

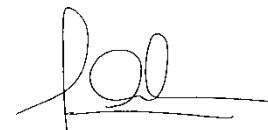
Job description and person specification

Post and specialty:	Consultant Psychiatrist in Forensic Psychiatry: Low Secure Inpatient Setting: Hazelwood Ward This is a replacement post.
RCPsych approval details:	
Base:	Memorial Hospital, Shooters Hill, London, SE18 3RG
Contract:	Number of programmed activities: 10
Salary:	YC72 + 3% on-call Supplement + £2,162 LW pro rata
Accountable professionally to:	Medical Director, Dr Abi Fadipe
Accountable operationally to:	Service Director & Head of Service, Mr Lawrence Mack
Key working relationships and lines of responsibility:	Line Manager: Dr Harneet Hundal Clinical Director (Forensic Directorate): Dr Harneet Hundal Responsible Officer: Dr Ify Okocha Medical Director: Dr Abi Fadipe Deputy Medical Directors: Dr Ahmed Soliman & Dr Farrid Jabbar Director of Medical Education: Dr Femi Balogun Trust SAS Lead: Dr Yogesh Ganeshalingam Operations Manager: Mr Ian Bicker Service Manager Inpatient Forensic services: Ms Fiona Starkey-Norman Chief Executive: Dr Ify Okocha Chair: Professor Andrew George Chief Operating Officer: Mr Iain Dimond Non-Executive Director: Mr Stephen Dilworth

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."



Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)

1. Trust and directorate relevant demographic details

As one of the first Mental Health Foundation Trusts, Oxleas has established a reputation for innovative service development and strong partnership working across criminal justice, social care and mental health services. The Trust now provides a range of healthcare services in South East London and Kent including:

1. Community mental health and learning disability services in the Boroughs of Bexley, Bromley and Greenwich.
2. Forensic Psychiatric Services for the Boroughs of Bexley, Bromley, Greenwich and Lewisham with some cross-London initiatives.
3. Community services for the London Boroughs of Bexley and Greenwich.

4. Mental health services to eight Kent prisons, Primary Care service to five prisons in West Kent and the Medway area, 2 prisons in central London (HMP Wandsworth and HMP Isis), and mental health liaison services at police stations and Bromley Magistrates Court, and at the Central Criminal Court. From October 2022, Oxleas NHS Foundation Trust has provided, either directly, or via subcontracting arrangements, the entire health care services for the 10 prisons in the Southwest region, Bristol Cluster, Devon Cluster and Dorset Cluster.

Oxleas employs around 3250 staff based at over 125 locations across Bexley, Greenwich, Bromley, Kent and SW England. The quality of our services has been endorsed by both Monitor and the Care Quality Commission. In addition, the King's Fund have confirmed that over the last few years Oxleas has had the highest level of staff engagement of any NHS trust in the country. The Trust is consistently rated amongst the top Mental Health Trusts nationally in the annual NHS staff satisfaction surveys.

Oxleas' delivery of mental health services is driven and informed by a commitment to promoting social inclusion, understanding and meeting the needs of users and carers, and investing in, and supporting, all staff.

Dr Ify Okocha, Chief Executive and Responsible Officer for the Trust, is the Trust lead for Quality.

Oxleas Directorate Structures

Services are organised in the following five directorates.

Directorate	Clinical Director	Service Director
Adult Community Physical Health Directorate	Dr Bom Lee	Sarah Burchell
Adult Community Mental Health Directorate	Dr Kemi Mateola	Lorraine Regan
Adult Acute and Crisis Mental Health Directorate	Dr Ajay Bhatnagar	Aisling Clifford
Children & Young People's Service	Dr Sabitha Sridhar	Lisa Thompson
Forensics & Offender Healthcare Service	Dr Harneet Hundal (Forensic Directorate) & Dr Peter Stevens (Offender Directorate)	Lawrence Mack

2. The Forensics & Offender Healthcare Directorate

THE BRACTON CENTRE

The Forensic and Prisons Directorate is based at The Bracton Centre, a well-established medium secure unit which opened in 1985. The Bracton has developed an integrated and holistic model of care for mentally disordered offenders, emphasising links with generic psychiatry teams, community care and prison healthcare. The forensic directorate is part of the South London Partnership Forensic Pathway.

The Bracton now provides 134 beds on two sites, with a strong ethos of multi-disciplinary working, and a well-deserved national profile. The service has academic and research links with the Institute of Psychiatry and Canterbury Christ Church.

Care Quality Commission visits have found the service to be compliant in all areas of their inspection. Their reports are available on the CQC website.

In-patient services:

Crofton Clinic and Burgess Clinics – a 19 male bedded and 17 male bedded for medium secure admission up to two years' duration.

Hazelwood and Greenwood wards at the Memorial Hospital site – provide 15/16 low secure beds respectively for male patients requiring admission for one to two years.

