

Consultant Psychiatrist



Job Description



Post Title:	Consultant Psychiatrist
Department:	Community Forensic Team (Black Country Healthcare NHS Foundation Trust wide)
Location:	Base: Scott House, Heath Lane Hospital, Heath Lane, West Bromwich
RCPsych approval details:	W MIDS-CO-NTH-2022-00686(Approved)
Programmed Activities (PAs):	10
Contract Type:	Permanent
Responsible to:	Dr Joseph Vella, Divisional Medical Director
Responsible for:	Adult Learning Disabilities Patients

Job Purpose

The Black Country Healthcare NHS Foundation Trust (BCHFT) is seeking to recruit an individual committed to working with people who have a learning disability. This vacancy has arisen due to the previous post holder moving posts. The post holder will be responsible for seeing adults with a learning disability. This post was created as part of the Transforming Care Agenda for people with a learning Disability. The post holder will join an enthusiastic medical team in the Division and will also work closely with other members of one of the Country's most forward thinking Forensic Community Learning Disabilities multi-disciplinary teams.

Black Country Healthcare NHS Foundation Trust provides specialist mental health, learning disabilities and community services for the population of the Black Country. The Trust was

formed on 1/4/2020 through the merger of Black Country Partnerships NHS Foundation Trust and Dudley and Walsall Mental Health Partnership NHS Trust. Combining resources, strategies and talented workforce enables us to deliver a wider variety of outstanding services that are based on best practices. We are rated Good with CQC (12/5/2022)

This is a relatively new post in line with the National Transforming Care agenda and in line with the National Service Model. The post holder will be on the Specialist Register and will have an interest in Forensic Psychiatry and Learning Disability Psychiatry. The post holder will lead a community team comprising of a team manager, secretarial team support, community specialist LD nurses, Occupational Therapists, Speech and Language Therapists, and Psychologists. The post holder will also have their own secretarial support.

The community forensic team will be expected to hold a case load of up to 60 patients. The team delivers on 6 core functions namely:

1. Providing forensic risk assessments and management of risk in the community to ensure public safety and the safety of the individual
2. Delivery of offence-specific therapeutic interventions
3. Case management of the most complex cases
4. Deliver support and training to other agencies providing day to day support to this group of patients
5. Provide consultancy and advice to system partners
6. Provide in-reach support to ensure safe and timely discharges/releases.

The team will also work closely with local Criminal Diversion Services, with the local secure LD and mental health forensic services as well as with the police/MAPPA process. Typically the team will have about 20- 30 new referrals per year with the rest being ongoing forensic case load. The team covers the area of the Black Country in the West Midlands (namely Wolverhampton, Walsall, Dudley and Sandwell communities). The team base is in Sandwell (offices/ out patient clinic on Scott House with team base on the adjacent Penrose House).

The Black Country is an inner city area with a population of just over 1 million people. Many ethnic groups reside in the area which has a high deprivation index. The area is co-terminal with Birmingham & Solihull with fairly easy travel access across the whole of the West Midlands as a commute to work. The West Midlands has a number of excellent educational, recreational and other facilities.

The post holder will join a team of nine consultant Learning Disability psychiatrists within the BCHFT. The consultant group meets on a monthly basis at the Heath Lane Hospital site (West Bromwich). There is also a weekly Divisional LD educational meeting- The latter focuses on therapeutic innovations, quality improvement initiatives and most pertinent research and policy initiatives. The meeting is chaired by one of the Consultants within the Division and is attended by all the medics within the Division.

The post holder will offer consultation to patients at their home or at one of the outpatient bases within the Trust. The consultant will work with the MDT to complete risk assessments and treatment formulations for patients under their care. They are expected to directly case manage a small number of at risk individuals. Patients are likely to be on CPA which will normally be chaired by the psychiatrist. The post holder is also expected to provide a degree of liaison and counselling work with the court diversion and other forensic teams. The post holder will also attend weekly care review and allocation meetings.

WORKING ARRANGEMENTS

The post holder will not normally be expected to carry responsibility for inpatients (except for leave cover or on call arrangements).

The forensic community team consists of:-

- One whole time consultant psychiatrist
- 5 whole time equivalent psychiatric nurses
- 1 whole time consultant psychologist
- 0.5 whole time equivalent OT, SALT
- 2 whole time equivalent care workers
- The forensic pathway also has a full time Forensic Nurse Matron who also covers the low secure/ rehabilitation forensic services.

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. The team will be supported by the extended Intensive Support Team as part of the LD National Service Model.

While primarily responsible for delivering a high quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and with broader services. The post holder will get involved with the service manager and the LD Clinical Director in helping to plan the development of the service in line with the strategic direction of the organisation.

