

**CONSULTANT PSYCHIATRIST**  
**Mid Surrey Community Mental Health Team**  
**For Older Adult**  
**Horizon, Epsom**

Post and Specialty:	Consultant Psychiatrist Mid Surrey Community Mental Health Team Older Adult Psychiatry Horizon, Epsom		
Base:	Horizon, 28 Upper High Street, Epsom, Surrey KT17 4QJ		
Contract:	Full-Time - The salary will be set per the new Consultant Contract at £99,532 - £131,964 Per Annum, and Part-Time will be pro-rotas		
	Total PAs: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Chief Medical Officer		
Accountable operationally to:	Associate Medical Director		
Key working relationships and lines of responsibility:	Sector Manager: Louise Taylor Divisional Medical Lead: Dr Roohi Afshan Associate Director: Louise Doyle Associate Medical Director: Dr Shriti Burgul Divisional Director: Sharon Gregory Chief Medical Officer: Dr Emma Whicher Chief Executive: Graham Wareham		



## 1 Introduction

The post is for a full-time substantive Consultant Psychiatrist position well established in the Mid Surrey Community Mental Health Team for Older persons based at Horizon, 28 Upper High Street, Epsom, Surrey KT17 4QJ. The post is within well-established services organised in line with New Ways of Working.

## 2 Trust Details

Surrey and Borders Partnership NHS Foundation Trust is the leading provider of health and social care services for people of all ages with mental health problems, drug and alcohol problems and learning disabilities in Surrey and Northeast Hampshire for people of all ages.

We provide various community services, integrated health and social care, early intervention, and detection programmes, and highly specialised therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery. Over 3,132 people, on average, work with us substantively at Surrey and Borders Partnership to provide our services, which equates to an average of 2,926 whole-time equivalent (WTE) staff. Many of these are highly skilled professionals who work with various partners in the private, public, and voluntary sectors to ensure we deliver high-quality care to our local population of 1.3 million. In addition, we seek to involve and engage people who use our services and their families in our community, and we have just over 7,000 public members of our Foundation Trust.

The Trust has hosted core trainees in psychiatry from HE KSS. There are also HST 4–6-year trainees on rotation from HEKSS, and the trust hosts GPVTS and foundation trainees. In addition, there are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. In April 2005, we were established as a health and social care partnership Trust and in May 2008, we became an NHS Foundation Trust, the first mental health and learning disability Trust in the Southeast Coast NHS region to gain this status.

Our Trust's projected 2023/24 financial year income is about £320 million. In previous years, we reported the income for Children and Family Health Surrey; this service now trades within the Trust. We deliver high-quality care across our 140 services registered with the Care Quality Commission. Our services are provided in community settings, hospitals, and residential homes, emphasising local treatment and support close to people's homes wherever possible.

The M25 and M23 pass through the area, giving easy access to both Gatwick and Heathrow airports and the south coast.

## 3 Service Details

The post is for a full-time substantive Consultant Psychiatrist post, and the post holder will be required to provide input to Mid Surrey CMHT-OP, part of Surrey and Borders Partnership NHS Foundation Trust, alongside 2 other consultant colleagues and support from 2 days of a middle-grade doctor.

The catchment area, Mid Surrey Community Team, covers a total 65+ population of 62000 in Elmbridge, Epsom and Ewell, Mole Valley, Leatherhead, Tadworth and Banstead.

The post holder will be required to cover the gap created by a full-time consultant's sabbatical covering the Elmbridge, Leatherhead and Tadworth areas.

Deprivation is in the lowest 20% of English districts. In addition, the population is healthier, with life expectancy higher than the national average for men and women.

Mid Surrey CMHTOP receives referrals from local general practitioners per the current service specifications. The service provides assessment and treatment for functional illnesses and an assessment service for all patients aged over and under 65 with memory problems. In addition, an independent Young Onset Dementia service works closely with CMHTOP to manage complex cases.