Danson Clinic - provides 17 continuing care beds for those requiring longer-term medium secure care.

Heath Clinic - provides 16 medium secure beds for men requiring assertive rehabilitation within a secure setting.

Joydens Clinic - is a low secure 13 bedded unit for women.

Birchwood Clinic – provides rehabilitation and pre-discharge beds for men.

Community services:

The **Forensic Community Services** is a multi-disciplinary community team, providing a recovery focused pathway, for forensic patients leaving secure services. The team provides bespoke support for patients to meet their individual needs, using two models of support, with a standard community team approach, and a support plus approach, which is funded by the South London Partnership. The team works closely with forensic secure inpatient services, community hostel providers and locality mental health teams, to ensure that there is a measured and supportive pathway, managing risk and promoting recovery and social inclusion. The team is committed to providing good out of hospital care, supportive and

progressive transitions and also provides a community physical health and clozapine monitoring clinic, to ensure the physical wellbeing of our patients is a priority. The clinical team also provides integrated clinical input to TILT Forensic Hostel (for men – 17 bedded) and Mariposa House (for women – 10 bedded) located in Greenwich. Many patients on the forensic pathway, are subject to forensic sections of the mental health act, that provides a legal framework to support recovery, and as such the team work closely with the ministry of justice.

Criminal Justice Liaison and Diversion Service – The Criminal Justice Liaison and Diversion Team works with people to identify mental health concerns, learning disability, substance misuse or other vulnerabilities when they first encounter the criminal justice system as suspects, defendants or offenders, with the aim of identifying, screening, assessing and referring / signposting to relevant services. It is an All Age and All Vulnerabilities service. L&D provide experienced mental health professionals in Bromley and Bexley police station; and at Bromley Magistrates’ court and Bexley Magistrates’ court (Mon, Thurs, Friday) and Woolwich Crown Court. The service aims to improve overall health outcomes and to support people in the reduction of re-offending. The service aims to identify any vulnerabilities in people earlier on, which reduces the likelihood that people will reach a crisis-point and helps to ensure the right support can be put in place from the start.

Multi Agency Public Protection Panels (MAPPP) - The Bracton Centre has representatives on all the MAPPPs within its catchment area and enjoys good working relationships in this area.

Forensic psychological therapies service

Oxleas’ Forensic Psychological Therapies department delivers services to eight secure inpatient wards, community outpatient and residential services across south London, and 14 prison mental health teams from Kent to Bristol. The department has more than 100 psychological therapists, all focused on delivering and promoting trauma-informed care and contexts. This involves training, reflective practice and case consultation with health colleagues and other agencies and direct clinical work with service users to assess and identify strengths and difficulties in the ways they think, feel and relate to others, and delivering interventions that empower them to lead healthier, safer lives. Psychological therapists occupy a range of senior governance and leadership responsibilities across the directorate including in quality assurance and improvement roles and as Responsible Clinicians. More detailed information is available at <http://forensicandprisons.oxleas.nhs.uk/services/psychological-therapies/>

PRISONS

London Prisons

Since September 2019 Oxleas NHS Foundation Trust is the lead provider for all health care services for HMP Wandsworth, in partnership with a number of subcontracted providers. Oxleas NHS FT provides healthcare services to HMP Isis in the Greenwich cluster.

Prison	Location	Category	Population	Healthcare
HMP Wandsworth	Wandsworth, London	B 'remand'	15000(male)	24/7 Inpatient and Inreach
HMP Isis	Greenwich, London	C	600 (male) Age 18-26	Standard Inreach

Kent Prisons

From 1st April 2022, Oxleas was awarded to provide integrated healthcare services across HMP Swaleside. This includes, integrated mental health services, primary care services including allied services, inpatient services and both clinical and psychosocial substance misuse services. Psychosocial services are subcontracted to Change Grow Live (CGL) and managed by Oxleas. Prior to April 2022, Oxleas provided integrated mental health services, whilst IC24 (Integrated Care 24) provided primary care and inpatient services. Forward Trust provided both clinical and psychosocial substance misuse services.

HMP Swaleside is a Category B training prison for adult men and is part of His Majesty's Prison and Probation Service's (HMPPS) long term and high security estate with an operating capacity of 1,090. As of 1st April 2022, Oxleas NHS Trust have been commissioned by NHS England to provide the Mental Health Service, Primary Physical Health, Inpatients Department and the Substance Misuse Service.

The Mental Health Service is currently officially called the 'Integrated Mental Health Service' (IMHS) and more commonly known as 'Inreach' or 'Mental Health'. Prior to 1st April 2022 primary care services were provided by Integrated Care 24, known as IC24.

