical Health Care Services): Dr Andrew Dean

Medical Lead for Inpatient Mental Health Services: Dr Domenico Scala

Medical Lead for Community Mental Health Adult Services: Dr Rodi Karadimova

Medical Lead for Older Peoples Mental Health Services: Dr Carol Bannister

Medical Lead for CAMHS Services: Dr Anu Devanga & Dr Stephen Turberville Cli

Director of Medical Education: Dr Ian Rodin

Revalidation and Medical Appraisal Lead: Dr John Stephens

Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application.

Any member of the team would be happy to speak to you and are as follows:

Louise Orchard, Service Manager - Complex Care Service louise.orchard2@nhs.net

Dr Mike Groves Consultant Psychiatrist – Rehab Service mike.groves@nhs.net

Dr Abigail Bedford Consultant Psychiatrist – AOT East abigail.bedford@nhs.net

Dr Cressida Manning Lead Consultant Psychiatrist for Specialist Services CRESSIDA.MANNING@nhs.net

If you would like a pre application conversation with the Chief Medical Officer, please contact Julie Street (Executive PA to the Medical Director) on 01202 277011 or via email to julie.street3@nhs.net

SPECIALTY DOCTOR JOB DESCRIPTION

COMPLEX CARE PSYCHIATRY

1. INTRODUCTION

- 1.1 This is a post for a 6 session Specialty Doctor in Assertive Outreach working within the Pan-Dorset Mental Health Complex Care Service which provides comprehensive community and inpatient based services to patients registered with general practitioners within Dorset.
- 1.2 The Pan Dorset Mental Health Complex Care Service serves the whole of the county of Dorset and comprises of two inpatient rehab units one in the east of the county, Nightingale House, in Bournemouth and Glendinning in Dorchester in the west of the county; and a Community Rehabilitation Team (CRT), which is split into two hubs; East and West, along with two Assertive Outreach Teams, again one East, one West. The service provides specialist assessment, treatment interventions and support to enable the recovery of people whose complex needs cannot be met by general adult mental health services.
- 1.3 The post holder will work with the Assertive Outreach Team (AOT) that provide community-based services to patients registered with general practitioners within the East of Dorset. (Bournemouth, Christchurch, and Poole (BCP) locality).
- 1.4 The pathway has recently been extended to include a robust community offer provided by the Community Rehabilitation Team as well as extending the geographical area cover by the Assertive Outreach Team.
- 1.5 For all services, the post holder will assist in the assessment of new patients into the service, their ongoing management, and review when it is appropriate for patients to be transferred back to general adult teams. The post holder will ensure that patients receive appropriate clinical assessments and will ensure that there is appropriate medical input into care planning.
- 1.6 The Service offers care and support to male and female service users, aged 18 years and over.
- 1.7 The post holder will have the opportunity to be involved in the further shaping of local rehabilitation services.

2. ORGANISATION OF CLINICAL SERVICES

- 2.1 The Trust's mental health services are organised in the following way: -

- 2.2 **Community Adult Mental Health Teams.** There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne, and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided teamwide as appropriate. In West Dorset there are three locality community mental health teams: North Dorset, Dorchester & Bridport and Weymouth and Portland.
- 2.3 **Inpatient Care.** The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gatekeeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of care, they will move to one of the treatment wards.
- 2.4 **Inpatient Rehabilitation.** There is an inpatient rehabilitation service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Community Rehab Team to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.
- 2.5 **Home Treatment Team.** There are two Home Treatment Teams (HTT) for East Dorset and for West Dorset. They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.
- 2.6 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include:-
- Early Intervention in Psychosis Service
 - Complex Care - Assertive Outreach / Rehab
 - Forensic Team (including inpatient Low Secure Unit and a Community Forensic team)
 - Perinatal Service
 - Eating Disorders Service
 - Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
 - Community Adult Asperger's service
 - CAMHS
 - Learning Disabilities service
 - Adult Learning Disabilities service
 - Access Mental Health – Connections, The Retreats and Front Rooms

3. **CLINICAL DUTIES**

- 3.1 Clinical Duties in this role include:
- Providing medical treatment within a model of multi-disciplinary care
 - Attending regular clinical team meetings and performing medical duties that are decisions of that meeting
 - Compiling a patient's history from a number of sources, and preparing case summaries and discharge summaries
 - Preparing reports for Mental Health Review Tribunals and Managers' Hearings and giving evidence.