There is a Black Country wide Intensive Support Team for people with learning disabilities which helps with supporting treatment in the patient's home. The post holder will also work closely with this team. The Assessment and Treatment (A&T) is currently located within the Larches/ The Pines at Hallam Street Hospital in West Bromwich provides assessment and treatment services and the post holder will work jointly with this team and the Intensive Support Team to transition patients back into the community.

The post holder will be a member of the Black Country Healthcare NHS Foundation Trust Medical Staff Committee which meets once a month and is a very active body that is well attended by the medical clinicians across the Trust.

Children with a Learning Disability

The post holder will be expected to develop good working relationships with Child and Adolescent Mental Health Services (CAMHS) and locality LD colleagues in order to support the transition process to adult Learning Disability Services for patients when required and as appropriate.

The Post

This is a full time post (10 PAs) in Learning Disability Psychiatry. There is the possibility of a job share for this position. The weekly job plan comprises 7.5 PA's for direct clinical care and 2.5 PA's for supporting professional activities. An indicative time table is attached.

The principal duties will include the following:-

- i. The provision and further development of specialist services to adults with a learning disability with relevance to their forensic psychiatric needs, to help safeguard the wellbeing of vulnerable others, to comply with confidentiality policies and to record activity accurately and comprehensively.
- ii. To assess and treat community patients with a learning disability, co-morbid mental health and behaviour disorders, autistic spectrum disorders and/or epilepsy in line with NICE guidance, best practice and Trust policies.
- iii. To deliver on the elements of the team's functions with a focus on prevention and early intervention through the collaboration with other services.

- iv. To support the care of adults with a learning disability by developing strong partnership with other agencies and services, including social care, primary care and voluntary agencies.
- v. To contribute to clinical leadership within the Trust wide learning disability service, including participating in the governance structures.
- vi. Supervision of potential junior medical staff member within the team. The post holder will be supported/ encouraged to become a higher trainer for psychiatrists. There is peer support availability within the locality and within the wider Division, ring fenced within the attached indicative timetable.
- vii. The post holder will be expected to participate in the Consultant on call rota. The Learning Disability Consultant on-rota covers the Black Country/part of Worcestershire areas. The frequency is currently 1 in 11. This will attract an on-call intensity payment of 3% (category 3). On-call arrangements/payments are subject to review by the Trust in consultation with consultant staff and the unions. On-call cover includes both community and in-patient services (including the proposed A&T new service at Heath Lane Hospital, The Larches/ The Pines rehabilitation wards at Hallam Street Hospital and the Gerry Simon Clinic low secure ward at Heath Lane Hospital).
- viii. The post holder will be required to be approved under Section 12 (2) of the Mental Health Act and to carry out Mental Health Act assessments for the catchment area population and out of hours as part of on-call requirements. The Trust will help the post holder to maintain their Section 12(2) status and Approved Clinician status.
- ix. Consultants within the Learning Disability Service are expected to cross cover any periods of annual, study leave and short-term sick leave etc. LD Consultants based in Scott House West Bromwich are expected to provide cover for each other.
- x. Appraisal and job planning will take place on an annual basis. Job planning arrangements can take place following bilateral consultation and negotiation in the event of job content changes. The post holder's responsible officer will be CMO Dr Mark Weaver who will help with revalidation.

Salary

The salary will be that of a Consultant as described in National Salary Scales. National Terms & Conditions of Service for Consultants will apply.

The Base

The post holder will be based at their individual office at Scott House, Health Lane Hospital Sandwell. There are ample parking spaces on site. The service base is easily accessible and has good links to motorways. The post holder will be based along with the rest of the multi-disciplinary team on this site. There is a canteen and staff vending machines available on the site. Secretarial support is available at this site from a Band 4 full time medical secretary. The consultant's office will be equipped with a desktop and laptop computers with IT support from the Trust IT department. The post holder will also be provided with a trust phone and relevant dictation equipment as required.

Medical secretaries: Melonie Mike (1.0 WTE)

LEARNING DISABILITY CONSULTANTS WITHIN THE LEARNING DISABILITY DIVISION, BLACK COUNTRY PARTNERSHIP FOUNDATION TRUST

- ❖ **Sandwell:**
Post vacant
Consultant in Learning Disability Psychiatry - full time
Dr J Vella

Divisional Medical Director/Consultant In-Patient Learning Disability Forensic Psychiatry – full time

This Vacancy

Consultant in Community Forensic Learning Disability Psychiatry – Trust wide – full time

Dr J Lidher

Consultant in Learning Disability Psychiatry – full time

Walsall:

Dr N Sachdeva

Consultant Learning Disabilities Psychiatry 0.8 FT

Dr K Kaur

Consultant in Learning Disabilities Psychiatry 0.8FT

Dr S Khan

Locum Consultant in Learning Disability Psychiatry 0.6FT

Dudley:

