

## Consultant Psychiatrist

### Job Description and Person Specification

Job Title:	<p>Consultant Psychiatrist with the Lancaster and Morecambe Home Based Treatment Team. LSCFT</p> <p>This post is being offered due to the previous post holder moving to a new role</p> <p>In keeping with the on-going national and locally driven policy changes in adult psychiatry this job description may be subject to change in the future via the job planning process.</p>
Post Type:	Substantive
Service:	Home Based Treatment Team, Bay Locality, LSCFT
Base:	East Barn, Pathfinders Drive, Lancaster LA1 4JJ
Programmed Activities:	10 PAs per week
Additional Programmed Activities:	These will be discussed and agreed as part of the Job Planning process.
On call:	The post holder will be expected to participate on the consultant on-call rota for which an additional payment will be made.
Salary:	NHS Medical & Dental: Consultant
Accountable professionally to:	Chief Medical Officer Dr David Fearnley via Network Medical Director Dr Alison Napier
Accountable operationally to:	Network Medical Director: Dr Alison Napier via Associate Medical Director Dr Thirunavukkarasu Aravinth
Key working relationships and lines of responsibility:	<p>Network Medical Director (The Bay) : Dr Alison Napier</p> <p>Network Director of Operations (The Bay) : Amanda Housley</p> <p>Network Director of Nursing and Quality interim (The Bay) : Clare Benson</p> <p>Associate Medical Director (Bay) : Dr Thiru Aravinth</p> <p>Responsible Officer : Dr David Fearnley</p> <p>Deputy Chief Medical Officer : Dr Gareth Thomas</p> <p>Director of Medical Education : Dr Varinder Singh</p> <p>Chief Operating Officer : Emma McGuigan</p> <p>Chief Medical Officer : Dr David Fearnley</p> <p>Chief Executive Officer : Chris Oliver</p>

## **THE BAY LOCALITY**

The Bay Locality is one of 5 networks within Lancashire and South Cumbria Foundation Trust (LSCFT).

The Bay Locality includes Lancaster and Morecambe and environs and South Cumbria. The locality includes a large rural area surrounding the main urban centres of Lancaster, Morecambe, Kendal and Barrow in Furness.

We provide mental health services to the people of the Morecambe Bay area.

To support you in making the most of living here we take an innovative and flexible approach to planning your job with you, focusing on work life balance and encouraging you to develop and pursue diverse special interests within your working life.

We'll support you with relocating and settling in to your new post.

The Morecambe Bay area is a fantastic place to live and work. We have the Lake District, the Yorkshire Dales and the Ribble Valley on our doorstep. The Lake District National Park has World Heritage status and the Forest of Bowland is designated an Area of Outstanding Natural Beauty. There are opportunities for living in beautiful places and accessing a wide range of outdoor and cultural pursuits.

Lancaster is a Heritage City and the locality has a wide range of theatres and arts facilities.

We have strong links with Lancaster University, one of the leading universities in the UK and the University of Cumbria, the only UK university with a base in a national park offering opportunities to develop academic interests or formal academic posts

From Lancaster we're within an hour by road or rail of the vibrant cities of Manchester and Liverpool both of which have international airports and London can be reached in 2 ½ hours by rail.

We have excellent state schooling including state grammar schools and affordable rural or city living.

Lancaster and Morecambe are served by Lancashire County Council. South Cumbria relates to Cumberland Council and Westmorland and Furness Council.

University Hospitals of Morecambe Bay NHS Trust provides acute medical services for the Bay locality at Furness General Hospital in Barrow in Furness, Royal Lancaster Infirmary in Lancaster and Westmorland General Hospital in Kendal.

Lancaster is one of England's 'Heritage Cities'. Kendal and Barrow are gateways to the Lake District. The Lune Valley, Forest of Bowland (designated an Area of Outstanding Natural Beauty), Lancashire Coast, and Yorkshire Dales are all within easy reach.

The 2019 IoD (Index of Multiple Deprivation) report described that Cumbria's average IMD score was 21.3 and Lancaster's 23.3

## **THIS POST**

The Trust is seeking a consultant psychiatrist to join the Lancaster and Morecambe Home Based Treatment team (HBTT). The service covers the Lancaster and Morecambe area.