The post holder will be responsible for referrals from named GPs/clinicians from Elmbridge, Tadworth, Leatherhead and Banstead areas and care homes. In addition, the post holder will be responsible for providing advice and guidance through a newly developed service. Referrals will be a combination of functional and organic conditions.

The team prioritises continuity of care and accepts referrals for patients with functional and organic presentations. Patients can be seen in several settings, including their home, a modern, accessible clinic, or GP surgery. The service offers a comprehensive program of group and individual therapeutic interventions to cater for different levels of need.

The team also offers specialist care home input to assess and manage challenging behaviour. It accepts YOD referrals for multidisciplinary support.

## 4 Local Working Arrangements

Surrey and Borders Partnership NHS Foundation Trust will employ the new consultant and work with the Mid Surrey CMHTOP.

Therefore, the rationale for appointment to this post is to maintain a consultant role alongside the existing consultants in this service. They will be responsible to the Associate Medical Director for all managerial issues, including job planning.

### 4.1 Staff within the Mid Surrey CMHTOP team,

- 3 Consultant Psychiatrists – (including this post)
- 1.5 Specialty Doctors
- Sector Manager Band 8a
- 3 Senior Clinical Leads Band 7
- 1.6 Clinical Psychologists Band 8a and band 7
- 1 specialist OT band 7
- OT Band 6
- 6.5 Community Psychiatric Nurses Band 6
- Associate Nurse Practitioner Band 5
- Associate Nurse Practitioner Band 4

All caseloads are reviewed through MDT. The Team Leader/Service Manager is pivotal in ensuring appropriate referrals are accepted within the team in liaison with professional leads and Consultants.

### 4.2 The number of referrals in 2022 was approx. 2291, including Care Homes. The total team caseload is approx. 1138. There are 3230 care home beds within the catchment area.

### 4.3 The team will support the Consultant Psychiatrist,

- Participating in triaging of referrals
- Completing initial assessments.
- Liaising and collaboratively working with other professionals.
- Making referrals to acute services where indicated.
- Working with the local social care team, who are providing safeguarding support.
- Occupational therapists provide assessments and interventions to facilitate holistic care.
- Ongoing monitoring of mental state and risk management.

## 4.4 Management Structure:

Graham Wareham is the Chief Executive at the Surrey and Borders Partnership NHS Trust. Clinical services and staff are managed through a Directorate system. Locality and Divisional Managers support Team Leaders and are responsible for running their directorate for its clinical, financial and operative performance. Clinical Governance issues are the responsibility of Clinical Governance Committees headed jointly by the Chief Medical Officer and Chief Nursing Officer.

## 5 Continuing Professional Development (CPD)

- Undertake training and continuing professional development as necessary in line with the development of the post and as agreed with the line manager as part of the personal development planning process.
- To be registered with the Royal College of Psychiatrists for Continuing Professional Development. This includes achieving and maintaining good standing for CPD in line with the requirements of the Royal College of Psychiatrists.
- It is expected that all consultants are members of a CPD peer group. These are typically organised locally, and new consultants can join a local group conveniently for their main base. Meetings usually are monthly or bi-monthly.
- The Trust supports consultant CPD activities by providing a local CPD peer group structure, access to study leave, and a study leave budget alongside a local academic programme the post holder is expected to attend. The Department of Medical Education supports these functions.
- Study leave is provided per the Consultant Terms and Conditions of Service. It is applied through the Department of Medical Education, authorised by the CPD peer group in line with Trust guidance.

## 6 Clinical Leadership and Medical Management

- To show a commitment to New Ways of Working and provide consultation and supervision to team members.
- To work with consultant colleagues and local managers to develop safe, clinically effective, cost-effective service in Surrey.
- The post holder will be expected to work constructively with SABP Trust managers (including the Associate Medical Director), work with local commissioners, and deliver and develop a strategy to ensure that the Trust remains the provider of choice for liaison services.
- To develop leadership capability aligned with the Trust approach to leadership development for all staff.

