

Consultant Psychiatrist Job Description and Person Specification

Post and specialty:	<p>Consultant Psychiatrist with the Older Adult RITT /Memory Assessment Service.</p> <p>This post is to replace a vacant post due to the current post holder taking up a full time medical management role</p> <p>In keeping with the on-going nationally and locally driven policy changes in psychiatry this job description may be subject to change in the future via the job planning process.</p>
Base:	Charnley Fold, Cottage Lane, Bamber Bridge, Preston, PR5 6YA.
Contract:	Number of programmed activities: 10 (7.5 DCC/2.5 SPA)
Accountable professionally to:	Chief Medical Officer: Dr David Fearnley
Royal College of Psychiatry Approval:	<p>NW NW-CO-NTH-2023-01549 (Approved 05/04/2024)</p> 
Accountable operationally to:	Locality Medical Director: Dr Manoj Rajagopal
Key working relationships and lines of responsibility:	<p>Team Manager : Aimee Wharton -RITT</p> <p>Locality Manager : Ruvimbo Matorera</p> <p>Locality Medical Director : Dr Manoj Rajagopal</p> <p>Responsible Officer : Dr David Fearnley</p> <p>Network Director of Operations –Central and West: Laura Walsh</p> <p>Locality AMD (Older Adults) : Dr Baljeet Saluja</p> <p>Deputy Chief Medical Officer: Dr Gareth Thomas</p> <p>Director of Medical Education: To be confirmed</p> <p>CCIO: Dr Mark Worthington</p> <p>Chief Operating Officer : Emma McGuigan</p> <p>Chief Executive Officer : Chris Oliver</p>

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1. Older Adult Mental Health Services

The service is increasingly needs based, breaking down the barriers for those people who have clinical needs which would be met most appropriately by the older adult services. There is a commitment to improving well-being for the whole community, well-being in this case referring to a much wider policy agenda than simply health promotion and prevention. There is no intention to move to 'ageless' in-patient services.

The core function of the older adult mental health services is to provide a range of high quality community and in-patient mental health services to people (predominantly aged 65 and over) who are experiencing dementia and/or functional conditions. The service is also available to people under this age whose clinical need would be more appropriately met here. The Trust protocol regarding transition between working-age and older adult services supports this only when based on individual need and patients up to 75 years have their service provided from the adult services if that is most appropriate.

Whilst the older adult mental health services continue to move towards service eligibility based directly on need and not age alone it remains of importance that the over-65 population to which the service relates is approximately 280,000.

Our in-patient provision is arranged around diagnostic requirements and we have two wards for patients with a dementia diagnosis and three wards for patients with advanced care needs which will often include people who have a degree of physical frailty and medical problems associated with aging as well as a functional mental illness.

Older adult mental health community services are managed on a three localities model and a structure of professional advice for the localities reflects the emphasis on multi-disciplinary contributions at locality and network level. The medical aspect of this is through an Associate Medical Director, one of the consultants within the locality. Their role is to advise on the optimum use of medical resources in implementing network agreed clinical practice/care pathways and coordinate consultant views in relation to clinical services. The network actively seeks to involve clinicians in the development of services. Practice development groups, with Consultants integral to their function, are active in relation to in-patient services, community mental health teams, memory assessment services, rapid intervention and treatment teams and liaison services.

The Associate Medical Directors for Older Adults are:

Fylde Coast Locality

Dr Aday Khalaf

Central & West Lancashire Locality

Dr Baljeet Saluja

Pennine Locality

Dr Varinder Singh

The Bay Locality

Dr Chukwuma Oraegbunam

The Trust is committed to delivering effective clinical services that reflect identified good practice within the NHS and the best evidence bases for specific areas within mental health services. It is also strongly committed to research, staff development, education and training. There is a robust, longstanding link with the Department of Psychiatry at The University of Manchester. The Director of Medical Education and Medical Education Manager are both based in the Lantern Centre, Preston. There is also a growing link with the new medical school developments at Lancaster University. Medical undergraduate training within the Trust has students placed from Manchester, Liverpool and Lancaster University Medical Schools.