Home Based Treatment Teams (HBTTs) are a multi-disciplinary team of mental health professionals providing a 24 hour, 7 day per week service to people experiencing a Mental Health (MH) crisis. HBTTs provide an alternative to hospital admission by providing intensive community based interventions. Where a hospital admission does occur, HBTT can assist in shortening the inpatient stay by facilitating early discharge and support back to the community. LSCFT HBTTs;

- Provide a service 24 hours a day and over 7 days a week
- Provide assessment and intensive community based interventions as an alternative to hospital admission
- Gatekeep admissions to MH inpatient services
- Support community teams and specialist teams to ensure appropriate joint working and joint management of acute relapse and increased risks
- Provide short-term interventions and management of an individual's care during the period of acute relapse, including signposting to other local services or other support service for peer support or social engagement.
- Facilitate early and timely discharge from hospital admissions

The post holder will work as part of a multi-disciplinary team, which provides a service for people the Lancaster & Morecambe area. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases, but will also be available at short notice to provide consultation and advice to other team members, although they are not required to act as care co-ordinator.

Referrals are receive referrals via the initial response service (IRS) and internal teams such as Community Mental Health Teams (CMHT), Mental Health Liaison Team (MHLT) and Early Intervention Service (EIS).

Referrals average 80 per month.

## **WORKING RELATIONSHIPS**

The team consists of:

- 1 whole time equivalent (WTE) consultant psychiatrist (THIS POST)
- 0.5 WTE Specialty doctor
- 1 WTE Core Trainee in psychiatry
- 1 WTE medical secretary, Band 4
- 0.5 WTE Pharmacist
- 1 WTE Psychologist.
- 1 WTE Team manager

- 2.0 WTE Clinical leads
  - 12.52 WTE Mental Health practitioners
  - 1.0 WTE senior occupational therapist
  - 1.0 WTE Training nurse associate
  - 3 WTE support time and recovery worker
  - 4 WTE support workers.
- The arrangement for supervision of the MDT is as follows:
    - Team Leader and Psychologist - supervision is provided by the Service Manager.
    - Mental Health Practitioners, Occupational Therapist and Health Care Assistants – supervision is provided by the Team Leader.
  - The Home Treatment Team expects to receive on average 20 new referrals a week. The team aims to see referrals for assessment on the day of the referral and gate keeping clients within one hour of the request. The consultant psychiatrist is expected to carry a compact caseload of the most complex and unstable cases but will also be available at short notice to provide consultation and advice to other team members, although they are not required to act as key worker.
  - The community posts are usually supported by GPST and CT trainees. The GPST and CT trainees contribute to a full shift system covering the in-patient units out of hours and their contribution to day time services varies depending on that rota. This post holder would usually provide clinical or educational supervision to one of these trainees. The HTT element of this post is currently supported by a Core Trainee and the liaison component by a Specialty Grade Doctor.
  - The main clinical duties are arranged around conducting clinics for new patients and follow up reviews. This includes patients seen by the trainees in a fully supervised clinic.
  - The consultant will usually chair a multi-disciplinary meeting during the week to review patient progress and to assist with task management for his/her patients. A more detailed MDT review is held for each patient at least on a yearly basis. The Trust operates an electronic patient record for all patients and all staff must ensure these records are maintained accurately and securely. There is electronic access to pathology lab reports via this system.
  - While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, working with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

**Adult Mental Health Colleagues in Lancaster and Morecambe include:**

Dr Jyothi Nallapuneni: Consultant Adult Mental Health – inpatients and community (1 WTE)

Dr Thiu Aravinth: Consultant Adult Mental Health – inpatients and community (1 WTE)

Dr Ahmad Aljian: Locum Consultant Adult Mental Health – inpatients and community (1 WTE)

Dr Craig Smith: Consultant - Initial Response Service (0.5 WTE)

Locum Consultant - Hospital Liaison Team (1 WTE)

Locum Consultant - Home Based Treatment Team (1 WTE)

Adult mental health services are also supported by:

Specialty doctor posts (2 WTE)

1 WTE ST4-6 higher trainee (1 WTE)

Core/Foundation trainees (8 WTE)

**Overview of Mental Health Services in the Bay Locality**

LSCFT provides mental health services across Morecambe Bay across a range of specialties including General Adult Psychiatry, Liaison Psychiatry, Old Age Psychiatry, Intellectual Disability and Child and Adolescent Psychiatry.

