



West London  
NHS Trust



# Recruitment pack for consultants



Promoting hope & wellbeing **together**

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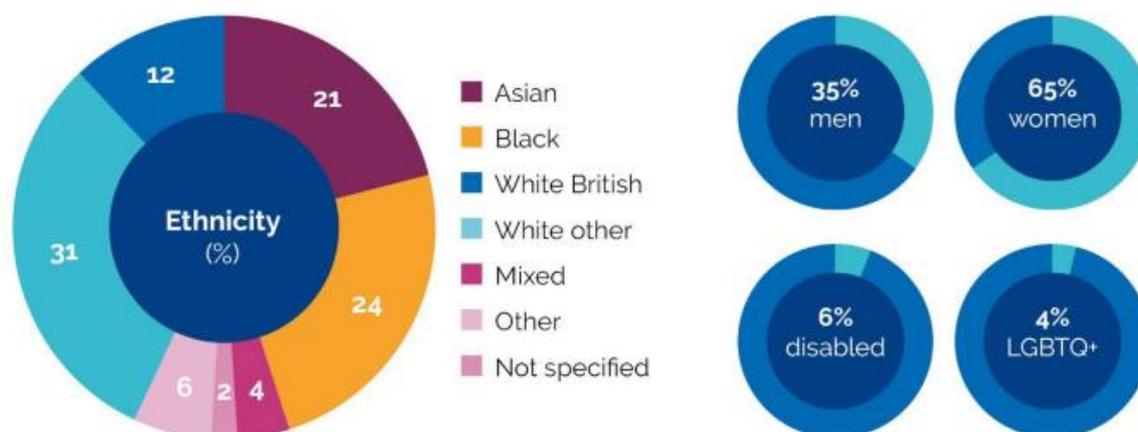
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## Welcome

### Dear Candidate,

Thank you for your interest in the Consultant Liaison Psychiatrist for Hounslow Liaison Psychiatry Service. This pack provides you with all the information you need to apply for this vacancy.

West London NHS Trust is on a significant journey of transformation in the type and quality of services provided, which includes greater co-production with service users and carers, and addressing health inequalities. Our liaison psychiatry services are a core component of our integration strategy as we strive to improve care for people with complex health needs. Our liaison psychiatry consultants provide leadership at the crucial interface with acute trust partners, especially in building and maintaining key relationships as we embark on the next stage of NHS evolution within the North West London Integrated Care System.

The Trust has grown significantly in the last few years with investment in mental health services and this growth is set to continue. In 2019, the Trust expanded its portfolio to include community services in neighbouring Ealing and beyond, through our-integrated care services.

We are incredibly proud that more staff than ever would recommend us a place to work and we have seen a 28% increase in staff engagement in the national staff survey over the last 5 years.

We are looking for a candidate with the drive, enthusiasm and vision to lead our transformation of mental health and community health services.

Thank you for your interest in this role and I wish you every success with your application.

Yours sincerely

**Dr. Vincent Law**  
**Clinical Director**

## About West London NHS Trust

West London NHS Trust (WLT) delivers a wide range of health services commissioned locally and nationally. We provide mental and physical healthcare in the London boroughs of Ealing, Hammersmith and Fulham (H&F), and Hounslow. Our high secure services care for patients from across the South of England and we provide low and medium secure services covering eight London boroughs. The Trust runs Broadmoor Hospital, one of three high secure hospitals in the country, with an international reputation. Our turnover for 2021-22 is approximately £350m.

The Trust is an established partner in the North West London Integrated Care System (NWL ICS). The Chief Executive leads for mental health, equalities and engagement across the sector.

In recent years, there has been a step change in staff engagement, culture, performance and ambition of the organisation. The Trust is rated as 'Good' by the Care Quality Commission (CQC) and the rating for our Forensic services has improved from 'Requires improvement' to 'Outstanding'. Rigorous financial management has been central to our ability to deliver service improvements. The Trust has delivered consistent surpluses since 2009, totalling more than £77m.

Collaboration has been key to our success in recent years. The launch of Ealing Community Partners (ECP) exemplifies our ambition. ECP is led by WLT and brings together 14 organisations from health, local authority and voluntary sectors, to deliver health and care services to local residents.

The Trust has established a Workforce Race Equality Standard (MWRES) action plan focusing on 1) leadership & culture 2) recruitment & retention 3) differential attainment in training 4) disparity in GMC 5) work-stream driving equity for International Medical Graduates 6) devising & using data sets for Trust and service accountability. We are proud to be one of the most diverse healthcare providers in the UK. The Trust employs over 3800 staff, of whom 51% are from a black and Asian minority ethnic background.