The IMHS (Integrated Mental Health Service) team consists of Mental Health Nurses, one Psychiatrist, one Psychology Graduate practitioner, one dual diagnosis practitioner, one Occupational Therapist and a team leader. The Psychological therapies team is now part of the IMHS (Integrated Mental Health Service) adding to the team a counsellor, a psychotherapist and two assistant psychologists. The purpose of the IMHS (Integrated Mental Health Service) team is to identify and support individuals living with mental health problems through assessments, case management, crisis intervention, medication support, one-to-one and group psychological therapy, peer support and other rehabilitative services.

Our Kent Prisons healthcare services are underpinned using our 'health and wellbeing' model. It has evolved over the past 5 years, where it was originally implemented at the Greenwich cluster. HMP Belmarsh in 2017 which was a first for NHSE (London Region) and a model which other services built on, for us followed by HMP Isis 2018 and HMP Wandsworth 2019.

There are core principles, however, how these are achieved are bespoke to the local healthcare and prison team during the model implementation:

- Patient focused with health promotion at the heart of our care
- Designing services which meet the unique needs of the prison

- The right staff, right place, right time ensuring experienced professionals are on hand to lead and support patients when needed
- A no exclusions model that ensures everyone with mental health needs is managed within the step care model
- Being highly supportive of clinical and prison staff with training, support enabling the team to work smarter and as part of an effective multi-disciplinary team

For the patient, they will experience a different type of care tailored to their needs:

- Every patient receives a comprehensive person-centred assessment within 48 hours of arrival. This includes greater use of Cognitive Behavioural Therapy empowering the patient to self-care.
- For patients with complex needs, their care is coordinated by a named coordinator who ensures a care plan is developed in conjunction with the multi-disciplinary team.

Our healthcare departments operate across six prisons each of which require a bespoke service responding to the prisoner and prison needs:

Prison	Location	Category	Population	Healthcare
HMP Elmley	Isle of Sheppey	'B' Remand	1,200 (male)	24/7 Inc. Inpatient Unit
HMP Swaleside		'B' High Security	1,200 (male)	
HMP Standford Hill		'D' Open	500 (male)	Standard Inreach
HMP Rochester	Rochester	'C'	650 (male)	Standard Inreach
HMP Maidstone	Maidstone	'C'	600 (male)	Standard Inreach
HMP East Sutton Park		'D' Open	100 (female)	Standard Inreach

The six prisons are located across three estates, Isle of Sheppey, Rochester and Maidstone, with the Isle of Sheppey prisons being with a few minutes' walk from each other and East Sutton Park approximately 7 miles from Maidstone.

Southwest Prisons

From October 2022, Oxleas NHS Foundation Trust has provided, either directly, or via subcontracting arrangements, the entire health care services for the 10 prisons in the Southwest region, Bristol Cluster, Devon Cluster and Dorset Cluster.

- Bristol Cluster consists of HMP Bristol, HMP Ashfield, HMP Erlestoke and HMP Leyhill
- Dorset Cluster consists of HMP Guys Marsh, HMP Portland and HMP Verne
- Devon Cluster consists of HMP Exeter, HMP Channings Wood and HMP Dartmoor

Bristol Cluster

HMP Bristol is a category B local prison holding, at the time of the HMIP inspection in March 2017, 543 male prisoners. The prison is a mixture of Victorian and later 20th century buildings, situated in a residential area of the city. The Inspectors reported that prisoners at Bristol were transient and had multifarious needs. In their survey, more than half reported having problems with emotional well-being or their mental health. Although 70% of the population were aged under 40, 62% of them were on some form of medication. Over 30% entered the prison with a drug problem, and 20% with an alcohol problem.

HMP Erlestoke is a category C training prison in Wiltshire. It held just over 500 adult male prisoners at the time of its last HMIP/CQC inspection in July 2017. The Inspectors noted the vast majority of those held were serving lengthy sentences, often for serious offences, and nearly half were serving indeterminate or life sentences. Despite this, the prison did release about 10 prisoners a month, although the fact that it was not a designated resettlement prison limited the resources that could be allocated to support this aspect of the prison's work.

HMP Ashfield is a small category C training prison near Bristol operated by the private contractor Serco. Originally a facility for young people, Ashfield's role changed in 2013 and, at the time of its last HMIP inspection in April 2019, the prison held approximately 400 adult male prisoners all convicted of sex offences. Most prisoners were serving long sentences with over half doing in excess of ten years or an indeterminate sentence. A mature and settled population, about two-thirds of prisoners were also over the age of 40.

HMP Leyhill is a long-established open prison in Gloucestershire that, at the time of its last HMIP inspection in March 2021, held some 500 men. A major element of the prison's role is the preparation of many of the men being held there for release back into the community. Given the serious nature of the offences committed by some of the men, the long sentences they have served and the changing nature of the prison population, this is a complex and challenging task.

Dorset Cluster

HMP/YOI Portland is a category C training and resettlement prison located on the Isle of Portland. The population consists of young men with a total capacity of 500. HMP Portland received CQC inspection in 2022. As a category C prison, the Mental Health pressures are around identification and treatment of conditions such as ADHD and ASD. The prison does not have IPU (in-patient unit).