***Initial Response Service***

We have an Initial Response Service (IRS) providing a single point of access to mental health services. This is delivered by call handlers and clinicians who are available 24 hours a day and provide an initial point of contact, triage and assessment for people requiring mental health services. They can be accessed by primary care, partner agencies and are also open to self referral. Following assessment those in need of services from secondary mental health care are referred onto the appropriate part of our service.

***Adult Community Mental Health Services***

There are three Home Based Treatment Teams (HBTTs) based in Lancaster and Morecambe, Barrow in Furness and Kendal. These teams support adults of working age living in their respective communities. The teams' roles include assessment and home based treatment as an alternative to hospital admission and gate keeping and a home treatment function as an alternative to admission. This also includes facilitating early discharge from hospital.

The Mental Health Liaison Teams (MHLT) operate within the Emergency Department and Wards of Royal Lancaster Infirmary and Furness General Hospital. They are based on the Core 24 liaison model provide assessment and liaison services for individuals aged 16 and over within these settings.

There are three Community Mental Health Teams (CMHT) based in Lancaster and Morecambe, Barrow in Furness and Kendal supporting adults of working age in the Bay community. The teams receives referrals through the IRS and provide care and recovery-focused interventions for individuals with longer-term mental health needs

The Early Intervention Service operates across the Bay with bases in Lancaster, Kendal and Barrow and supports people encountering a first episode of psychosis according to nationally defined treatment pathway.

The Perinatal Mental Health Service operates across the Bay in Lancaster, Kendal and Barrow

### ***Older Adult Community Mental Health Services***

Older adult community mental health services provide a range of 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.

The teams are based in Lancaster and Morecambe, Barrow in Furness and Kendal

Currently in Lancaster and Morecambe after entry into service via IRS and accepted into service patients are referred to one of three teams: the Rapid Intervention and Treatment Team (RITT) which 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, Community Mental Health Team providing care for people in their own homes with complex mental health problems which can't be managed solely in primary care and Memory Assessment Services providing assessment for individuals who are experiencing difficulties with their memory.

In South Cumbria the above functions are fulfilled within a unified team. The structure of the Lancaster and Morecambe team is planned to move toward a unified model.

### ***Children and Young Peoples Services***

Children and young peoples' mental health community teams are based in Lancaster and Morecambe, Kendal and Barrow in Furness offering a range of interventions for young people over the age of 18 suffering with mental health difficulties.

### ***LSCFT Inpatient Mental Health Provision in the Bay and North Lancashire***

**The Orchard, Lancaster:** The Orchard on Pathfinders Drive in Lancaster is an 18 bedded mixed sex Adult in-patient unit. Consultant input is from Adult Psychiatry colleagues.

**Kentmere Unit, Westmorland General Hospital, Kendal:** Kentmere Unit is a 12 bedded mixed sex adult inpatient unit

**Dova Unit, Danegarth, Furness General Hospital, Barrow:** Dova Unit is an 18 bedded mixed sex adult inpatient unit

**Ramsey Unit, Danegarth, Furness General Hospital, Barrow:** Ramsey Unit is a 15 bedded ward for patients with dementia.

**The Harbour, Blackpool:** The Harbour is a 154 bedded mental health hospital situated on Preston New Road (A583) just off junction 4 of the M55 at Blackpool. The hospital was designed with extensive input from service users and clinicians and is based on good practice guidance and 'safety by design' to ensure that it can provide high quality care. The ethos of the unit is to provide therapeutic care which is empowering, person centered and needs led and focuses on promoting recovery and independence.