There are opportunities for clinical leadership at the local primary care interface meetings attended by local CMHTOP consultant colleagues and GP mental health leads.

## 7 Appraisal and Job Planning

- To take part in annual appraisal and job planning processes. Currently, the Associate Medical Director conducts the annual job plan review in association with the team coordinator and appraisal is arranged with a trained peer appraiser by mutual agreement.
- Job planning for consultants is undertaken annually, generally during the 1<sup>st</sup> three months of the year. It is preceded by an appraisal, usually completed by all medical staff in the last three months of the year.
- Appraisal is undertaken by a panel of trained appraisers and is supported by the SARD (Strengthened Appraisal and Revalidation Database) software.

- All consultants must have five sessions of managerial supervision per year and evidence of clinical and administrative management must be presented and discussed as part of the annual appraisal.

## 8 Teaching, Training and Research

The Trust has significantly increased the number of core trainees (CT1-3) in psychiatry from 17 to 40 from Kent, Surrey, and Sussex Deanery. Several ST 4-6 trainees from Southwest London and St. George's Trust are also rotating. However, the management of the higher trainees has now been transferred to the KSS Deanery from London. In addition, there are GPVT trainees. There are opportunities for small-group medical student teaching from Southampton, Brighton, or St. George's Medical Schools. There is a robust academic programme under the direction of the Director of Medical Education, Dr Jeremy Mudunkotuwe. Library facilities and links with the Academic Department of Psychiatry at St. George's Hospital Medical School are available for research and training.

Consultants are encouraged to participate in research. Further information is available from Professor Ramin Nilforooshan, Associate Medical Director for Research in the Trust. If agreed, the Trust will offer support and resources to consultants with research interests that they wish to pursue.

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

## 9 Quality Improvement

The post holder must undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. In addition, the Trust is committed to participating in several national audit programmes, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

## 10 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.

## 11 Administrative Support and Office Facilities

There is office provision for the consultant psychiatrist on site and access to IT. In addition, administrative support is shared with other team members.

- Library facilities are available at the hospital, and there are links with the Academic Department of Psychiatry at St. George's Hospital Medical School for research and training purposes.
- Desktop PCs are widely available at all sites.
- The Trust is moving to mobile working, with most medical practitioners having dedicated use of a trust-approved laptop with remote access and smartphone usage.

- Flexible working practices and dedicated administrative support will assist with clinics, enabling you to focus on what you do best to deliver high-quality care to children and young people.
- The Trust has standardised on Microsoft Office software, and all clinicians are strongly encouraged to develop computer skills.
- The Trust uses SystemOne for its clinical electronic record-keeping system. Training will be provided if required.
- Bookable and drop-in rooms will ensure that all practitioner office areas offer privacy for activities requiring higher confidentiality.

## 12 Clinical Duties of Post Holder

- The post holder will deliver consultant psychiatric input to patients referred to and accepted for treatment by the CMHTOP in line with the agreed criteria and commissioned care pathways.
- The work will, therefore, involve the assessment and psychiatric treatment of patients directly or through other team members' supervision. The post holder will also be expected to provide clinical leadership to the CMHTOP and act as a consultant/advisor to the team in line with models of practice recognised under 'New Ways of Working', particularly concerning patients whose mental health needs are complex and carry high risk. The post holder will be expected to assess urgent referrals, working independently and with other team members. In addition, they will personally deliver to outpatient clinics each week and visit patients in their homes or care homes if clinically indicated.
- The post holder must liaise effectively with partner organisations and other local agencies and support the integrated working method. A collaborative approach to team working is essential. The post holder will be expected to consider all safe community treatment options with the multi-disciplinary team for treatment before referring patients to the 24/7 services.
- The post holder will be expected to work effectively with colleagues from other professional disciplines in the team and deliver services consistent with the Trust policy for the Care Programme Approach. This includes acting as lead professional for those patients under Statement of Care and working with care coordinators for those whose care plans are organised under CPA. The post holder is also expected to liaise effectively with the other teams to ensure effective handover of care when patients transfer between teams as part of the patient pathway.
- The post holder is expected to be involved in the strategic development of the service as a whole and to participate in operational and business planning within the CMHTOP and wider ICS alongside senior team colleagues. In addition, there are opportunities for clinical leadership at the local primary care interface meetings attended by local CMHTOP consultant colleagues and GP mental health leads.
- The trust uses the clinical records system 'SystemOne', and the post holder will be required to use this system for all clinical work.
- On average, an FT Consultant will have 2/3 outpatient clinics per week as follow-up appointments and approximately 2 to 3 Emergency/Domiciliary visits per week.