HMP Guys Marsh is a category C men's prison located near Shaftesbury in Dorset with an approximate capacity of 550 across 8 residential units. There is a planned increased in capacity to 700. There is significant need around substance misuse conditions and Mental Health team case manages approximately 25-35 cases. The mental health team receives around 40-60 new referrals a month and there is no IPU on site.

HMP Verne is a National Resource training prison for men convicted of sexual offences (MCOSO). The existing capacity is around 600 with a plan to develop further 40 extra beds with more independent living accommodation in porta cabin style. The prison is located on the Isle of Portland, geographically adjacent to HMP Portland. The population have a higher proportion of physical health long term conditions and Personality disorder diagnosis and primary care mental health needs.

Devon Cluster

HMP Exeter is a category B local and resettlement men's prison. The current capacity is approximately around 500 with a high turnover each month. The prison receives 1-10 receptions per day and there are around 50 new referrals each week for the Mental Health In-Reach team. The prison was inspected by HMIP/CQC in November 2022.

HMP Channings Wood is a category C training and resettlement men's prison located in Denbury woods in Devon. The population consist of 40% VP (vulnerable prisoners) and 60% main prisoner group. VP populations are housed in separate wings across the estate. The full capacity is around 720 with a planned expansion increasing capacity to 1300. The prison was inspected by HMIP/CQC in July 2022.

HMP Dartmoor is category C training and resettlement prison for men. It is located in Princetown in Dartmoor. The current capacity consists of around 640 single cells accommodation. The population consists of older age group with higher proportion of social care needs and long-term physical health conditions. Currently there are approximately 25-30 patients on CPA case management and the mental health team receives around 10 referrals per week.

MEDICAL STAFF IN THE FORENSICS & OFFENDER HEALTHCARE DIRECTORATE

Dr Bianca Igna, Consultant 1.0 WTE	Joydens Ward (Women's Services) Bracton Centre
Consultant 1.0 WTE	Consultant for Heath Ward (Men's Services), Bracton Centre
Dr Jon Fitzgerald, Consultant 1.0 WTE	Crofton Ward (Men's Services), Bracton Centre
Dr Stania Kamara, Consultant 1.0 WTE	Danson Unit (Rehabilitation), Bracton Centre.
Dr Kiki O'Neill-Byrne, Consultant 0.6 WTE	Birchwood Unit (Pre-discharge), Bracton Centre.
Dr Al Aditya Khan, Consultant 1.0 WTE	Burgess Ward (Men's Services), Bracton Centre Associate Clinical Director for Kent Prisons
Dr Harneet Hundal, Consultant 1.0 WTE	Community Forensics Service, Bracton Centre Clinical Director for Forensics Directorate and medical lead for the Offender Directorate

Dr Faisal Mudathakundan, Appointed Consultant 1.0 WTE	Community Forensics Service, Bracton Centre & HMP Isis
Dr Rory Sheehan Consultant 0.2 WTE	Forensic Intellectual and Neurodevelopmental Disabilities (FIND) Community Team
Dr Oluwatseun Adebambo, Consultant 1.0 WTE	Greenwood Ward (Memorial Hospital, Shooters Hill)
THIS POST Consultant 1.0 WTE	Hazelwood Ward (Memorial Hospital)
Dr Olakunle Sobowale, Specialty Doctor 1.0 WTE	Hazelwood Ward (Memorial Hospital)
Consultant 1.0 WTE	HMP Elmley
Dr Simon Gracious, Senior Specialist Doctor/ Acting Consultant 1.0 WTE	HMP Swaleside and HMP East Sutton Park
Dr Alexander Adams Appointed Consultant 0.8 WTE	HMP Rochester (0.5) and HMP Maidstone (0.3)
Dr Alex Bunn, General Practitioner 1.0 WTE	Associate Clinical Director HMP Wandsworth
Dr Hannah Williams, Consultant 1.0 WTE	HMP Wandsworth In-Reach Service
Dr Mark Bolstridge, Consultant 1.0 WTE	HMP Wandsworth IPU Service
Pamela Walters, Consultant Substance Misuse Lead 0.1 WTE	HMP Wandsworth
Virna Teixeira Specialty Doctor 0.6 WTE	HMP Wandsworth
Dr Eva Stigaard-Laird Consultant 0.8 WTE	HMP Ashfield, HMP Bristol, HMP Erlestoke, HMP Leyhill
Dr Adnan Qureshi, Senior Specialist Doctor 1.0 WTE	HMP Ashfield, HMP Bristol, HMP Erlestoke, HMP Leyhill.
Dr Mary Linton, Consultant 0.65 WTE	HMP Dartmore HMP Channings Wood
Senior Specialist Doctor 0.8 WTE	HMP Exeter
Consultant 1.0 WTE	HMP Portland (0.33) HMP Guys Marsh (0.33) HMP The Verne (0.34)

HEE Trainee Posts

- Three ST1-3 posts at the Bracton Centre within the SLaM/ Oxleas core psychiatry training scheme
- Five ST4-6 posts in forensic psychiatry, currently placed in Joydens; Crofton; Greenwood; Forensic Community Service & HMP Isis; and HMP Wandsworth
- Three ST4-6 posts in general psychiatry, currently placed in Heath, Danson and Burgess
- One FY2 post in community forensic psychiatry.