The in-patient units in The Harbour consist of:

- 4 x 18 bedded wards for adults (2 male & 2 female)
- 2 x 18 bedded wards for older adults with functional mental illness (1 male & 1 female)
- 2 x 15 bedded wards for patients with dementia (1 male & 1 female)
- 2 x 8 bedded psychiatric intensive care units (PICU) (1 male & 1 female)

There is also a 13 bedded specialist inpatient unit, **The Cove, Lancaster**, forming part of the regional inpatient provision for children and young people between 13 and 18 in the North West Region

### Working Pattern

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.

Indicative job plan:

Day	Time	Location	Work	Category	No. of PAs
Monday	9am - 1pm	East Barn	MDT meeting Outpatient clinic	DCC	1
	1pm - 5pm	Community	Home Visits Clinical Admin	DCC DCC	0.75 (3 hours) 0.25 (1 hour)
Tuesday	9am - 1pm	East Barn	MDT meeting Outpatient clinic	DCC	1 (4 hours)
	1pm - 5pm	Flexible	Supervision SPA activity	SPA	1 (4 hours)



Wednesday	9am – 12noon	East Barn	MDT Meeting	DCC	0.75 (3 hours)
	12noon - 1pm		Consultants Meeting	SPA	0.25 (1 hour)
	1pm - 5pm	Flexible	Teaching/CPD	SPA	1 (4 hours)
Thursday	9am – 12noon	East Barn	MDT Meeting	DCC	0.25 (1 hour)
	12noon - 1pm		Complex Case Discussion	DCC	0.5 (2 hours)
			Non Clinical Admin	SPA	0.25 (1 hour)
	1pm - 5pm	Community Clinic	Home Visits	DCC	1 (4 hours)
Friday	9am - 1pm	East Barn	MDT	DCC	1 (4 hours)
			Outpatient Clinic		
			Clinical Admin		
	1pm - 5pm	Flexible	Emergency/ Urgent clinical cover	DCC	1 (4 hours)
Total PAs	Direct clinical care				7.5 (30 hours)
	Supporting professional activities				2.5 (10 hours)

### **Secretarial support and office facilities Secretarial support and office facilities**

The post hold will have their own designated Medical Secretary and will also have access to support from other administrative staff. In addition, there are a dedicated private offices available for use by medical staff.

### **IT facilities**

The post holder will have a designated laptop, and IT access at all Trust localities for clinical provision. The post holder will also be provided with a smart phone, and digital dictation device as required. The post holder is expected to use these facilities only for work related purposes and in conjunction with the Data Protection Act as well as the Trust policies that regulate the use of Trust IT equipment.

### **Commitment to continuing professional development (CPD) and Supervision**

The post holder 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 or to provide equivalent evidence.

Study leave arrangements for consultant medical staff are in accordance with the new consultants’ contract within Lancashire and South Cumbria NHS Foundation Trust.

Regular clinical supervision is an important part of professional development and fulfilling the GMC requirements of ‘Good Medical Practice’. Consultants are encouraged to participate in locality peer supervision and support groups to support and further develop their clinical practice.

For 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 program of case conferences and journal clubs in LSCFT held via Microsoft Teams which the post holder will be encouraged to participate in. An active research interest is also encouraged.

### **Mentorship**

LSCFT has an established medical mentorship scheme. New doctors joining LSCFT will be offered the opportunity to have a mentor to support them.

### **Locality Medical Leadership Arrangements**

LSCFT is committed to involving clinical staff in the management and development of the service. In the current arrangement an Associate Medical Director (AMD) and clinical manager support each part of the service. The AMD liaises closely with medical colleagues, the Network Medical Director, as well as nursing and operational colleagues to provide clinical leadership and direction to the service.

### **Leadership and Management Role**

The core management role of this post is to provide leadership in co-production with the team leader, including:

- Clinical Leadership of the team alongside the team leader
- 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 encourages 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.

### **Appraisal and job planning:**

The post holder will be encouraged to develop her/his leadership skills by participating in one of the LSCFT leadership programs. There is a program of annual appraisal and job plan reviews. We utilize electronic appraisal and job planning systems supported by our medical HR team.