### 12.1 Further aspects of the post

- All Consultants must devote some of their time to supporting professional activities. Therefore, the postholder must allocate weekly SPA sessions according to the trust guidelines.
- To participate, with other Consultants, in management and administrative work as necessary. This will include participation in audits and other aspects of clinical governance.
- To encourage and take on clinical research on negotiation through job planning.
- To attend the weekly Academic Program and provide training and supervision for junior Medical Staff.
- The postholder will ideally be approved under Section 12 of the Mental Health Act (1983) and may be expected to carry out appropriate Mental Health Act responsibilities.

- The Trust provides appraisal training and appraisers to support the postholder's appraisal programme. The post holder will also be expected to develop arrangements for CPD supported by the educational opportunities offered by the Trust. They are also likely to join a CPD peer group with college guidance.
- To provide clinical leadership to the Mid Surrey CMHT-OP in conjunction with the Team Manager
- To provide adequate cover to the Mid Surrey CMHTOP during working hours on days worked for emergency and routine work, including decisions regarding new referrals that arrive daily.
- To provide assessments on new referrals, formulate diagnoses and treatment plans in consultation with the Team and provide input for other MDT members.
- To participate in CPA Care Planning
- To provide ongoing clinical care for complex patients
- To liaise effectively with other teams.

## 13 Clinical Governance and Quality Assurance

Local clinical governance activities are supported by local Quality Action Groups (QAGs), which provide a monthly forum for locality-based teams to review joint working on clinical governance initiatives and can include a review of serious incidents, learning from complaints and interface issues. Local QAGs are supported by a divisional QAG, which has a role in identifying clinical governance themes across the Division and ensuring dissemination and learning. The post holder must also participate in clinical audits and other clinical governance activities.

## 14 General Duties

Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. All leadership posts expect everyone to be responsible for promoting open, inclusive, accessible service provision, staff development and a culture that values and respects difference.

We recognise that everyone is different, and we are committed to achieving equality and fairness for our staff and people who use our services, including those with disabilities, people who are lesbian, gay, bisexual or transgender and those from minority backgrounds.

Our Trust is passionate about developing a culture that values human differences and similarities at every level of the organisation.

We are also committed to ensuring that we:

- Provide accessible and inclusive services to all.
- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups
- Foster good relations between other groups.

We have teamed up with Disabled Go to help disabled people plan visits to Trust services with information on our sites and accessibility details. Visit our pages on the Disabled Go website.

- The Trust encourages establishing mentoring arrangements where appropriate, particularly for new consultants. Several experienced medical mentors are in the Trust, and access to this network can be activated following an initial discussion with the medical manager.
- Undertake audit activities to develop the quality of service provided by the team supported by the Trust's Clinical Audit Department and the identification of Supporting Professional Activity in their job plan. The Trust is committed to participating in several national audit programs, including POMH-UK and regular audits to support CQUIN activity, including cardio-metabolic assessment and intervention.