In response to the pandemic, and in partnership with Central and North West London NHS Foundation Trust (CNWL), the Trust set up a new psychological support service for NHS staff, residential homes, care facilities and the London Ambulance Service.

Our staff have rated us highly. In the 2020 NHS staff survey, the Trust received the top score nationally in two categories: immediate managers and quality of care. The Trust was highly commended in the mental health trust category of the year Health Service Journal Awards in 2020. It received an award for workforce innovation to improve staff recognition in the same year. The 2022 survey was completed by 61% of our workforce, achieving our highest response rate and one of the highest response rates in London. The overall response rate and average scores put us ahead of other Trusts in North West London. We are average/above average in the following areas of:

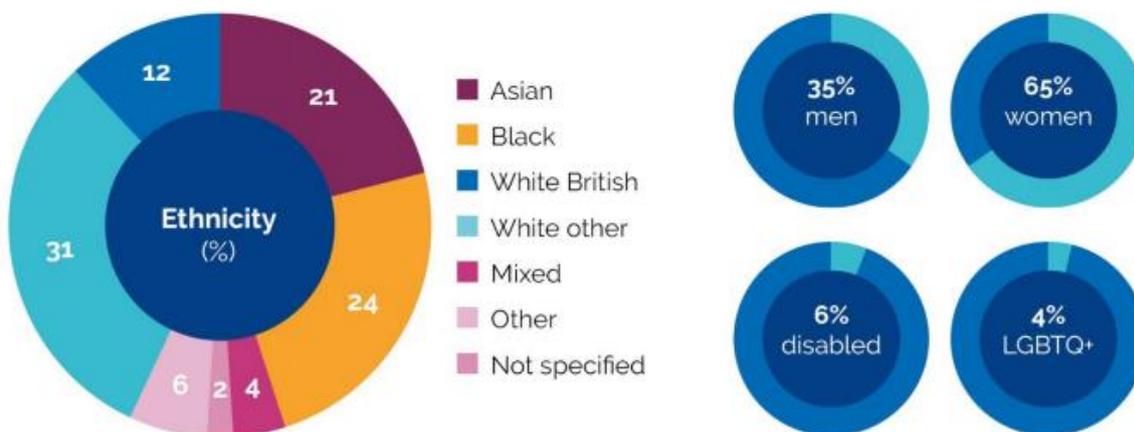
- Safe and healthy

- Always learning
- Working as a team
- Staff engagement and morale

See [www.westlondon.nhs.uk](http://www.westlondon.nhs.uk) for more information.

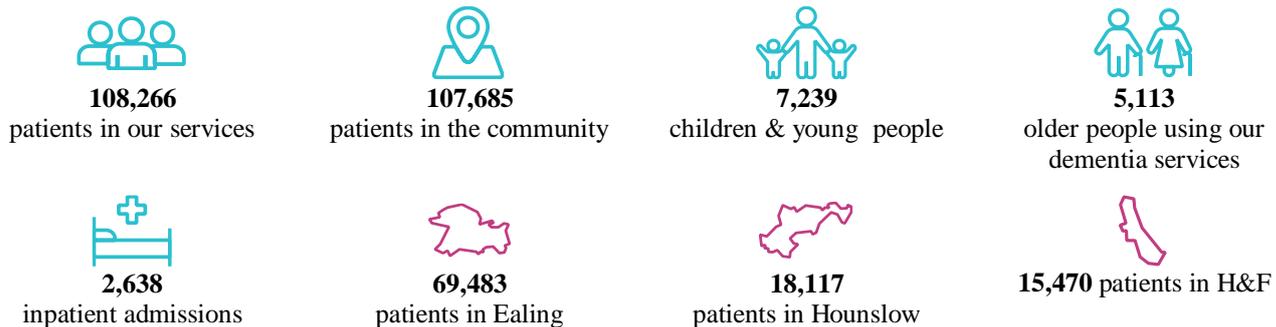
## At a glance:

Staff figures for 2021/22: 4175 staff



[Click here to see how we promote inclusion](#)

Patient figures for 2021/22



## How we are organised

The Trust's clinical service lines are as follows:

Service line	Clinical director
Acute mental health services	Sonya Clinch
Community & recovery mental health services	Dr Julia Renton
Older people's mental health service	Dr Suhana Ahmed
CAMHS & developmental services	Dr Johan Redelinghuys
Psychological medicine services	Dr Vincent Law
Integrated care services	Dr Claire Dillon
West London forensic services	Dr Catherine Penny

## Trust Board members

The board is responsible for our services, performance and how we deliver care.