### **Education and Training**

LSCFT values education and training highly. We provide undergraduate training for Manchester, Liverpool, UCLAN and Lancaster Universities and post graduate training at Foundation level and in psychiatry and general practice for trainees within the North West Region. This is overseen by our medical education team led by our director of medical education and their deputy and comprising site tutors in all localities, medical education facilitators and administrators

We have 2 site tutors with in the Bay, supported by a team of medical education facilitators and administrators to support the delivery of high quality educational experiences to our trainees and students

In the Bay we have particularly close links with Lancaster University Medical School and with the University of Cumbria. We're keen to encourage our doctors in developing interests in education both undergraduate and post graduate, research, leadership and more alongside clinical roles.

We provide clinical placements and undergraduate teaching for Lancaster medical students with opportunities for our doctors to take on formal teaching or research roles within the Universities.

The Bay provides core and higher post graduate training posts in psychiatry across a range of psychiatric specialties. We also host foundation year 1 and 2 posts and GPST posts.

We support our doctors to attain clinical and educational supervisor status and to attend the weekly post graduate program now hosted via Microsoft teams. This supports delivery of high quality supervision and training to medical colleagues and those of other disciplines.

Where the postholder supervises a doctor in training they will provide supervision and training according to the needs of the individual trainee. The post holder will also be expected to contribute to the education of wider multidisciplinary colleagues.

LSCFT has extensive library facilities accessible online in addition to the library based at the Lantern Education Centre, Vicarage Lane, Preston.

### **Audit and Quality Improvement**

As an organisation LSCFT is committed to continuous learning and improvement. LSCFT has trust wide and local programs of audits and quality improvement initiatives. The post holder will be expected to participate in these initiatives and to be involved in providing related training for medical staff and other disciplines.

Doctors are expected to be aware of the principles of clinical governance and to work towards achieving continuing quality improvement in all aspects of service delivery in line with the aims of the Trust.

Doctors have the opportunity to contribute to development of guidelines and clinical policies and to monitor and review procedures through 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 quality improvement and clinical audits are carried out as required and that the work is regularly evaluated and reviewed.

### **Clinical duties**

The post holder will have the following important clinical responsibilities:

- Responsible Clinician for a defined caseload.
- Participation in out of hours cover as agreed in the job plan
- Assessment, diagnosis and treatment. Ensuring physical health is considered alongside psychological and social issues. Shared decision-making with patients and carers.
- To contribute to the MDT process through multi-disciplinary reviews, complex case meetings and other forums appropriate to the role
- To provide for the mental health needs of patients – including prescribing and monitoring psychotropic medications.
- To adhere to LSCFT policies and procedures.
- To contribute to the risk assessments, report writing and attendance at Mental Health Review Tribunals and Managers Hearings. Assessment of mental capacity.
- To provide for the physical health needs of patients (with support from clinical practitioners, LSCFT Community Teams, Physician Associates, and other members of the workforce) and referring to outside hospitals and specialists.

- Ensuring the quality and completion of clinical communications and letters
- To provide clinical expertise and clinical leadership to the team; it is expected that the consultant will play a key and active role in the team management and will be responsible for the appropriate clinical key performance indicators of their team.
- To support Clinical Governance, Health and Safety and other notional requirements and directives in your clinical area.
- To respond to appropriate requests from commissioners.
- To help implement Trust policies, guidelines and NICE guidelines regarding care and treatment of patients in your clinical area.
- To support the team in providing and achieving excellence in care and treatment through regular audit and review of clinical practice.
- To support the work of relevant clinical teams in the community, especially during the discharge process, and to address interface issues in a constructive and cordial manner.
- To provide clinical care/assessments in other clinical areas, if requested/directed to do so in an emergency and exceptional circumstances in the interest of patient safety and in the interest of the Trust.
- To participate in team governance meetings and accept a shared responsibility for smooth and effective functioning of your clinical team along with the Ward Manager.
- To help achieve Trust and National targets in order to provide an efficient, clinically effective and evidence-based accessible seamless service to avoid any risk to the Trust's reputation and business.
- To provide the medical lead role in the Multi-Disciplinary ward team for individual case management.
- To liaise with other specialties in the Acute General Hospital and staff within the employing Trust, if relevant, and in the interest of mutual patients.
- To recognize and take responsibility for safeguarding adults and, where appropriate, children and young people, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action, as necessary.
- To understand and utilise the relevant legal frameworks e.g. MHA 1983 and the MCA 2005.
- To apply appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care and to maintain up to date knowledge regarding equality and diversity.