The Trust provides training within the structures of the School of Psychiatry at the North West and Mersey Deanery. The Trust is part of the Manchester based rotational training scheme for junior psychiatrists and supports training for FY and CT / ST level training up to completion of specialist training. The Trust also has 15 trainers at levels ST4-6 and so provides training at all stages of psychiatric postgraduate training.

Central and West Lancashire Locality

The Central and West Lancashire locality is within the area served by Lancashire Social Services. There is a combination of urban populations within Preston, Chorley, Ormskirk, Leyland and Bamber Bridge and a variety of more rural settings that surround them. The locality has brought together elements that previously functioned separately in relation to Preston, Chorley/South Ribble and West Lancashire.

The over 65+ population which relate to the three Community Mental Health Teams are:

Preston	24,000
Chorley/South Ribble	19,000
West Lancashire	22,000

As per the latest deprivation analysis data September 2019, 43,166 (14.1%) older people, aged 60 or over, are income deprived.

Travel through the locality is facilitated by the motorway network with the M6, M61, M65, M55 and M58 all being partly located within the locality. The district is within easy reach of the Universities of Manchester, Liverpool, Preston and Lancaster and is well served with motorways and easy train journeys to London, Bristol, Manchester and Scotland. The Lancashire Coast, Lake District and Yorkshire Dales are all readily accessible within an hour. The international airport at Manchester is about 45 minutes away by car or 90 minutes by train.

The area is served by Lancashire Teaching Hospitals NHS Foundation Trust for acute medical services and has a very good standard of General Practice.

Service Model

Community services consist of three teams: rapid intervention and treatment team including care home liaison & single point of access, community mental health team and memory assessment services. The referrals to these community services pass through the single point of access where they are directed to the appropriate team. All referrals are allocated a care co-ordinator who conducts an initial assessment and consults a doctor for further assessment and treatment as required.

Rapid Intervention and Treatment Team (RITT)

The Rapid Intervention and Treatment Team sees patients with acute mental health needs at home or in care homes with the aim of preventing admission to hospital or care home and facilitating early discharge from the in-patient wards. It provides input to patients referred who have higher needs or risks which require more intensive input than can be provided by the CMHT. It is a multidisciplinary team including Occupational Therapists, a Psychologist, Doctors, Nurses and Support Workers.

It has three core functions:

1. Single Point of Access – offering triage and initial assessment which is time limited and service users are signposted to other parts of the services. Average referrals are 35-40 per month.
2. Home Treatment - Mon-Sun, 8am-6pm
Intensive intervention at home - Mon-Sun, 8am-6pm
3. Care Home Liaison - Mon-Fri, 8am -6pm

For care home liaison function; average case load 20-25 per nurse.

The team consists of:

Manager	1 WTE
Consultant	1 WTE
Nurse associate practitioner (Band 4)	1 WTE
Nurses (Band 6)	14.7 WTE
OT band 5	1 WTE
OT Band 6	1 WTE
OTTI Band 4	1 WTE
Psychologist	1 WTE
Administrators	3.5 WTE

Community Mental Health Team (CMHT)

Both the Preston and the Chorley and South Ribble CMHTs are based at Charnley Fold. The Ormskirk CMHT is at Brookside in Ormskirk. Each provides community services by a multi-disciplinary Community Mental Health Team. The Consultants in the team provide clinical supervision in line with new ways of working. All patients are referred to a single point of access and allocated to the appropriate team. Referral rates are currently around 35 per month, with a total team caseload of 300 with a 50:50 split between Preston and Chorley, South Ribble. The care coordinators and the doctors offer direct assessment and follow up of patients as appropriate. Patients may be seen in community or clinic settings generally with the care co-ordinator. To support time management, people are seen in online or in clinic where possible. The clinics will vary in new and follow up appointments as well as consultancy with Care Coordinators.

The Consultant has a largely consultancy role and the Trust policy is for the Consultant to have care coordination responsibility for not more than 4 cases. However there are a number of GP surgeries who won't prescribe or monitor antipsychotic medications for the patients registered with them. The consultant has responsibility for the management of these prescriptions. Community prescriptions for depot medications and FP10 prescriptions are used.