(The ST4-6 posts are within the SE Thames higher training schemes.)

The Training Programme Director in Forensic Psychiatry ST4-6 is Dr Jon Fitzgerald.

Management

The forensic mental health services, together with the challenging behaviour and prison services, form the Forensic & Offender Healthcare Directorate within Oxleas NHS Foundation Trust. Mr Lawrence Mack is the Service Director and Dr Harneet Hundal, Consultant Psychiatrist is the Clinical Director for the Forensic Directorate and Medical Lead for the Offender Healthcare Directorate. Dr Peter Stevens is the Clinical Director for the Offender Healthcare Directorate. Fananidzai Hove is the Head of Nursing. Dr Theresa Connelly is the Head of Psychology. Ms Felicia Ajayi is the Head Occupational Therapist. Michelle Storer is the Associate Director and lead for Business team. Ms Fiona Starkey-Norman is the Service Manager for in-patients and Community services.

The prison Service Managers/ Heads of Healthcare are – Ms Sunita Arjune (Kent prisons), Ms Briony Wilson (HMP Wandsworth and HMP Isis), Ms Cate Jameson (Dorset Regional Manager), Ms Danielle Blackmore (HMP Guys Marsh), Ms Yvonne Webb (HMP The Verne) and Mr Suraj Persand (HMP Portland). The Directorate Prison Quality Board, focussing on patient experience, patient safety and clinical effectiveness, is held at the Bracton every two months, alternating with local quality meetings in the prisons.

3. Local Working Arrangements

Hazelwood Ward, 10 PAs

Hazelwood ward is a 15 bedded low secure unit for males aged 18 to 65. Patients are referred to the service from General Adult Services, custodial settings, medium security, as well as via Court Diversion. The unit also accepts patients who need to be recalled to hospital within the low secure setting and admits men with complex presentations relating to mental illness, personality disorder, substance misuse, and offending behaviour. Hazelwood Ward sits within the A2 (Acute admissions and treatment) pathway of the SLP (South London Partnership) and includes an area for Intensive Care or de-escalation.

The Consultant will be responsible for undertaking admissions assessments for Hazelwood Clinic and providing necessary Psychiatric reports to courts and mental health review tribunals.

The Bracton and Memorial Consultants are included in the local Consultancy Rota and are expected to provide reports for local risk assessments and consultancy.

The service follows the recovery model of care. The units aim to provide a safe place, support and care so people can recover and move back to the community as soon as possible.

Hazelwood Ward Staffing Structure

- 1 WTE Consultant psychiatrist – **This Post**
- 1 WTE Specialty doctor
- 1 WTE ward manager
- 0.5 WTE medical secretary
- 11 WTE psychiatric nurses – including 3 band 6 RMNs
- 1 WTE social worker
- 1 WTE Occupational therapist, Band 6
- 1 WTE Clinical Psychologist
- 1 WTE support time and recovery worker
- 12 WTE support workers

The team expects to receive on average 3 new referrals per month with an average 18 months length of stay.

Job Summary

This is a replacement full-time post.

The post holder will be supported by colleagues already in post as identified above.

The job plan will be 7.5 PAs DCC and 2.5 SPAs, with job planning details agreed following discussions with Clinical Director and Medical Lead, Dr Harneet Hundal.

The Consultant will provide highly specialised clinical care, function independently and within a clinical team, providing expert advice to ensure the needs of the patient are met by leading, challenging and changing practice within the clinical setting.

Maintain approval to act in the role of Responsible Clinician, as defined in the Mental Health Act 1983 revision 2007, and hold accountability for the delivery of care and clinical decisions made.

Provide safe and effective RC cover as defined by the role and service needs.

Undertake independent comprehensive assessment and management of patients to incorporate psychiatric, physiological, psychological and pharmacological considerations, making multifaceted complex clinical decisions regarding patient management and clinical outcomes, including, discharging patients from the service when treatment is complete/optimum outcome is achieved.

The postholder will have opportunities supporting with the development of a Non-Medical Approved Clinician programme for the Trust, if indicated.

The post holder will lead quality improvement activities, service evaluation and research projects and be responsible for disseminating evidence into clinical practice.

Nominal Annual leave and On-Call Cover (in case of emergencies) will be provided by a consultant colleague from the Forensics and Prisons Directorate. In situations where this is not possible, it should be escalated to the Clinical Director who will assist in arranging cover.