### **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 competencies under the Modernising Medical Careers framework).
- To ensure that junior medical staff working with the post holder operate within the parameters of their contract 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 and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which 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 medical director and, if 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.

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

The post holder is expected to be an Approved Clinician (MHA) and will be expected to renew this approval according to agreed procedures.

### **General Terms and Conditions**

- The post holder must be a medical practitioner fully registered with the General Medical Council and have a licence to practice.
- The successful candidate will be expected to maintain existing service commitments and comply with Trust performance targets.

- The post holder will be expected to live within reasonable travelling distance of the main clinical base. If the appointee is required to move house to meet the residential clause of the contract, removal expenses will be payable in accordance with the terms and conditions of service of the Trust. 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.
- The appointment is subject to a satisfactory Occupational Health Assessment.
- 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.

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

The postholder will be expected to take part in the on-call rota out of hours and weekends. This will be remunerated appropriately. The North Consultant On-Call rota covers the general adult psychiatry and older adult psychiatry specialities within the locality. The current rota is a minimum of 1:25. This attracts a 3% availability supplement and 0.5 PA.

The postholder 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). These doctors cover the Central Lancashire locality. You will also be supported by the middle tier cover which is fully staffed and comprises of the STs and specialist registrars in the 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.

Core SPA time for full-time consultants is 1.5 PAs per week for professional activity to support revalidation, personal appraisal, personal job planning, mandatory training, and participation at consultant and governance meetings. Additional SPA time can be agreed for additional activities such as supervision, audit, education and research.

The Trust retains the right to require all consultants to take part in the on-call rota (in such a case, on-call will be negotiated and paid appropriately).

### **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**

Consultants would be eligible for either 30 or 32 days of annual leave, plus non-allocated statutory holidays, according to length of service and actual hours worked. Please see the Hospital Medical and Dental staff (England and Wales) Terms and Conditions of Service, for further details.

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.

### **Statement on Equality and Diversity**

Lancashire & South Cumbria NHS Foundation Trust is committed to ensuring that everyone involved in the Trust, including staff, services users and carers, are treated equitably and with dignity and respect. The Trust is working hard to ensure the workforce reflects the diversity within Lancashire and that services meet the needs of all diverse service users and carers.

### **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 Chief Medical Officer and Chief Executive 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. All medical staff practicing in the Trust should ensure that they are familiar with the procedure and should apply it.

### **Further information and 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:

***Dr Thirunavukkarasu Aravinth, Associate Medical Director***

Telephone Number: 01524 550736

Mobile: 07984 288421

E-mail: [Thirunavukkarasu.Aravinth@lscft.nhs.uk](mailto:Thirunavukkarasu.Aravinth@lscft.nhs.uk)

***Dr Alison Napier, Network Medical Director***

Telephone number: 01772 773513

E –mail: [Alison.napier@lscft.nhs.uk](mailto:Alison.napier@lscft.nhs.uk)

***Dr David Fearnley, Chief Medical Officer***

Telephone Number: 01772 773513

E-mail: [medicalrecruitment@lscft.nhs.uk](mailto:medicalrecruitment@lscft.nhs.uk)

### **Approval of this job description by the Royal College of Psychiatrists**

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

## Appendix 1: Person specification/selection criteria for consultant

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

SL: Shortlisting 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.  MRCPsych or equivalent that is approved by the Royal College of Psychiatrists.  Additional clinical qualifications.	SL  Scr  SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.  Included on the GMC Specialist Register OR within six months.  Approved clinician status OR able to achieve within 3 months of appointment.  Approved under S12 OR able to achieve with 3 months of appointment.	Scr  Scr  Scr  Scr	In good standing with GMC with respect to warning and conditions on practice.	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 &amp; 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>