The team consists of:

Consultant Psychiatrists	2.0 WTE
Occupational Therapists	3.4 WTE
Nurse Manager	1 WTE
Nurses (Band 5 & 6)	6.6 WTE
Assistant Practitioner	1 WTE
Social Worker	0.6 WTE
Administrator	0.9 WTE

The team also provides input to the care homes in the area for service users not appropriate for the care home liaison element of RITT.

Memory Assessment Service (MAS)

The Memory Assessment Service across the Central Lancashire locality is based at Charnley Fold with satellite bases at Preston, Chorley and South Ribble. At present there are two

Consultants working across the memory team and the Referral rates to the service are around 100 to 110 per month.

In the Memory Assessment Service all new patients are triaged and then seen by a nurse and discussed in consultation or booked in clinic. As part of this clinic around 6-8 new patients are seen and assessed in a day, the diagnosis is given and the treatment initiated. There are nurse-led clinics in the memory assessment service where nurses do the titration, physical screening and follow-up of the clients on anti-dementia drugs. There is a team of community psychiatric nurses, occupational therapists, support workers, and dementia advisors who facilitate this process along with the doctors. Care can be transferred to the CMHT if more intensive input is required.

The team consists of:

Consultant Psychiatrists	2 WTE
Team Manager	1 WTE
Nurses	6.6 WTE
Occupational Therapists	1.2 WTE
Support Workers	2.7 WTE
Assistant Practitioner	1 WTE
Psychologist	0.6 WTE
Admin Support	1 WTE

Hospital Liaison Service

Hospital Liaison Services across the locality are managed by an all age Specialist Liaison Nurse Service under Consultant Supervision from the CMHT.

We currently have 0.5 WTE Consultant and 1 WTE speciality Doctor provision for Central based in Royal Preston Hospital.

Inpatient Services

Current Older Adult provision

The Trust's existing functional Older Adult inpatient mental health provision is summarised below.

Location	Network	Gender	Beds
The Harbour – Austen ward	Fylde	Female	18
The Harbour – Dickens ward	Fylde	Male	18
Blackburn – Hurstwood ward	Pennine	Mixed	6 male 6 female
Skylark – Preston	Central	Female	11

The Harbour, Blackpool

The older adult in-patient provision has seen major reorganisation over the past decade which has enabled significant service improvements to occur. There are currently in-patient hospital facilities for older adults in two sites: Blackburn and Blackpool.

The Harbour Inpatient Unit, Blackpool opened in April 2015 providing the major portion of inpatient services for adult mental health services. This provides modern, comfortable and age-appropriate in-patient facilities for both working-age and older adults from Lancashire

requiring in-patient hospital care. It is a 154 bed hospital with 30 dementia assessment beds, 36 for older adults with functional mental health needs, 72 for adults of working age and 16 PICU. There is a 136 suite on site. This constituted the most significant step in the Trust's planned re-provision of inpatient services. The other 18 older adult functional beds within the Trust are in Blackburn. The Trust is engaged in on-going review of the provision of in-patient facilities.

There is a full multi-disciplinary complement of Nurses, Occupational Therapists, two Pharmacists, two Physiotherapists, 1.8 WTE Psychologists, support workers and administrative staff to deliver excellent quality care to the patients on the wards. In addition at The Harbour there is a Dietitian, a Speech and Language Therapist and Tissue Viability Nurse and podiatry services. There is phlebotomy and ECG support most working days. The older adult wards are supported by a visiting elderly care physician and have access to a 24-hour primary care advice helpline.

Each ward has a ward manager. There are two modern matrons for the dementia and functional services and a senior matron who is the lead service manager for the older adult in-patient services across the Trust. There are fortnightly ward governance meetings for individual wards which consultants contribute to as clinical leads in co-production with the ward managers. There are regular governance meetings for the whole older adult inpatient service to which consultants also contribute. There are also regular interface forums dealing with inter-team functioning which are also attended regularly by consultant staff.

Skylark Inpatient Unit –Royal Preston Hospital

Skylark is a small stand-alone unit sited in the Avondale building of the Lancashire Teaching Hospital site at the Royal Preston Hospital.

Skylark has been identified as a unit that could be mobilised into an 11-bedded stand-alone older adult functional mental health ward. The staffing level for Skylark Unit is as below.