Executive directors	Non-executive directors
<b>Paul Stefanoski</b> , Acting Chief Executive	<b>Tom Kibasi</b> , Trust Chair
<b>Stephanie Bridger</b> , Chief Nurse	<b>Jaspal Dhillon</b>
<b>Nina Singh</b> , Chief People Officer	<b>Prof Paul Aylin</b>
<b>Dr Derek Tracy</b> , Chief Medical Officer	<b>Hassaan Majid</b> ,
<b>Dr Christopher Hilton</b> , Chief Operating Officer (Local & Specialist services)	<b>Mohini Parmar</b>
<b>Leeanne McGee</b> , Chief Operating Officer (High Secure & Forensic Services)	<b>Chiev Yin Jones</b>
<b>Manpareet Hothi Dhaliwal</b> , Acting Chief Finance Officer	

## Our Trust values

**Togetherness:** Ensure teamwork, mutual respect and trust are at the heart of everything we do. Our service users and their carers are an integral part of the team.

**Responsibility:** Ensure that when we say we are going to do something, we do it.

**Excellence:** Ensure we strive for excellence in everything we do.

**Caring:** Ensure caring means more than showing compassion to our service users and each other. It is also about having a can-do attitude and stepping up to be the best we can. Because we care, we give praise when it's due.

## About the service

### Hounslow Borough

Hounslow is located in the west of London and has a population of 288,200 (Census 2021), an increase of 14% over 10 years. The population aged over 65 has grown by 25%, 11% for 15-64 year and 15% for children under 15. Its main geographical divisions are Chiswick, Brentford, Isleworth, Hounslow and Feltham. Hounslow is a diverse borough with black and ethnic minority communities making up 44% of the population (outer London average 25%, England average 10%). According to the Jarman Index, Hounslow has higher levels of need than the average for England and is ranked in the most deprived fifty local authorities in England. Hounslow ranks 6<sup>th</sup> out of 8 boroughs in NW London, 19<sup>th</sup> out of 33 London boroughs and 41<sup>st</sup> out of 354 boroughs in England.

### West Middlesex University Hospital

The hospital is run by Chelsea and Westminster NHS Foundation Trust, one of the country's leading providers of acute and specialist health services. West Middlesex is a busy district general hospital with more than 400 beds, providing a range of medical and surgical specialties. It is currently rated as Good by the CQC. Its Emergency Department (ED) is one of the busiest in the region and is the main point of access to care for many people in acute crisis. The department sees over 100,000 people a year, third of this number being children. The most frequent presenting problems requiring psychiatric assessment are deliberate self-harm and acute psychotic episodes.

The hospital has a newly-commissioned drug and alcohol service, innovatively funded by multiple providers across the ICS.

### West London NHS Trust Liaison Psychiatry Services

The Trust provides 24/7 liaison psychiatry services (LPS):

- Hounslow LPS (HLPS), serving WMUH
- H&FLPS, serving Charing Cross and Hammersmith Hospitals
- Ealing LPS, serving Ealing Hospital
- Bariatric service, St. Mary's Hospital

Each LPS team is led by consultant psychiatrists and a full-time team manager, who work closely with each other to form a borough-level Senior Management Team (SMT). The borough SMTs combine to the tri-borough service-wide SMT, which meets monthly and has oversight of the clinical governance of WLT LPS.

All three LPS teams achieved PLAN accreditation in 2023.

Two of consultants, Drs Amrit Sachar and Michael Yousif, are elected members of executive committee of the Royal College of Psychiatrists Faculty of Liaison Psychiatry.

### Hounslow Liaison Psychiatry Service

HLPS operates the Core-24 liaison psychiatry model, in line with NHS England commissioning guidelines. The service provides rapid and effective input to patients in all inpatient wards and ED (the borough perinatal psychiatry team deals with all perinatal cases during working hours; HLPS provides occasional emergency response, usually out of hours). Key performance indicators, monitored by the NWL ICS, centre on response times, in line with NHS England commissioning guidance: 1hr for ED referrals, and 4hr for urgent and 24hr for routine inpatient referrals.

The team receives between 220-270 referrals a month, of which around 200-210 come from ED. HLPS sees patients over the age of 16 regardless of their borough of residence or GP location. HLPS operates 24 hours every day. Out-of-hours medical cover is provided by the on-call medical rota. We

operate a ‘fit for interview’ and parallel assessment policies in order to promote the ethos of medical-psychiatric integration and facilitate timely clinical care.

HLPS has good relationships with hospital clinicians and leaders and works closely with services in the acute and mental health trusts’ urgent and emergency care pathways.

This post offers exciting opportunities for a liaison psychiatrist to lead on further integration with hospital teams. For example, one of the operational priorities for the service is to integrate closely with the hospital’s drug and alcohol service. A new high intensity user service with ED colleagues is also a key priority for the service. The post-holder will be encouraged and supported to provide regional leadership for the Trust in its drive to integrate psychiatric and medical care for patients with complex needs.