Dr A Kirby

Consultant in Learning Disability Psychiatry – 0.5 FT

Dr A Griffiths

Consultant in Learning Disability Psychiatry – 0.5FT

Dr A Adetoki

Consultant in Learning Disability Psychiatry – full time

Wolverhampton:

Dr C Joiner

Consultant in Learning Disability Psychiatry – 0.7 FT

Dr K Qureshi

Consultant in Neuro-Psychiatry, Learning Disability Psychiatry – 0.3 FT

Dr S Varghese

Consultant in Learning Disability Psychiatry – full time

Senior Divisional Managers:

Ms S Brady

Divisional Director of Nursing (Children's and Learning Disabilities Services), Black Country Healthcare NHS Foundation Trust (susan.brady1@nhs.net)

Mr S Humphries

Divisional Director (Children and Learning Disabilities Services) Black Country Healthcare NHS Foundation Trust (scott.humphries@nhs.net)

Ms Lynsay Anderson

General Manager (Learning Disability Division), Black Country Healthcare NHS Foundation Trust (lynsay.anderson@nhs.net)

Dr J Vella

Divisional Medical Director (Learning Disability Division), Black Country Healthcare NHS Foundation Trust Tel. 0121 612 8425 (j.vella@nhs.net)

Dr A Adetoki

Divisional Clinical Director, (Learning Disability Division), Black Country Healthcare NHS Foundation Trust (a.adetoki@nhs.net)

Principal relationships

The post holder will be professionally and managerially accountable to the CMO through the Divisional Medical Director/ Clinical Director.

Proposed Weekly Timetable: Community Forensic Team Consultant Psychiatrist

This timetable reflects an average working week, but should retain flexibility to respond to emergencies and attend management or other meeting that may occur from time to time.

	AM	PM
Monday	9.00- 12.30 Community Visits (Clinical)	Team Meeting and Ring fenced Supervision (Non clinical)
Tuesday	09.00-12.30 Community visits (Clinical)	14:00-17:00 Admin / outpatient clinic (Clinical)
Wednesday	Liaison Meetings (Clinical) LD consultant meetings, monthly	Ring Fenced LD academic programme (Non-clinical)
Thursday	Ring Fenced Quality Improvement/Clinical Governance/ Audit	Community Visits (Clinical) Service Development Meetings (Non Clinical)
Friday	Community Visits (Clinical)	Ring Fenced Admin (Non Clinical)

Direct Clinical Care

7 ½ PAs

Supporting Professional Activities

2 ½ PAs

CLINICAL AUDIT, RESEARCH AND CONTINUING PROFESSIONAL DEVELOPMENT

- i. The post holder will be expected to attend and contribute to the Post-Graduate Clinical Meetings and Journal Club. There is also an expectation to participate in undergraduate and postgraduate medical teaching. There is an expectation of 3 teaching presentations per year within the teaching programmes linked to this post. Teaching can take place in person at Heath Lane hospital where there is a lecture room available for the purpose. There is a weekly clinical meeting at Heath Lane Hospital (Learning Disability CPD program) with internal and external speakers. There is also a local CPD program at Penn Hospital which the post holder can also attend.
- ii. The Trust expects and supports all medical staff to show evidence of Continuing Professional Development (CPD) activities in line with Royal College requirements. The post holder will be expected to join one of the two Learning Disability Consultant CPD Peer Support Groups within the Trust (details available upon request).
- iii. The Trust has a robust study leave policy and all reasonable requests are usually supported. The post holder is entitled to 30 days study leave every 3-year period (equivalent to 10 days per year).
- iv. The post holder will be expected to take part in clinical audit, clinical evaluation and other clinical governance activities. There is protected time for these activities as indicated in the attached timetable.
- v. The Trust encourages the undertaking of research projects. There is a clinical studies officer to assist any research undertaken. Currently, the Group is involved in autism and offence related work in this population. Other service evaluations recently concluded included the use and effect of remote consultations during Covid-19. The Forensic Community Team implements Trauma informed practices in its care approach.
- vi. The Trust encourages the further development of links with medical schools/universities. The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process. We have an active Research and Innovation team. The post holder will have opportunity to take part in research activities and could hold formal roles as local investigator or principal investigator as research projects are undertaken. There is currently no designated Academic Psychiatric Department within the Trust. However, the Trust works closely with Wolverhampton University.
- vii. There is library access at New Cross Hospital. The leads for medication education are Dr A Narula (Director of Medical Education) and College tutors Dr S Khalil/ Dr N Kar. There is currently no junior doctor support in place with this post. However, the option to apply for this will be supported.

MANAGEMENT AND ADMINISTRATION

The post holder will be expected to provide professional and managerial supervision of any future trainees.

The post holder will be expected to attend Medical Staffing Committee Meetings.

They will also be expected to contribute to team management/ service development meetings to support the management of the Learning Disability Service.