Band	Role
7	Ward Manager
6	Senior Staff Nurse
5	Staff Nurse
4	Trainee Nurse Associate
3	Healthcare Support Worker
3	Health and Wellbeing Worker
2	Apprentice Post
8A	Modern Matron
8A	Advanced Clinical Practitioner
1WTE	Consultant
1WTE	Junior Doctor (CT3/GPST/Trust Junior Doctor)
4	Medical Secretary
8A	Clinical Psychologist
5	Assistant Psychologist
7	Pharmacist
4	Pharmacy Technician
6	Occupational Therapist
2	Peer Support Worker
3	Ward Clerk

THE ADVERTISED POST: CONSULTANT PSYCHIATRIST, Rapid Intervention and Treatment Team / Memory Assessment Service, Charnley Fold, Bamber Bridge

This post is one of an establishment of seven Consultant posts in the locality:

- **RITT Chorley & South Ribble / Memory Service – this advertised post 1WTE**
- **CMHT Chorley & South Ribble / Skylark – Currently advertised as separate post as 1 WTE**
- MAS, Preston, Chorley & South Ribble, AMD (Research) - Dr Salman Karim
- MAS Preston Chorley & South Ribble – Dr Gareth Thomas
- RITT & Hospital Liaison, Preston - Dr Anthony Peter
- CMHT Preston/Skylark - Dr Qutub Jamali
- CMHT Chorley /South Ribble – Dr Shantanu Datta
- MAS, Ormskirk - Dr Baljeet Saluja
- RITT & CMHT, Ormskirk – Dr Amita Singh

Trainee support

The Trust is part of the North West based rotational training scheme for junior psychiatrists and supports training for FY and CT / ST level training up to completion of Specialist training. Posts are also available to local primary care GP Trainees.

The Training Programme Directors of GP/CT/ST trainees are currently reviewing the trainee provision within the locality along with Trust Director of Medical Education

The allocation of the FY/CT/ST/GP trainee will be subject to post holder to be an accredited supervisor and also based on the availability of trainee based on distribution to the Trust.

The post holder will be supervising a GPST plus trainee for 2 days a week.

Continuing professional development (CPD)

- Consultants are expected to maintain personal portfolios in accordance with the requirements of the Royal College of Psychiatrists; to participate in a CPD peer group; and to obtain an annual certificate of “good professional standing for CPD” from the College.
- Study leave arrangements for consultant medical staff are in accordance with the new consultant’s contract within Lancashire and South Cumbria NHS Foundation Trust.
- Regular clinical supervision is an important part of professional development and it is the post holder’s responsibility to access the appropriate levels of supervision and locality peer review group to support and further develop their clinical practice.
- All doctors are encouraged and expected to join a peer group for their annual CPD submission and medical appraisal. This can be externally if the doctor is already part of a peer group prior to joining the Trust, or internally within the Trust. There are opportunities to join any of the existing Trust groups. In case there is a number of doctors recruited at one time, colleagues in the medical education can facilitate communication to form a new peer group as necessary.
- For all new consultant appointments supervision arrangements are available through the Associate Medical Director (AMD).
- In addition to possible academic input into the University, consultants are also expected to contribute to postgraduate psychiatric training as required and to other training initiatives within Lancashire and South Cumbria NHS Foundation Trust.
- There is an active local programme of case conferences and journal clubs in the locality. The post holder will be expected to participate in appropriate local programmes as agreed with the Associate Medical Director. An active research interest would also be encouraged.

Clinical leadership and medical management

- The Trust is committed to the full involvement of clinical staff in the management and development of the service. In the current arrangement a consultant Associate Medical Director (AMD) and clinical manager support each part of the service.
- The AMD liaises closely with medical colleagues, the Locality Medical Director, the Chief Medical Officer and the Clinical Director to provide clinical leadership and direction to the service.