- To achieve and demonstrate agreed personal and professional development standards within agreed timescales. In addition, to undertake any other duties at the line manager's request, commensurate with the role, including project work and absence cover.
- To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.
- To contribute to preventing and controlling healthcare-associated infection by adhering to Trust policies and guidelines.

## 15 External Duties, Roles and Responsibilities

Developing a Special Interest will be encouraged where it is compatible with the priorities of the Trust and the Locality and can be seen as part of the development plan supporting the National Health Service Plan and the National Service Framework for Mental Health. In recent years, the organisation has developed specialist ASD, FASD, ADHD, forensic gatekeeping, and other services such as Affective Disorder and Primary Care Network. These roles can be encouraged through the specialist interests of clinicians. The development of special interest must be discussed with the Associate Medical Director and Clinical Director / Divisional Medical Leads in the first instance.

- No external duties or responsibilities are included in this post. Such responsibilities can be formed through discussion with the medical manager and revision of the job plan.
- No special interest clinical activities are included in this job description. Requests to undertake clinical activities of this type can be made to the responsible medical manager with adjustments made to the job plan in the usual way.

## 16 Other Duties

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

## 17 Work Programme

It is envisaged that the post holder will work on 10 programmed activities over 5 days. Following the appointment, there will be a three-month meeting 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 support professional activities (as per the Royal College of Psychiatrists recommendation). However, the timetable is indicative only. A formal job plan will be agreed upon between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually after that.

### 17.1 Timetable (Provisional)

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Horizon Epsom	Allocations Audit Appraisal preparation	SPA /DCC	0.5/0.5
	PM	Virtual	clinic .	DCC	1

<b>Tuesday</b>	AM	Horizon Epsom	MDT Team Education session	DCC	1
	PM	Horizon Epsom	Clinical admin	DCC	1
<b>Wednesday</b>	AM	Horizon Epsom	MAC meeting once monthly Outpatient Clinic/Community Visits Business Meeting Complex case discussion Senior professional meeting	SPA	1
	PM	Horizon Epsom	clinic	DCC	1
<b>Thursday</b>	AM	Horizon Epsom	Outpatient Clinic/ Home visits	DCC	1
	PM	Horizon Epsom	admin	DCC	1
<b>Friday</b>	AM	Virtual	Post Graduate Meeting/Education session	SPA	1
	PM	Horizon Epsom	admin	DCC	1
<b>Unpredictable / emergency on-call work</b>					
<b>Total PAs</b>	Direct clinical care				7.5
	Supporting professional activities				2.5

The timetable is indicative only. A formal job plan will be agreed upon between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually after that.

Full-time consultant posts at SABP are job planned routinely with 7.5 PAs DCC and 2.5 PAs SPA. However, subsequent annual or interim job planning enables re-balancing to 7.5/2.5 and other sessional allocation if additional SPA activities are required that need extra time in the timetable (for example, additional supervisory responsibility, regular additional committee/meeting attendance, enhanced audit role, research investigator responsibilities etc.). Similar provisions apply to part-time consultant posts.

## 18 On-Call and Cover Arrangements

The consultant will be required to be on the Surrey-wide OA Consultant on-call Rota, approximately 1:20. A partial Trust-wide Higher Specialist Trainee Rota supports this.

On-call activity is recognised in the job by paying an availability supplement (category A/low frequency). In addition, work on call (principally Mental Health Act assessment work) is separately remunerated through the usual collaborative arrangements mechanism (referring to the position that a doctor can take on behalf of local authorities in this case relating to Section 12 responsibilities with fees agreed and payable through local CCGs).

All medical staff working arrangements are subject to the requirements of the European Working Time Directive and related instruments. Compensatory rest for breaches of rest requirements whilst on call can be claimed directly after on-call periods through application to the responsible medical manager.

## 19 Wellbeing

### Occupational health

Our occupational health service aims to promote and maintain the health of all colleagues and prevent work-related health problems. Optima Health will provide our occupational health service and employee assistance programme.