Appraisal

Appraisal will take place annually in line with GMC/revalidation requirements. The post holder will have support from the Clinical Director to develop their job plan and to review this on a yearly basis.

Mentoring

The post holder will be encouraged to join the region wide mentoring scheme for newly appointed Consultants. The scheme is managed by West Midlands Division of the Royal College of Psychiatrists.

CONDITIONS OF SERVICE

- i. National Terms and Conditions of Service (Consultant England 2003)
- ii. Appointment is subject to a satisfactory pre-employment medical interview.
- iii. Appointment is subject to satisfactory Disclosure (Criminal Records Check) and satisfactory references.
- iv. The post holder will be expected to live within a reasonable travelling distance to their work base in Sandwell.
- v. Where appropriate, relocation expenses will be payable in accordance with the Trust's policy.

Residence

The person appointed will be required to maintain their private residence in contact with the public telephone service and to reside within easy access of their work base in Sandwell.

Removal expenses

In accordance with the Terms & Conditions of Service of Hospital Medical and Dental Staff and HSC (1S) 100, assistance with removal expenses may be paid to the successful candidate.

Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values. We are committed to prioritising equality, diversity, inclusion and human rights both in the services we provide and as an employer.

Our Workforce, Equality, Diversity and Inclusion strategy celebrates diversity for all, enabling the organisation to employ the right people in the right job with the values, behaviours and skills that reflect the Trust's values. The post holder will also be expected to comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.

Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree

that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations. We have Staff Support services and Occupational Health support through respective referral process available through the ESR system or through your line manager. We have a robust Clinical Governance unit that will support doctor's wellbeing following serious incidents involving their patients, including psychological support and debriefing. As a Trust, we promote staff wellbeing and we have a department that supports staff who require help and assistance. There are health and mental wellbeing sessions conducted regularly that the post holder can access. The Trust's occupational health providers (People Asset Management- PAM) are a nationwide service provider employing over 500 staff. There is also a Trust Workforce Wellness Service that is accessible to all staff within the organisation. The Forensic Community Team undertakes monthly reflective practice sessions for all MDT members.

Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.

Employees must also be aware of the responsibilities placed upon them by The Health & Social Care Act (2007) Code of Practice to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients, your own health and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing, adherence to bare below elbows as required and the appropriate use of Personal Protective Equipment (PPE).

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

For further enquiries, informal discussion and arrangements for visiting please contact:-

Dr J Vella
Divisional Medical Director, Scott House,
Heath Lane Hospital, Heath Lane, West Bromwich
B712BG
TelNo.0121 6128425

Post Holder's Signature:

Date:

Additional Information

About Us

Black Country Healthcare NHS Foundation Trust provides specialist mental health, learning disability, and community healthcare services for the population of the Black Country. Across the whole of the region we provide:

- Adult and older adult mental health services
- Specialist learning disability services
- CAMHS

Black Country Healthcare NHS Foundation Trust was formed on 1 April 2020, after NHS England and NHS Improvement approved the merger of Black Country Partnership NHS Foundation Trust and Dudley and Walsall Mental Health Partnership NHS Trust.

Combining resources, strategies and talented workforce enables us to deliver a wider variety of outstanding services that are based on best practice and are continually improving.

As a public body, we are accountable to the people we serve. The Trust Board is responsible for determining the strategy and overall direction of the Trust in an open, honest, and transparent manner.

We're using our position as an NHS Foundation Trust to strengthen our ties with the local community. We have a large and growing membership, and we're always encouraging people to join our Trust as members. Members are kept informed of what is happening in the Trust, and their advice is sought on ways we can improve the effectiveness and responsiveness of our services.

Trust Values and Behaviours

Black Country Healthcare NHS Foundation Trust has a set of Trust Values and Behaviours to improve the experience for our patients and our staff. This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

Our Trust Values are:

Together with you to achieve

healthier, happier lives



Caring

We care for everyone as individuals, being compassionate, empathetic and kind with a willingness to help.

Enabling

We enable ourselves and others to act with confidence and authority in order to achieve the best outcome for everyone.

Working Together

We work together in partnership, being inclusive by understanding and valuing others to achieve the best results for everyone in everything we do.

Integrity

We act with transparency and honesty; respecting and valuing others to do the right thing at the right time for everyone.

Employment Benefits

- NHS Pension Scheme
- Annual Leave
- Cycle to Work Scheme
- Staff Support
- Lease Car Scheme
- Childcare Vouchers
- Long Service Awards
- Flexible Working & Parental Leave
- Statutory and Occupational Maternity, Paternity and Adoption Leave
- NHS Discounts and shopping vouchers
- Health & Wellbeing
- Annual appraisal
- Support with continuing professional development
- Research and innovative practice
- Partnership work with Unions
- Occupational Health Service