- The core management role of this post is to provide leadership in co-production with the team manager, including:
- Participation in ensuring the provision of effective clinical services including implementation of the Patient Charter Standards, implementation of relevant legislation and amendments to The Mental Health Act 1983 and Mental Capacity Act 2007 and management of clinical outcome measures.
- Participation in planning, steering and working groups and subjects relevant to special interests or general area of work and contributing in a positive and constructive manner to the development of services and new innovations for the whole adult community service.
- Participation in network and Trust professional groups with responsibility for managing service delivery.
- Participation in relevant management training courses as part of personal development and to ensure effective delivery of services.
- Developing and maintaining a healthy working relationship with all medical, non-medical, clinical and managerial colleagues in the interest of best outcomes for patients and Trust services.
- Participation in and the preparation of reports for serious incident investigations and investigations of poor performance.
- The Trust would encourage the post holder to participate in regional and national groups, activities of the Royal College, GMC, DOH and similar bodies. Such activities have to be discussed and agreed with the Associate Medical Director and have to be approved by the Medical Director in accordance with the relevant Trust policies.
- The Trust has an active audit programme and the post holder will be expected to participate in and lead local and Trust-wide audit activity and to be involved in audit training for medical and other disciplines.

Appraisal and job planning

- The Trust has a leadership program for all Consultants. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programs.
- There is a well-developed programme of annual appraisal and job plan reviews. The first job planning meeting will be within 3 months of starting in post.
- The Trust has L2P software for job planning and appraisal for which appropriate training will be provided.
- The posts are subject to the Trust annual appraisal process leading to revalidation.
- There is a Trust policy relating to medical staff appraisals.

Corporate Induction Programme

The post holder will be expected to attend the Trust Corporate Induction Programme and the team half day bespoke induction.

Teaching and training

- The post holder will be expected to provide supervision to the junior medical staff working with their team.
- The post holder will be expected to participate in the academic and teaching programmes, teaching the medical students and other mental health professionals if they are attached to the clinical team.

- The post holder will have access to the library facilities in The Lantern Centre which is 13 miles from base.
- The Trust has a special study leave policy for medical staffing and various in-house training activities takes place both at locality and Trust level, the Trust encourages all consultants to attend and if possible organise similar events according to their interests.
- The Trust has started rolling out a leadership programme for all its senior managers. The post holder will be encouraged to develop her/his leadership skills by participating in one of these programmes.
- The Trust has a range of training events developed 'in-house' to improve management skills.
- Audit: as well as supervising their trainee in audits, the consultant is expected to conduct or participate in audits aiming to improve the services locally as well as actively participate in the Trust high priority audits and any regional or national audits that the Trust participates in.

Research

- LSCFT is committed to developing and undertaking research studies that enable us to deliver high quality evidence-based care and services to people in our local community.
- The Trust has a well-staffed Research & Development Department and provides extensive support for staff undertaking commercial trials and non-commercial studies, including developing grant proposals and partner engagement.
- LSCFT has strong collaborations with regional and national academic partners including the Universities of Manchester, Central Lancashire and Lancaster. The Trust is part of the National Institute for Health Research's Clinical Research Network: North West Coast (CRN: NWC), the North West Coast Collaboration for Leadership in Applied Health Research and Care (NWC CLAHRC) and hosts the Innovation Agency in the region. The Trust's strategic research plan involves continuing to develop its reputation for quality research that benefits local services and local people.
- We have a number of consultants who are Chief Investigators for studies and grant-holders. LSCFT has a unique partnership with the neighbouring Lancashire Teaching Hospitals Foundation Trust in a dedicated Clinical Research Facility. This enables both Trusts to work together in delivering complex clinical trials for the benefit of our patients. The post holder will be strongly encouraged to take an active part in some of the many ongoing research projects within the Trust and/or develop their own research projects.

Mental Health Act and Responsible Clinician approval

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

Secretarial support and office facilities

- There is a designated private office at Charnley Fold suitably equipped with a laptop, mobile and desk phone. IT support is available from the IT helpdesk.
- Dedicated secretarial support is provided by the full time Band 4 Medical Secretary based at Charnley Fold.