HLPS is pioneering new approaches to service delivery by expanding its multidisciplinary skill mix. We have expanded our 24/7 service to include twilight AMHPs to support the crisis care pathway. HLPS has become WLT’s first team to develop the role of advance clinical practitioner (ACP, which includes non-medical prescribing) to broaden the repertoire of interventions available for patients. In response to demand, HLPS has collaborated with WLT CAMHS to jointly fund a specialist CAMHS lead practitioner within HLPS. HLPS also employs a dementia-specialist nurse.

In 2022 we piloted a partnership with Mind to provide additional crisis interventions to patients presenting to ED across our three boroughs, through Mind’s Safe Space services. An in-reach worker from Safe Space works with HLPS in the evenings.

In recognition of the improved quality and efficiency of care delivery by HLPS, the team were short-listed for the Trust’s team of the year in 2023.

### **Community Mental Health Services Overview**

WLT provides local mental health services for people resident in the three boroughs of Hammersmith and Fulham, Ealing and Hounslow. Core community mental health services include a Single Point of Access team, Crisis Assessment and Treatment teams, and specialist services for children and adolescents, working-age and older adults. Adult community mental health services include borough-based Mental Health Integrated Network Team (MINT, community mental health teams closely aligned with Primary Care Networks), Early Intervention in Psychosis and personality disorder services (including the Cassel Hospital). Older adult community services comprise specialist teams for patients with cognitive disorders and functional disorders. Clinical psychology and psychotherapy services are embedded within community teams.

LPS can make direct referrals to these community services to ensure seamless transitions between patients’ hospital presentation and community follow-up.

### **Inpatient Services and Health Based Place of Safety Overview**

Hammersmith and Fulham Mental Health Unit (H&FMHU), located next to Charing Cross Hospital, and has three wards for working-age adults and a 12-bed male intensive care unit. There is a 12-bed ward for older people with functional disorders. Lakeside Mental Health Unit (LMHU), located next to West Middlesex University Hospital, unit has five wards. At St. Bernard’s Hospital, next to Ealing Hospital, there is a 16-bed ward for older adults with cognitive disorders (as well a low secure forensic ward). There are two Health-Based Places of Safety (HBPoS) at H&F and LMHUs, each accommodating two patients. There are plans to expand HBPoS at LMHU to four rooms.

### **Substance Misuse Services**

In Hounslow, community and hospital drug and alcohol services are provided by Addiction Recovery Community (ARC), run by CNWL.

## Voluntary Sector

All boroughs have an active voluntary sector, including representation from MIND, London Cyrenians, Hestia Housing, Barons Court Project, Citizens Advice Bureau, the West London Community Counselling Organization, and the Forward Project. Services include the provision of practical home support, drop-in centres, evening and weekend group activities, group homes and long term supported housing, sheltered employment projects, advocacy and benefits advice, a consumer forum and counselling/ psychotherapy services.

## Job description

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Post title:	Consultant Liaison Psychiatrist, Hounslow Liaison Psychiatry Service
Main Base:	Percy House, West Middlesex University Hospital, Twickenham Rd, Isleworth TW7 6AF
RCPsych approval details:	LON NW-CO-STH-2022-00547 (Approved)
	
Professionally accountable:	Clinical Lead for Liaison Psychiatry
Operationally accountable:	Clinical Lead for Liaison Psychiatry
Remuneration:	10 Programmed Activities per week
Contract:	Permanent

### Job summary

This 1.0 whole-time equivalent (WTE) post is created by a previous post-holder leaving the Trust and new funding to expand the consultant body in order to meet demand. The post-holder will work collaboratively with our team manager and existing consultants to provide leadership and clinical expertise to the liaison team and ensure we deliver a responsive and high quality service.

The post-holder will be pivotal to the development of the ethos of the team and further integration of the liaison psychiatry service with acute and mental health trusts' services.

There are specific roles and project work shared amongst the consultant body according to interests and capacity. The service has an ethos of creating, developing and successfully completing strategically important service developments projects. The post-holder will have ample opportunities to be involved in such projects, particularly those related to out-of-hospital strategies.

The team consultants act as Clinical Supervisors to the team trainees; foundation year 1 doctor and psychiatry core and higher trainees from the North West London training schemes. There are also opportunities to provide clinical supervision the team's psychologist and ACP.

Training within the team and for West Middlesex hospital staff is a key priority for the service, especially in this phase of the pandemic after pre-covid training programs were interrupted. The post-

holder will be expected to work with the consultants, psychologist and ACP in developing the team's NHS Trust training program. This is a strategic priority for both trusts, monitored at board level.