Information about the different services and how they can be accessed is provided below. If you have any concerns about your physical or mental health, please talk to your manager in the first instance. They can then refer you to Optima Health for support.

The Workplace Wellbeing Platform and Optimise offer colleagues a range of resources to promote well-being and identify signs of ill health.

### Optima Health will be responsible for providing the following:

- pre-employment health assessments
- Vaccinations
- Managing infection control Risks
- Sharps injuries
- Infection Control
- Pandemic 'Flu, Covid-19 and other pandemic requirements
- Health surveillance and fitness for the task
- Proactive health and well-being support: physio

### Vaccination Clinic Locations

Vaccinations are offered at 18 Mole Business Park, Leatherhead and Fern Lodge, Guildford.

### Contact the Team

Access occupational health and wellbeing services plus a range of internal resources through the Surrey and Borders dedicated Workplace Wellbeing website. <https://sabp.workplacewellbeing.com/>

### Customer Service Helpdesk

The customer service desk is based at the Occupational Health and Safety department and is available from 09:00 to 17:00, Monday to Friday (excluding Bank Holidays).

Telephone: 03300 084 367

Email: [SABP@optimahealth.co.uk](mailto:SABP@optimahealth.co.uk)

The customer service help desk can be contacted to assist in myOHportal, tracking cases, clarifying medical opinions, general health care advice and general pre-employment and pre-referral advice.

Local OH Support Contact Details:  
Jane Mountain  
Occupational Health Manager  
Fern Lodge, Farnham Road Hospital  
[Jane.mountain@sabp.nhs.uk](mailto:Jane.mountain@sabp.nhs.uk)

## 20 Contract Agreement

The appointment is subject to the 2003 Consultant Contract and is non-residential. The Salary will be per the Terms and Conditions for Consultant pay scales, and the starting point depends on seniority. Annual leave and study leave are granted according to national conditions. The Post-holder will be expected to follow the Trust's Policies and procedures relevant to the post.

The appointment will be subject to a satisfactory medical clearance and enhanced CRB disclosure before commencement in post.

Access to a mentor will be available for anyone in their first Consultant post.

## 21 Leave

The post-holder is entitled to 27 days of annual leave per year and 30 days of study leave over three years. Annual leave will increase to 32 days based on years in the NHS.

## 22 Visiting Arrangements

Candidates are asked to note that the canvassing of any member of the advisory appointments committee or the Trust will disqualify them. Candidates should be able to approach any person for further information about the post.

The post is available from the date of appointment. The starting date will be agreed between the Trust and the appointee. The appointee will be required to take up the post three months after the offer of appointment unless a special agreement has been made with the Trust. If it is unlikely that you will be able to take up the post within this time scale, you should declare this on your application.

Candidates wishing to discuss the post or visit are invited to contact one of the following to make such arrangements:

Dr Roohi Afshan, Medical Lead  
[drroohi.afshan@sabp.nhs.uk](mailto:drroohi.afshan@sabp.nhs.uk)

## 23 Appendix 1: Person Specification / Selection Criteria for Consultant

**Abbreviations for when assessed:** Scr: Screening before short-listing

SL: Short-listing from the application form.

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

	Essential	When Assessed	Desirable	When Assessed
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MB BS or equivalent recognised medical qualification.</li> <li>• Full medical registration with a license to practice.</li> <li>• Eligibility for inclusion on the Specialist register or CCT in the appropriate speciality (or within six months of the time of interview/assessment) or equivalent.</li> <li>• Approved Clinician Status and approval under Section 12 of the Mental Health Act</li> <li>• Management qualification or evidence of an interest in developing leadership skills.</li> </ul>	<p>Scr</p> <p>Scr</p> <p>Scr</p> <p>Scr</p> <p>Scr</p>	<ul style="list-style-type: none"> <li>• Relevant higher degree, e.g. MD, PhD, MSc or other additional clinical qualifications</li> <li>• MRCPsych or equivalent</li> </ul>	<p>SL</p> <p>Scr</p>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Fully registered with the GMC with a licence to practise at the time of appointment.</li> <li>• Included on the GMC Specialist Register OR within six months.</li> <li>• Approved clinician status OR able to achieve within three months of appointment</li> </ul>	<p>Scr</p> <p>Scr</p> <p>Scr</p>	<ul style="list-style-type: none"> <li>• In good standing with GMC concerning warnings and conditions on practice</li> </ul>	<p>Scr</p>