Role in Strategic Service development /Business Planning

The post holder will play a significant role in service development across the Central Locality, leadership role in the new Inpatient Unit at Skylark, working with the Medical Directors in implementation of the community transformation project, formation of ICS Hubs, planning of the crisis pathways with relevant service managers

Clinical Duties

Community Duties (RITT Charnley Fold)

1. The post holder will be responsible for approximately 40 patients (half of the caseload for the RITT) covering Chorley/South Ribble Area.
2. The post holder will participate in weekly multidisciplinary team meetings with the team
3. The post holder will provide clinical leadership to the RITT.
4. The post holder will be providing regular supervision/consultation slots to the team in line with New Ways of Working.
5. The post holder will arrange CPA/clinic reviews for service users needing face to face assessments/ complex case scenarios and diagnostic clarity and formulating management plan.
6. The post holder will be expected to provided 4 clinical sessions to the RITT team in the job plan
7. The number of clinics will be 2 with 3 new patients in each session or 2 home visits in 1 session.
8. There would be an expectation to see both new and follow up patients
9. For Memory Services the expectation would be to see 3 New patients in 1 clinical session
10. There will be adequate time for admin in the clinics
11. The rest of the clinical time will be devoted to team meeting, 1:1 consultations and clinical admin.
12. The post holder will be expected to provide cross cover to the RITT Consultant in the Preston locality during periods of leave and the same Consultant will provide cover vice versa to the post holder
13. The post holder will be part of the day time On call rota for the locality covering for urgent working along with other Consultant colleagues.
14. The post holder will be providing training support to a GPST plus trainee working 2 days a week currently within the RITT service.
15. They will also be supported by MTI (Medical Training Initiative) Doctor posted in RITT and MAS teams.

16. There are no inpatient responsibilities attached to this role.

Memory Assessment Services

1. The post holder will be expected to provide sessional time to Memory Assessment Service involving consultations to the team and diagnostic clinics.
2. The post holder will be expected to see 3 new patients in the memory clinics per session.
3. The role of the post holder will be expected to provide diagnosis, and assisting with post diagnostic treatment and support along with the team.
4. The post holder will be expected to provided 3.5 clinical sessions to the Memory assessment services.

Training duties

- The post holder will be expected to engage in both formal and informal education of multidisciplinary colleagues.
- More specifically, fulfilling responsibilities for clinical and education supervision should be supplemented by participation in the weekly local education and postgraduate training programme.
- The post holder will be encouraged to obtain approval as a specialist trainee trainer.
- The post-holder will be expected to provide supervision to trainees and medical students (if placed with the team).
- The post holder will be encouraged to participate in the academic and teaching programmes, teaching the medical students and other mental health professionals if they are attached to the clinical team.
- Medical undergraduate students: the Trust provides training for undergraduate students from Manchester and Lancaster Universities and the post holder is expected to actively participate in their training programme.

Clinical governance and quality improvement

- Consultants are expected to be aware of the principles of clinical governance and to work towards achieving continuing improvement in all aspects of service delivery in line with the aims of Lancashire and South Cumbria NHS Foundation Trust.
- Consultants have the opportunity to contribute to development of guidelines, clinical policies, monitoring and reviewing procedures though membership of the Medical Advisory Committee, Drugs & Therapeutic Committee and Local Negotiating Committee.
- The post holder will be expected to ensure, together with other professionals in the service, that clinical audits are carried out as required and that the work is regularly evaluated and reviewed.
- The Trust supports the view that whilst clinical audit is fundamentally a quality improvements process it also plays an important role in providing assurances about the quality of services.
- The Trust considers that the prime responsibility for auditing clinical care lies with the clinicians who provide that care.

General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed with consultant colleagues and the medical director and in accordance with the Trust's

personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.

- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and as appropriate for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, this will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

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 Chief Medical Officer and, as necessary, the Chief Executive Officer.

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.

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 manager to review and revise the job plan and objectives of the post holder.
- The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation).
- A formal job plan will be agreed between the post holder and Associate Medical Director or clinical manager three months after commencing the post and at least annually thereafter.

JOB PLAN

Example draft timetable (subject to job planning):