The post holder would be provided with training in RiO, the electronic care records system which is used by the Trust.

The post holder will most commonly liaise with services provided by Oxleas NHS Foundation Trust. Specifically, Internal Stakeholders, such as (but not limited to); Heads of Nursing and Quality, Director, Heads of Service Delivery, Clinical Directors, Associate Clinical Directors, Executive Directors, Operational Managers, corporate functions.

External Stakeholders: South London Partnership colleagues, Commissioning Groups, Local Authorities, Health Education, Professional bodies, Union / staff partnership organisations, the regulatory council for the profession, HEI's.

4. Continuing professional development (CPD)

Peer Review/Reflective Practice Meetings: These meetings are held once a month, and it is an opportunity for consultant to bring to the body of senior psychiatrists, challenging or complex cases for discussion. There is also a monthly prison psychiatrist supervision session, chaired by Dr Harneet Hundal, that provides opportunities to present concerns or general discussions with other colleagues working in prison establishments across the directorate.

Medical Advisory Committee (MAC): The post holder will be a member of the Trust-wide MAC that meets quarterly. The committee plays an important role in providing professional advice to the Trust management, on operational and strategic matters. It is also a forum to discuss major developments in the Trust and there is usually a two-hour professional development item on the agenda.

The post holder will be expected to participate in continuing professional development as required to remain in good standing with the Royal College of Psychiatrists.

Study leave arrangements are 30 days over 3 years pro rata.

In 2024, the Trust study leave budget allowance for non-training grade doctors is £400 per financial year. Should their request for funding exceed this amount, it will require additional approval from the Medical Director, as well as the Clinical Director; in most instances if the study leave is in line with PDP, would be supported.

The trust offers in house clinical and educational supervision training and leadership training opportunities.

5. Clinical leadership and medical management

The post holder is ultimately responsible to the Chief Executive of the Trust, Dr Ify Okocha. The appraisal and job planning as well as approval of leave and support for the post holder will be the responsibility of the Clinical Director, Dr Harneet Hundal.

6. Appraisal and job planning

The Trust has a responsibility to ensure that the medical workforce is up to date with continuous professional development, fit to practice and compliant with relevant professional standards that will improve the quality of patient care. Medical revalidation is a statutory requirement for all licensed doctors.

The post holder must have an appraisal and a job plan review meeting yearly and fulfil the requirements for revalidation.

The Clinical Director, Lead Doctor or Trust designated appraiser(s) will be responsible for conducting the appraisal of doctors in each directorate. Doctors who have clinical or educational supervision responsibility will have a separate educational supervisor appraisal with the Director of Medical education or a designated educational appraiser.

The Responsible Officer (RO), Dr Ify Okocha is accountable to both the General Medical Council and the Trust for ensuring that the systems for appraisal, clinical governance and for gathering and retaining other local relevant supporting information are in place and are effective.

The Induction Programme for each Consultant will be individually tailored to each post.

7. Teaching and training

The post holder will be expected to provide Clinical Supervision for the doctors within the team.

It is desirable that the post holder teach at some of the local weekly teaching programmes for postgraduate clinical trainees. There are also opportunities to develop teaching modules for medical students from Kings College and participate in the Trust wide teaching programme for Core Trainees.

The post holder will have access to opportunities for participating in undergraduate and postgraduate clinical teaching, and other disciplines.

The post holder will be expected to participate in continuing medical education as required to remain in good standing with the Royal College of Psychiatrists.

The post holder will have access to opportunities in becoming an Educational Supervisor.

8. Research

Oxleas NHS Foundation Trust, as part of consultants' professional development, encourages research and other academic work, including teaching. The trust has appointed a new Research Director, Prof Dr Andrew Forrester. The Trust also has links with the Institute of Psychiatry and those eligible will be encouraged to apply for honorary lecturer/senior lecturer status. Such an appointment will be subject to review by the head of department at the Institute of Psychiatry in discussion with the post holder's clinical director and trust research director.

One programmed activity will be available for such work, which will be subject to review at annual job planning and appraisal.

Should the candidate have academic or research interests then he/she will be encouraged to have Special Interest Sessions within the Directorate for Service Development and Quality Improvement Projects.

9. Mental Health Act and Responsible Clinician status

The post holder is expected to be an Approved Clinician and is required to maintain Section 12(2) MHA status.

10. Secretarial and other support and office facilities

The successful applicant will be based at Memorial Hospital, Shooters Hill, and will have access to team admin support.

Office Space – A Consultant Office is available at base.

The Trust has developed an Agile Working Policy to promote remote working. However, this may be applicable during SPA sessions and ideally not DCC sessions, without prior discussion with line manager and Clinical Director, Dr Harneet Hundal.

IT Support - The Consultant will have access to a computer linked to the internet and Trust intranet, a mobile and an iPad or laptop.