<b>Transport</b>	<ul style="list-style-type: none"> <li>• Holds and will use valid UK driving license OR provides evidence of proposed alternative.</li> <li>• Access to a vehicle for work purposes</li> </ul>	Scr Scr		
<b>Clinical Skills, Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Knowledge of Risk Management</li> <li>• Knowledge of legislation, Department of Health Guidance and literature and its implications for clinical practice.</li> <li>• Knowledge of NHS strategic vision in the Next Stage Review (High-Quality Care for All)</li> <li>• Ability to use IT, including email and the internet.</li> <li>• Excellent clinical skills using a bio-psycho-social perspective and wide medical knowledge.</li> <li>• Excellent oral and written communication skills in English</li> <li>• Ability to manage clinical complexity and uncertainty.</li> <li>• Make decisions based on evidence and experience, including the contribution of others.</li> <li>• Ability to meet duties under MHA and MCA</li> <li>• Experience working with various patient groups presenting with the full range of clinical severity across different care settings, including community, inpatient, and specialist teams.</li> </ul>	Scr Scr Scr Scr SL SL Scr Scr Scr Scr	<ul style="list-style-type: none"> <li>• Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service.</li> <li>• Experience in management</li> <li>• Ability to develop and use complex multimedia materials for presentation in public, professional and academic settings.</li> <li>• Specific training qualification/certificate or attendance on a recognised teaching course.</li> <li>• Peer review or research publications</li> <li>• Published audit or research projects</li> </ul>	SL  Scr Scr  Scr Scr Scr

	<ul style="list-style-type: none"> <li>• Evidence of active participation in Continuous Professional Development</li> <li>• Evidence of effective multidisciplinary team involvement and experience</li> <li>• Knowledge of psychiatric provision</li> <li>• Commitment to and experience in undergraduate and postgraduate teaching</li> <li>• Ability to critically appraise published research.</li> <li>• Experience in carrying out a range of audit projects.</li> </ul>	Scr		
<b>Academic Skills &amp; Lifelong Learning</b>	<ul style="list-style-type: none"> <li>• Ability to take a clinical leadership role in a multidisciplinary team, ensuring high-quality care.</li> <li>• Skills in managing time and prioritising clinical work.</li> <li>• Ability to appraise own performance as a consultant and reflect on development needs.</li> <li>• Skills and sensitivity in negotiating with patients, relatives, and other professionals where opinions differ.</li> <li>• Skills in providing consultation to other professional groups under New Ways of Working</li> </ul>	Scr	<ul style="list-style-type: none"> <li>• Ability to plan and deliver undergraduate and postgraduate teaching and training relevant to this post.</li> <li>• Reflected on the purpose of CPD undertaken.</li> <li>• Evidence of achievement in education, research, audit, and service improvement: awards, prizes, presentations, and publications.</li> </ul>	SL  Scr  Scr

	<ul style="list-style-type: none"><li>• A high-level ability to effectively communicate complex and clinically sensitive information to patients, their families, carers, and a wide range of lay and professional people within and outside the NHS at both written and oral levels.</li><li>• Participated in continuous professional development.</li><li>• Participated in research or service evaluation.</li><li>• Has actively participated in clinical audit and quality improvement programmes.</li></ul>	Scr  SL  SL  SL		
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