Day	Time	Location	Work	Category	No. of PAs
Monday	9am -10am	MAS - 3 patients	Clinic	DCC	1 (4 hours)
	10am - 1pm				
	1pm – 5 pm	MAS – 3 patients	Clinic	DCC	1 (4 hours)
Tuesday	9am – 11pm	RITT	MDT	DCC	1 (4 hours)
	11am - 1pm	Care Home Liaison	Team Supervision		
	1pm – 5pm	RITT	CPA/Home Visits	DCC	1 (4hrs)
Wednesday	9am – 1 pm	MAS -3 patients	Clinic	DCC	1 (4 hours)
	1pm – 5pm	SPA	Teaching/CPD	SPA	1 (4 hours)
Thursday	9am– 1pm	RITT/MAS	Clinical Admin	DCC	1 (4 hours)
	1pm – 5pm	SPA	Appraisal/Audit	SPA	1 (4 hours)
Friday	9am – 1pm	Charnley Fold RITT	MDT Team Supervision 1:1 Clinic Reviews	DCC	1 (4 hours)
	1pm – 3PM	RITT	Urgent reviews	DCC	0.5 (2hrs)
	3-5pm	SPA	Appraisal/CPD	SPA	0.5 (2hrs)
Total PAs	Direct clinical care				7.5 (30 hours)
	Supporting professional activities				2.5 (10 hours)

On-call and cover arrangements

- The post holder will be expected to take part on the on-call rota out of hours and weekends. This will be remunerated appropriately.
- The rota covers the general adult psychiatry and older adult psychiatry specialities within the Central Lancashire locality.
- The current rota is a minimum of 1:12.
- This attracts a 3% availability supplement and 0.5 PA.
- The post holder will be treated at par with existing consultants for on-call remuneration.
- There is no requirement to be resident on call. You will be supported by a 1st tier rota (comprising doctors in the CT grade, GPST, FY2 trainees and equivalent Trust grades) and a 2nd tier middle tier cover which comprises of the Specialty Doctors and STs in North Western Deanery.
- It is accepted that the consultant will be asked with other colleagues to provide emergency cover in case of sudden or short-term sickness or emergencies.
- This is not a reciprocal arrangement and it is aimed to provide continuity of care.
- Any long-term sickness will normally be covered by separate arrangements as per the Trust policy.

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.

Leave

Annual leave is in accordance with that detailed in the Consultant Contract Terms and Conditions (2003). Leave cover is provided on a reciprocal basis with colleagues.

The post holder is entitled to 10 days study leave per annum, an allowance which can be utilised over a period of three years with prior approval of the Associate Medical Director and Director of Medical Education. The Trust has an allocated budget for Consultant training that can be utilised by following the appropriated procedures in the study leave policy.

Visiting arrangements

Applicants or prospective applicants are strongly encouraged to visit the Trust and to meet prospective colleagues.

Informal discussions to discuss the job or arrangements for visiting may be made with:

Chief Medical Officer Dr David Fearnley (01772 773513)
Locality Medical Director Dr Manoj Rajagopal
Lancashire and South Cumbria NHS Foundation Trust
Sceptre Point, Sceptre Way, Walton Summit, Bamber Bridge, Preston, PR5 6AW

GENERAL TERMS AND CONDITIONS

All terms and conditions of service are in accordance with those detailed in the Consultant Contract Terms and Conditions (2003), Hospital Medical and Dental Staff (England and

Wales), General Whitley Council and where applicable those of the Trust. These may vary from time to time.

The appointee will be expected to work with local managers and professional colleagues in the efficient running of services, and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, he/she is expected to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. The appointee will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of their patients, to be able to contact a Consultant when necessary.

The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.

Residence/Removal Expenses

The appointee will be required to live within 10 miles or 30 minutes of their clinical base unless the MD and CEO agree to a greater distance. If the appointee is required to move house to meet the residential clause of the contract, removal expenses may be payable. Terms and Conditions of service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner's home is required and that the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into contractual agreement until such time as the formal approval of the Trust is confirmed in writing.

Health & Safety

The Trust recognises its duties under the relevant Health and Safety at Work legislation and to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

Rehabilitation of Offenders Act 1974

Due to the nature of this work, the post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975.

Applications for the post are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be treated in the strictest confidence and will be considered only in relation to an application for a position to which the order applies.

Professional Standards

The AMD is managerially responsible for all activity in which the consultant works. The Chief Medical Officer has overall responsibility for the professional performance of consultants, employed by the Trust. All consultants are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical

Council's "Maintaining Good Medical Practice", and to be accountable to the Trust for their actions and the quality of their work.

Maintaining medical excellence/Responding to Concerns

LSCFT is committed to provide safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about conduct, performance or health of medical colleagues (Chief Medical Officer 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and should apply it.

Person specification/selection criteria for consultant psychiatrist

Abbreviations for when assessed: Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

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

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