- Liaising with other clinical teams within and outside the trust
 - Liaising with general practitioners and medical specialists with regards the physical health of the patients
 - Referrals for specialist assessments relevant to the service e.g., Forensic, Learning Disabilities, CAMHS etc.
 - Assessment of patients out of area
- 3.2 The post holder will take part in the East Dorset on call rota. The on-call rota for a full-time commitment is paid at 2% on call availability supplement plus 1 Additional Programmed Activities. This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior on-call rota which is supported by Junior Doctors, Middle-Grade Doctors, and Consultants. When on-call the postholder is expected to provide advice and support to junior colleagues on-call, out of hours nursing and social work colleagues. When necessary, it is expected that the on-call Specialty Doctor will review patients personally. At weekends and on bank holidays there is an inpatient review for newly admitted patients to address problems with inpatients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.
- 3.3 The postholder will provide cross cover for annual, study and emergency sick leave with their colleagues. These cover arrangements will take account of the other medical staff across the service.

4. CONTINUING PROFESSIONAL DEVELOPMENT

- 4.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).
- 4.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.
- 4.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.
- 4.4 The postholder will be expected to maintain Section 12 approval.
- 4.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.
- 4.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

5. THE TEAM

- 5.1 Within the Complex Care service East, there is a consultant psychiatrist appointed specifically for the Assertive Outreach Team who acts as the Responsible Clinician for all patients under the care of this team.
- 5.2 AOT East provide training opportunities for Core Trainee Doctors.

6. LEADERSHIP STRUCTURES

- 6.1 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.2 The Trust has close relationships with the CCG and the Local Authorities to which we relate (Bournemouth, Christchurch and Poole Council and Dorset Council).
- 6.3 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

7. CLINICAL GOVERNANCE

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.
- 7.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.
- 7.3 There is a system of annual appraisal of Specialty Doctors linked to the requirement for Revalidation. All Specialty Doctors receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

8. TEACHING AND TRAINING

- 8.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Health Education Wessex standards
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students.

9. ADMINISTRATIVE SUPPORT

- 9.1 This post receives administration support as required via the Service's admin pool. The postholder will have access to office space at Hahnemann House.

10. POSTGRADUATE FACILITIES

- 10.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

11. TERMS AND CONDITIONS

- 11.1 The contract will be based on the Terms and Conditions of Service for Specialty Grade Doctors (April 2021) agreed between the BMA and the Department of Health for SAS Doctors in England.
- 11.2 The post holder must be Mental Health Act Section 12 approved at appointment and be registered with the General Medical Council. The applicant must be eligible for inclusion on the Specialist Register in Psychiatry. The successful candidate must hold a current driving licence.
- 11.3 As a Specialty Doctor the post-holder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the service Clinical Lead.

12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the Specialty Doctor's job planning meeting.

A provisional timetable is given below for 5 day a week, given this post is 3 days per week there is a degree of flexibility between the post holder and medical lead to agree working days.

	AM / PM	Duties
Monday	AM	Clinical Planning Meeting / patient assessments & reviews?
	PM	Patient-related administration linked to clinical work.
Tuesday	AM	Handover Meeting / patient assessments & reviews
	PM	MAC, local clinical governance activities, training, teaching, formal teaching, research, appraisal, job planning, supervision
Wednesday	AM	Multi-disciplinary Zone meeting about direct patient care
	PM	CPD
Thursday	AM	Handover / Out-patient appointments / CPAs
	PM	AOT Meeting / Pharmacy Meeting / Administration

Friday	AM	Handover/Home visits/reviews/assessments
	PM	Reviews/Administration
Programmed activity		Number
Direct Clinical Care		5
Supporting Professional Activities		1
Other NHS responsibilities (to be discussed with the clinical director)		1 on call
Total Programmed Activities		7

- 12.3 The postholder will be line managed by their Consultant for Assertive Outreach who will keep the job plan under review.