11. Clinical duties of post holder, 10 PAs

The post holder will be eligible for inclusion in the Specialist Register in Forensic Psychiatry or General Adult Psychiatry.

The post holder will provide Consultant leadership for the inpatient service with 7.5 PAs DCC.

In addition, the post holder would be expected to contribute to an aspect of quality assurance. 2.5 SPAs will be allocated in the job plan for undertaking activities that support the professional role such as teaching, training, clinical management, clinical governance, service development, research, and other relevant activities.

Nominal Annual leave and On-Call Cover (in case of emergencies) will be provided by a consultant colleague from within the Forensics and Offender Directorate. In situations where this is not possible, it should be escalated to the Clinical Director who will assist in arranging cover.

Interested applicants will be able to visit the site and speak to the team and the current consultant in post.

Clinical Work – Forensic Inpatient Service

- Providing psychiatric leadership within a multi-disciplinary team to provide a highly developed specialist assessment, including risk assessments, formulation and formulating evidence based and trauma informed therapeutic patient tailored interventions and risk managements.
- Exercise the role of Responsible Clinician, adhering to the MHA and MHA code of practice including preparing for and attending mental health act review tribunals.
- Taking a lead in clinical governance in the team, contributing to directorate wide issues and engaging in various medical advisory committees and other committees as may be necessary. To initiate and implement service developments and projects within designated areas of Trust services.
- Ensure treatment of patients in accordance with acceptable and established standards, protocols and guidelines (including NICE, Royal College of Psychiatrists and the General Medical Council
- Ensuring the involvement of families and carers, wherever possible, with the patients' consent in treatment planning and care.
- To liaise with other agencies as may be appropriate, especially with regard to continuity of patient care. Working in collaboration with other agencies as may be appropriate and receiving mental health teams when considering and preparing patients for discharge, including developing individualised accountable discharge plans.
- To comply with the Trusts agreed policies and procedures and always to practice in line with the Royal College of Psychiatrists "Good Psychiatric Practice" and the General Medical Councils "Good Medical Practice". Interpret, implement, and exercise professional judgment, with regards to national and local policy in relation to relevant clinical areas.

- Practice in a way that supports recovery by helping the service users to achieve the best quality of life possible whilst living with ongoing symptoms. To help people by encouraging them to think about their strengths and abilities and the changes they can make in their lives to take control, reach their goals and achieve improved mental wellbeing.
- Use professional judgment and personal resilience to deal with a wide variety of situations relating to aspects of patient care, some of which will be challenging, difficult and potentially stressful. Capture the learning from these experiences to improve patient care and service delivery. Identify, minimise and report risks of danger harm or abuse.
- Responsible for documenting plans of care and for ensuring that plans remain current and ensuring high standards of record keeping.
- Practice autonomously, demonstrating a self-directed approach to the delivery of high quality, safe and effective care within the context of a multi-disciplinary team.

12. Clinical governance and Quality Assurance; and Quality Improvement.

- Expected contribution to clinical governance and responsibility for setting and monitoring standards.
- The trust has a uniform clinical governance structure which is a tripod system of clinical effectiveness, patient safety and patient experience that is overseen by the directorate level quality board. The trust clinical governance structure was reviewed independently by Deloitte and was commended as one the best in the country that they have reviewed. The post holder may request a copy of the Governance Structures should they wish to review the Clinical Governance Arrangements.
- The post holder will be supported to undertake QI projects and Clinical Audits at own initiative; and participating in service / team evaluation and the planning of future service development. Clinical audits are overseen by the directorate Clinical Effectiveness Group. All relevant audits can be presented at the Good Practice Meeting.
- The post holder will be supported by the Audit and Research Team. Currently the directorate has a number of audit initiatives that are driven nationally, on a trust level and directorate level.

13. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

14. Other duties

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

15. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment, there will be a meeting at no later than three months with the Clinical Director to review and revise the job plan and objectives of the post holder.

The overall split of the programmed activities is 7 Pas devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation).

A formal job plan will be agreed between the post holder and Clinical Director three months after commencing the post and at least annually thereafter.

16. On-call and cover arrangements

Substantively appointed consultants in the Forensic & Offender Directorate take part in the Oxleas forensic rota. This only covers current forensic inpatients, community forensic service caseload, Tilt and Mariposa. The rota is a week at a time, and about 12 colleagues take part. This attracts an availability supplement of 3%.

For annual leave and study leave, nominal cover is provided by the 15 Forensic Consultants within the forensic directorate. Consultants are encouraged to request cover from consultants within the sub-directorate.

For emergency cover, Clinical Director will ensure sufficient clinical input is provided to manage any clinical emergencies that could arise within the service.