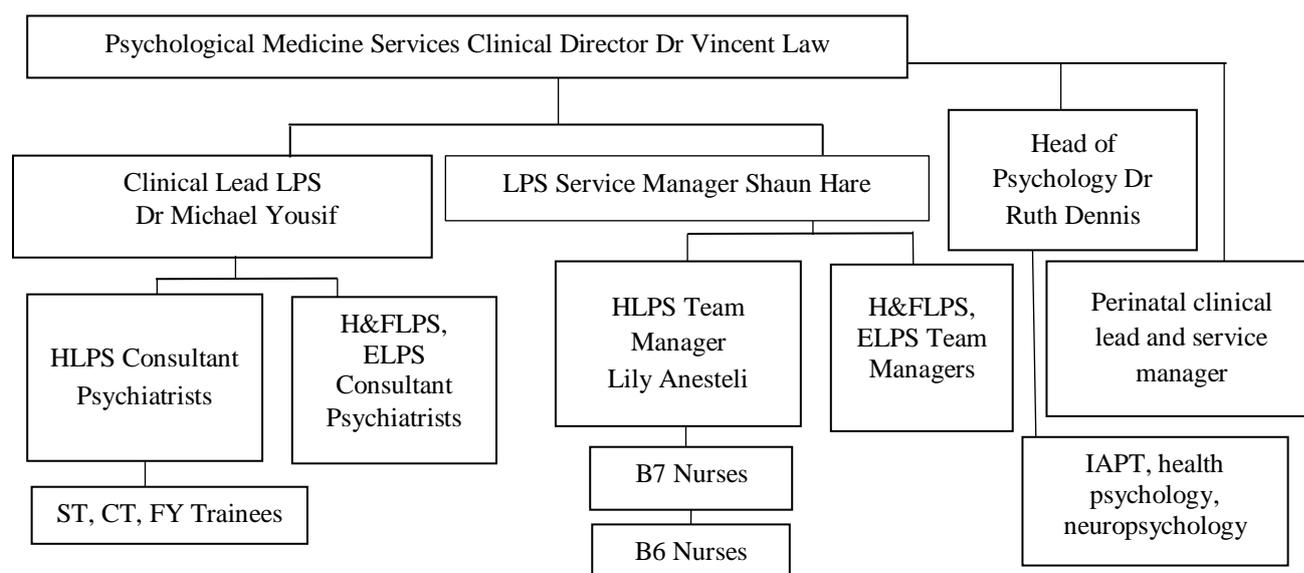
The post-holder may be required to urgent provide cover for the Trust's other LPS teams.

There are no external duties attached to the post.

The team consists of:

- > 2.8 WTE Consultant Psychiatrist (including this post): current consultants Drs Michael Yousif (also LPS clinical lead), Omar Mahmoud
- > 1.0 WTE Team Manager, Band 8a
- > 1.0 WTE Specialty Trainee (ST) 4-6
- > 1.0 WTE Core Trainee (CT) 1-3
- > 1.0 WTE Foundation Trainee Year 1
- > 1.0 WTE Advanced Clinical Practitioner, Band 8a
- > 5.0 WTE Liaison Psychiatry Nurse, Band 7 (including CAMHS specialist)
- > 6.0 WTE Liaison Psychiatry Nurse, Band 6
- > 1.0 WTE Nurse, Band 5
- > 1.6 WTE Team Administrator, Band 4

### Team structure chart



### 1. Duties and responsibilities

- To work in close partnership with the team manager and other consultants to provide leadership to the liaison psychiatry team
- To ensure that the Trust values and the ethos of the clinical leadership team are experienced and delivered by all members of the team
- To act as a Responsible Clinician and undertake Mental Health Act Assessments as required for patients in West Middlesex University Hospital

- To work collaboratively with services and colleagues in the mental health and acute trusts to provide seamless and integrated care for patients
- To work with hospital senior clinicians and managers, LPS service manager and clinical lead in developing strategies, policies and guidelines for service delivery
- To provide program of training for HLPS, acute trust teams and medical students
- To undertake, lead and supervise service development projects with relevant colleagues
- To be an active member of the Trust-wide LPS SMT, leading governance of the service
- To participate in clinical governance activities including chairing investigations into serious incidents and complaints, and disseminating learning to the team
- Additional leadership and educational responsibilities within and external to the Trust will be encouraged and agreed on an individual basis through job planning
- Clinical and educational supervision to trainees

## **2. Work programme**

The split of programmed activities (PAs) is 7.5 PA direct clinical care and 2.5 PA of Supporting Professional Activities, of which 1 PA will be dedicated to personal CPD and 0.25 PA as the educational tariff for being clinical supervisor.