13. COMMENCEMENT OF DUTIES

- 13.1 The post is currently available as soon as the recruitment process has been completed.
- 13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

14. REMUNERATION & BENEFITS

- 14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.
- 14.2 **Salary**
The appointment is at Speciality Doctor grade with salary thresholds from £52,530 - £82,400 per annum for a full-time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Speciality Doctor and may take account of other levels of experience or factors, in accordance with the Terms and Conditions. This post is also subject to nationally determined terms and conditions of service.
- 14.3 **Annual Leave**
Entitlement will be as below table for Full Time, In Addition there is an entitlement to 8 Public /Bank Holidays.

Specialty Doctor (2008 and 2021 contract)	Less than 2 in grade	27
	More than 2 but less than 7 in grade	32
	More than 7 in grade*	34

- 14.4 **Sick Pay**
Entitlements are outlined in Schedule 15 of the TCS.

14.4 **Pension**

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment; further details are available on appointment.

14.5 **Equal Opportunity & Diversity**

Dorset HealthCare University NHS Foundation Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

14.6 **Flexible Working**

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

14.7 **Maternity, Paternity and Special Leave**

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available. Additional Paternity Leave (APL) is also available subject to eligibility. In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

14.8 **Relocation Expenses**

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

14.9 **Travel Expenses**

Travel expenses will be in accordance with Schedule 18 of the TCS for journeys incurred in performing your duties.

14.10 **Two Ticks Disability Symbol**

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

14.11 **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures, and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, Doris, or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

14.12 Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

14.13 References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references. Please note that this must cover the last three-year period.

14.14 Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire but may involve a medical examination.

14.15 DBS Checks

The appointment will be subject to enhanced clearance from the Disclosure and Barring Service.

14.16 Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

14.17 Period of Notice

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

15. WELLBEING

As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

15.2 Details about OH are disseminated at induction and regularly when in post

15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients.

15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g. unexpected request to cover a unit/ward/service in addition to current workload)

Person Specification

SPECIALTY DOCTOR IN COMPLEX CARE PSYCHIATRY

REQUIREMENTS	ESSENTIAL
Qualifications/Training	General medical qualification e.g., MBBS, or equivalent and hold a Licence to Practise.
Experience	A minimum of four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis)
Clinical Skills	High levels of competence in diagnosis, risk assessment, care planning and prescribing.
Leadership Skills	Able to provide clinical leadership to a multi-disciplinary team. Able to prioritise work to meet competing clinical demands.
Organisational Skills	Have good organisational skills and able to organise own work.
Team Work	Understand principles of multi-disciplinary team working.
Clinical Governance	Demonstrate ability to work as a member of a team and to liaise effectively with colleagues within the hospital. Understand and actively support the principles of Clinical Governance including audit and outcome measures. Demonstrate a good understanding of continuing professional development needs and revalidation.

Management Skills	Understand the importance of working with managers in the interest of good patient care.
Self-Awareness	<p>Have an understanding of own strengths and weaknesses and how these attributes affect professional functioning.</p> <p>Have an understanding of the stresses involved in being a specialty doctor and how to manage these appropriately.</p>
Working with Patients and Carers	Demonstrate a good understanding of how to work in partnership with patients and carers.
Commitment to NHS Values and DHUFT Vision	<p>Demonstrate an understanding of, and commitment to, NHS Values and DHUFT vision:</p> <ul style="list-style-type: none"> • Respect and Dignity • Making recovery a reality • Commitment to quality of care • Compassion and kindness • Improving lives • Working together for patients • Everyone counts • Being a learning organisation