17. Wellbeing

Employees play a vital role in Oxleas' progress towards our vision of improving lives. Our employees have a direct impact on the clinical outcomes and the experience of our patients. We are clear that when our staff feel well supported and satisfied with their work, the experience of our patients improves. Oxleas' Employee Health Promotion, Prevention and Wellbeing Strategy acknowledges that the work and the health and wellbeing of our employees are interlinked with the Trust's commitment to promoting an organizational

culture where wellbeing is embraced by all our employees. Through the strategy and the supporting action plan, we provide a framework for Oxleas to take a proactive and engaging approach to enhancing the health and wellbeing of our staff. This is achieved through wellbeing initiatives, employee support mechanisms and joint working with staff and their representatives, and local partners to identify and address areas for improvement. By annually undertaking a staff health and wellbeing questionnaire as part of our staff survey, we will work with employees to ensure our organisation identifies and minimises those issues which may impact negatively on staff health. We already have a number of effective policies and procedures in place to support employee health and wellbeing at Oxleas. We will continue our regular review of these to ensure that they support this strategy.

We run a number of Health and Wellbeing events across the trust and local programmes (which incorporates physical and emotional wellbeing) that underpins many of the initiatives.

Oxleas recognizes that its employees are from a range of backgrounds with different cultures, beliefs, abilities and sexual orientations. We will ensure that any initiatives suggested or implemented take into account these differences so that we do not knowingly preclude any particular group from participating. We provide policies, guidance and support to managers and staff so they have the necessary skills, knowledge and ability to support employees to improve their health and wellbeing.

We also ensure that through a variety of means we provide information and support to our employees to increase their awareness of the importance of ensuring their own health and wellbeing. Information on all Wellbeing support is accessible on the Trust's intranet system.

The post holder will have access to the Occupational Health (OH) Department, Queen Mary's Hospital, Acorns Unit, Frognal Avenue, Sidcup, Kent DA14 6LT, 020 3960 5563 oxl-tr.qm-occupationalhealth@nhs.net. The OH team has access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager. The post holder will have access to the 24 hour Care First service, which provides free counselling, including face-to-face, and well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Care First will be disseminated at the Induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

Proactive local organizational systems are in place to support doctors' wellbeing following serious incidents whereby a dedicated senior clinician and management will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction. Additionally, a same day referral process to OH is available for employees experiencing a personal serious incident if required.

The post holder will benefit from timely job planning reviews when there are changes in regard to the pre-agreed workload e.g. If there are changes to the pre-agreed workload (e.g.

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

The trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include a Leadership Programme for new Consultants, flexible working, flexible retirement, lease vehicle scheme, cycle scheme, eye test scheme, menopause support, gym discounts, wellbeing events, mindfulness events, and the use of free bike sheds and on site showers at some locations. The post holder will form part of a consultant peer group who meet regularly.

18. Contract agreement

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

19. Annual Leave

The post-holder is entitled to a minimum of 32 days of annual leave per year pro rata as per the medical and dental T&Cs and 30 days study leave pro rata over three years.

20. Provisional Timetable

PROVISIONAL Timetable (to be reviewed and agreed with the Clinical Director)

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Hazelwood	Clinical (Ward rounds+CPA)	DCC	1
	PM	Hazelwood	Clinical (Ward rounds+CPA)	DCC	1
Tuesday	AM	Hazelwood	Assessments and Reviews	DCC	1
	PM	Hazelwood	Assessments and Reviews	DCC	1
Wednesday	AM	Various	Tribunals and Hearings	DCC	1
	PM	Various	Report preparation and Admin	DCC	1
Thursday	AM	Various	Report preparation and Admin	DCC	1
	PM	Various	Admin	DCC	0.5
		Bracton Centre	Good Practice Meeting/ Bracton Teaching	SPA	0.5

Friday	AM	Hazelwood	Supervision of Specialty Doctor/ CPD	SPA	1
	PM	Various	Audit/ QA Project	SPA	1
Total Pas	Direct clinical care				7.5
	Supporting professional activities				2.5

21. Approval of this job description by the Royal College of Psychiatrists

This job description is pending approval by the Royal College of Psychiatrists.

Appendix 1: Person specification/selection criteria for consultant

Abbreviations for when assessed:

application form

P: Presentation to formal panel

F: Formal Appointments Committee Interview

S: Screening prior to short-listing

A: Short-listing from

R: References

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

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	A F R	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	A F
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	A F R		
	Excellent oral and written communication skills in English	A F R		
	Able to manage clinical complexity and uncertainty	F		
	Makes decisions based on evidence and experience including the contribution of others	F		
	Able to meet duties under MHA and MCA	F		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	A P F	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	A F
	Participated in continuous professional development	A F	Reflected on purpose of CPD undertaken	A F
	Participated in research or service evaluation.	A F	Experienced in clinical research and / or service evaluation.	A F
	Able to use and appraise clinical evidence.	A P F	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	A

	Has actively participated in clinical audit.	A F	Has led clinical audits leading to service change.	A F
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