## **3. On-call and cover arrangements**

This post includes on-call responsibilities for Hounslow and Ealing combined general adult consultant rota. This is Category A, Low Frequency, and attracts a 3% banding supplement to basic pay. The frequency is approximately 1 in 25.

First on-call cover is provided by the CT or GP trainees in each borough. There is a non-resident second on-call s12 approved ST in each borough, with the consultant supervising.

Clinical activity out-of-hours centres on West Middlesex and Ealing Hospitals EDs and LMHU. On-call duties include chairing a multi-disciplinary teleconference held on Microsoft Teams attended by Hounslow and Ealing LPS and crisis teams, the LMHU Unit Coordinator, HBPOs staff and doctors on-call to discuss cases and operational issues. This call happens at 9.30pm every night and 9.00am on weekends and bank holidays.

## **4. Continuing professional development**

The Trust has a commitment to and actively supports CPD activities. The Trust requires consultants to develop a personal development plan (PDP) and be in good standing with the RCPsych for CPD. The post-holder is welcome to join a local PDP group of their choice. The post-holder will be offered a monthly 1:1 meeting with the LPS clinical lead.

The post-holder will have the opportunity to participate in the academic programme in LMHU (weekly), the tri-borough LPS Complex Case Forum (monthly) and the general hospital grand round (weekly). The post-holder will be invited to the Trust-wide Leadership Forum (quarterly).

Consultants are also encouraged to develop special interests and to contribute to the strategic management of services locally and nationally.

## **5. Clinical leadership and medical management**

Strong clinical leadership improves patient care and staff engagement. The Trust is therefore organised into service lines, each led by a clinical director. LPS sits in the Psychological Medicine Service Line, led by a liaison psychiatrist.

The three liaison psychiatry teams meet monthly at the Quality and Performance (Q&P) meeting chaired by the clinical lead, attended by the teams' consultants and team managers who together comprise the LPS SMT. The meeting is a key component of service governance, with a strong focus on quality improvement, innovations, strategic developments, operational trouble-shooting, and learning from incidents. We strongly promote a culture of evaluation and challenge in order to continually improve the services we provide.

The post-holder will be a member of the Hounslow borough medical advisory committee (MAC). The MAC plays an important role in advising Trust management on operational and strategic matters and ensuring the consultant voice is heard. It is also a forum to discuss major developments in service lines.

## **6. Mentoring scheme**

A structured mentoring scheme is active in the Trust. The objective is to provide support to new consultants and enable consultants to grow into their new role. Mentors are offered access to training and a quarterly support meeting. Mentoring pairs meet approximately monthly for 18 months or as agreed.

## **7. Workforce development framework**

The Trust is committed to supporting the development of the senior medical workforce through a structured framework. We recognise that there are different stages of a consultant's development and a variety of paths are available. The paths are currently identified as; medical management and leadership, coaching and mentoring, research and quality improvement, medical workforce race equality and excellence in field. The development framework will be complemented by learning and development opportunities within the Trust and with external partners and will be supported through job planning and appraisal.

New consultants will be invited to a welcome meeting to ensure early support and signposting to any additional resources tailored to individual need. The Trust chair offers a 1:1 meeting consultants within a year of joining.

## **8. Appraisal and job planning**

The post-holder will be required to participate in appraisal and revalidation as per GMC guidance. Revalidation requires an annual appraisal with a designated appraiser. WLT provides an electronic appraisal and revalidation system and the post-holder is expected to use this system. The Trust has a medical appraisal policy and post-holder is required to follow this. Depending on the stage of the post-holder's career and PDP, the post-holder is encouraged to become an appraiser for the Trust and training to undertake this role is available.

Job planning will be completed within 3 months of commencement in post and reviewed at least

annually with the LPS clinical lead (second sign off clinical director for Psychological Medicine). There is an opportunity for the post-holder to review their job plan at any point if they wish to. All job plans are created on Allocate software. A final job plan and working days will be negotiated, taking into account the post-holder's interests and service needs. Frontline clinical work alongside the other members of the team is an essential part of this post and there should be a consultant psychiatrist available 9am-5pm Mon-Fri. Frontline clinical work is shared between the consultants to allow for adequate SPA, CPD, service development and teaching time.

**Proposed timetable** (indicative and subject to job planning)

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>AM</b>	<b>DCC</b> Handover  Patient reviews  Staff supervision	<b>DCC</b> Handover  Patient reviews  Staff supervision  <b>SPA</b> Governance / service development	<b>DCC</b> Handover  Patient reviews  Staff supervision  <b>SPA</b> CG meeting / SMT meeting	<b>DCC</b> Handover  Patient reviews  Staff supervision	<b>DCC</b> Handover  Patient reviews  Staff supervision
<b>PM</b>	<b>DCC</b> Clinical administration	<b>SPA</b> CPD / Peer group	<b>DCC</b> Patient reviews  Staff supervision	<b>DCC</b> Patient reviews  Staff supervision  <b>SPA</b> Trainee supervision	<b>DCC</b> Patient reviews  Staff supervision
<b>DCC</b>	2.0	0.25	1.75	1.5	2.0
<b>SPA</b>	0.0	1.75	0.25	0.5	0.0

**9. Teaching and education**

The department has a strong commitment to training, especially to acute hospital staff. This is a team-based responsibility led by the consultants. Training is delivered through formal and regular teaching activities, medical grand rounds, ad hoc training and opportunistic teaching-based feedback to clinicians about mutual patients.

The post-holder will be encouraged and supported to achieve accreditation as an Educational Supervisor. Allocation of trainees to training posts is predicated on trainee preferences and availability. The post-holder will take an active part in work-place based assessments. Support comes from the Postgraduate Medical Education Department and Director of Medical Education.

Imperial College medical students are on regular placements in the team as part of their psychiatry rotation. There is also an opportunity to teach on their ethics program whilst the students are based in LMHU. The post-holder can access the online resources and teaching courses from Imperial College.

The post-holder will have access to the library located on site and at the West London Trust Learning and Development Centre (LDC) on the Ealing Hospital site as well as to LDC electronic educational resources.

**10. Training**

The Trust is an educational institution for both undergraduate and postgraduate trainees of multiple clinical disciplines and has strong links with Imperial College, Bucks New University and The University of West London. WLT also has strong links with Health Education England

(HEE London and Thames Valley) and has Foundation doctors, Core Trainees and Specialist Trainees in Psychiatry (including General Adult, Old Age, Forensic, Medical Psychotherapy and CAMHS) from the rotational training schemes with HEE North West London.

#### **11. Clinical audit, quality improvement and research**

The post-holder will be expected to actively participate in and lead audit and quality improvement work related to the development and evaluation of the service.

The Trust has a growing research portfolio of clinically relevant research, including a pipeline of commercial research in partnership with Chelsea and Westminster clinical research facility. Lived experience and expertise inform our research agenda and service user involvement is integral to all aspects of research in the Trust, including strategy development, governance of de-identified data resources, communications and being co-researchers on projects. The Trust works with the vocational services to actively support those with lived experience taking up roles in research in the Trust.

We are privileged to have access to unique data tools such as the DiscoverNOW, a database of linked de-identified primary, secondary and social care data of 2.3 million people in NWL ICS and the Akrivia CRIS (clinical record interactive search) tool which allows interrogation of de-identified coded and non-coded mental health data from the 14 Trusts in the CRIS network.

The Trust is supported by our research support partner, Noclor, to develop sector-wide partnerships, and manage the research delivery service team who support study feasibility queries, study set-up, and agile use of data to deliver high quality, well-governed research in the Trust. To promote greater academic rigour across our tri-borough liaison services, LPS has a dedicated research lead (2 PAs) consultant (in post in HLPS). The post-holder will have opportunities to work closely with the LPS research lead to facilitate involvement in and learning from local, national and international research.

#### **12. Mental Health Act and Responsible Clinician approval**

The post-holder will be section 12(2) MHA approved and act as Responsible Clinician for patients detained to West Middlesex University Hospital.

#### **13. Secretarial support and office facilities**

The appointee will have a shared office with the other consultants at the team base, next to the team manager's office and team office. The team base has recently renovated additional space for private activities and supervision. The post-holder will be provided with their own laptop with docking equipment to access WLT systems and a mobile phone. A dedicated Trust IT department is available for support. Desktops with access to West Middlesex hospital electronic patient records system will be available. HLPS is supported by team administrators, who will also support this post.

#### **14. Equality, diversity and inclusion**

Our organisation aims to be an inclusive organisation where diversity is respected and encouraged. We want to be an organisation that promotes dignity and respect to all employees and patients, where no form of discrimination, intimidation, bullying or harassment takes place.

To achieve this the post-holder will ensure the following:

- That harassment or discrimination is not tolerated in our working environment
- Promote a culture that fosters workplace flexibility and work-life balance
- Provide a safe working environment
- Provide equal opportunity for everyone in the workforce, no matter their background
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures

#### **15. Other duties**

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

#### **16. Well-being**

The Trust is committed to supporting the continued health and wellbeing of our staff, which has been an area of significant focus during the pandemic. Our ambition is to build on the learning from this and develop a sustainable health and well-being offer that represents excellence as an employer. The Trust provides free access to a number of support services including our Health at Work team, Occupational Health, staff counselling, incident de-brief and physiotherapy. The Health at Work team is committed to maintaining confidentiality and is compliant with the Data Protection Act 2018 and GDPR.

Health and well-being have been incorporated into supervision, appraisal and reflective practice. If the appointee is involved in a serious incident or named in a complaint, support will usually come from the LPS clinical lead. The Trust is currently in a period of re-set and recovery at this stage of the pandemic and is supporting staff to come back together in a safe and secure way.

#### **17. Infection Control**

Post-holders are required to demonstrate they have received the full course of Covid-19 vaccination. This will be a conditional requirement of employment which will need to be satisfied ahead of employment commencing. In addition, it is an expectation that all staff will voluntarily receive the annual flu jab and other vaccines relevant at the time, to protect staff and patients from infection. All Trust staff are responsible for protecting themselves and others against infection risks and comply with infection control policies and procedures.

#### **18. Agile working**

The Trust recognises that agile working brings a number of benefits to the organisation. Not only does it support more effective workplace utilisation but it also enables us to attract and retain the best talent whilst increasing productivity and efficiency. The Trust is committed to supporting agile working and empowering staff to work in a manner that balances the need to be on-site for the provision of direct patient services with flexibility to work remotely wherever appropriate.

The Trust also continues to support staff via its flexible working arrangement options to enable staff to work in a way that suits their personal needs whilst meeting the needs of the service.

#### **19. 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.

## 20. Leave

32 working days per year plus 2 for long service plus 8 bank holidays (pro rata). In addition, consultants are eligible for a maximum of 30 days (pro rata) paid study leave in any three-year period. Each request for training will be considered in line with both the needs of the post-holder and the service and will be supported by local budgets where appropriate. 10 days of study leave with a £800 budget are permitted annually.

## Person specification

	Criteria	Essential	Desirable	Assessment Method
Qualifications	MBBS or equivalent medical qualification	√		A
	Qualification or higher degree in medical education, clinical research, leadership		√	A
	MRCPsych		√	A
	Additional clinical qualifications		√	A

<b>Eligibility</b>	Fully registered with GMC with licence to practice at the time of appointment	√		A
	GMC Specialist Register or within 6 months of expected completion of specialist training	√		A
	MHA Approved clinician status or able to achieve within 3 months of appointment	√		A
	MHA Section 12(2) Approval	√		A
	Good standing with GMC with respect to warning and conditions on practice	√		A
<b>Clinical knowledge</b>	Experience working in a range of liaison psychiatry services with excellent knowledge of speciality	√		A/I
	Able to meet duties under MHA and MCA	√		A/I
	Wide range of specialist experience relevant to post in NHS or comparable service		√	A/I
<b>Academic skills and lifelong learning</b>	Able to deliver undergraduate or postgraduate teaching and training	√		I
	Ability to work in and lead teams	√		A/I/R
	Excellent written and oral communication skills	√		A/I/R
	Able to manage clinical complexity and uncertainty	√		I
	Makes decisions based on evidence and experience	√		I
	Understand clinical governance and how it underpins care delivery with experience of Serious Incident report writing and complaints response	√		I
	Demonstrate commitment to shared leadership and collaborative working to deliver improvement	√		I
	Participated in research or service evaluation	√		A/I
	Able to use and appraise clinical evidence	√		A/I
	Has actively participated in clinical audit and quality improvement programmes	√		A/I
	Demonstrates enthusiasm for and commitment to developing liaison psychiatry services	√		A/I
	Demonstrate empathy through highly developed self-awareness and emotional intelligence.	√		I
	Evidence of achievement in education, research, audit or service improvement e.g. prizes or awards		√	A
	Evidence of improving outcomes through service change or audit		√	A
<b>Other Requirements</b>	Mobile and able to travel to Trust sites		√	A
	Commitment to and compliance with Trust values	√		A/I

A Application; I Interview; R Reference

## How to Apply

Applications should be submitted made via (NHS jobs)

The indicative recruitment schedule is as shown below:

Timescale	Event
Closing date for advert	19/05/24
Shortlisting	20/05/24
Stakeholder event	3/6/24
Interview date	4/6/24

### **Visiting arrangement**

For an informal discussion, candidates are encouraged to contact Dr. Michael Yousif, Clinical Lead for LPS, by emailing [Michael.Yousif@Westlondon.nhs.uk](mailto:Michael.Yousif@Westlondon.nhs.uk). Candidates who has been shortlisted are encouraged to arrange a visit with the team with details to following the shortlisting process.