

**LIAISON PSYCHIATRY
AT BASINGSTOKE AND
NORTH HAMPSHIRE
HOSPITAL-
CONSULTANT LIAISON
ADULT PSYCHIATRIST
10 PA OR PART-TIME**

Based at Basingstoke and North Hampshire Hospital, Hampshire

JOB DESCRIPTION & PERSON SPECIFICATION
CONSULTANT LIAISON PSYCHIATRIST –ADULT MENTAL HEALTH
(Basingstoke and North Hampshire Hospital, Basingstoke)

Post and specialty:	Consultant Adult Liaison Psychiatrist (Adults of working age)
Base:	Basingstoke and North Hampshire Hospital, Basingstoke
Contract:	Number of programmed activities: 10 (applications from individuals wishing to work less than full time are welcomed)
Accountable professionally to:	Dr Karl Marlowe, Chief Medical Officer
Key working relationships and lines of responsibility:	<p><u>Liaison Team:</u> B7 Team Leader: Sally Chiguvare B8a Team Manager: Portia Owen Liaison Clinical Lead: Dr Alin Mascas, Liaison Psychiatrist (Winchester site) OPMH Liaison Consultant (Basingstoke): Dr Lydia Endersby AMH Liaison Consultant (Winchester site) Dr Adrian Feeney Head of Operations: Donna Greenwood</p> <p><u>Divisional Leadership Mid and North Hants:</u> Divisional Medical Director Division: Dr Maja Meerten Divisional Director of Operations: Nicky MacDonald Divisional Director of Nursing: Liz Taylor Divisional Clinical Director*/Director of Psychiatric Liaison: Dr Vicki Osman-Hicks. (*from 1.2.21)</p> <p><u>Executive Leadership:</u> Chief Medical Officer: Dr Karl Marlowe Chief Executive : Mr Ron Shields</p>

OUR VALUES



INDEX

Item	Page No
Introduction – About Southern Health	3
Service details – the post	4
Local working arrangements	5
Continuing Professional Development (CPD)	5
Clinical leadership and medical management	5
Appraisal and job planning	6
Teaching and training	7
Research	7
Clinical governance	7
Clinical duties of post-holder	8
General duties	9
External duties, roles and responsibilities	10
Mental Health Act and Approved Clinician approval	10
Secretarial support and office facilities	10
Support for medical staff	10
Other duties	10
Work programme	11
On-call and cover arrangements	11
Contract agreement	12
Leave	12
Job plan	12
Visiting arrangements	14
Additional Information	14
Appendix 1: Person specification/selection criteria	14

Introduction

About Southern Health NHS Foundation Trust

Southern Health NHS Foundation Trust (SHFT) was established on 1st April 2011 following the merger of Hampshire Partnerships NHS Foundation Trust and Hampshire Community Health Care Trust.

SHFT provides specialist mental health services, learning disability services, community physical health services including community hospitals and specialist inpatient units, and primary care across Hampshire, and is one of the largest providers of its kind in the country.

SHFT provides care to around 240,000 people each year, and employs over 6000 people, including doctors, nurses, therapists and support staff.

SHFT is funded by NHS England, local Clinical Commissioning Groups and local authorities, receiving around £300 million each year.

SHFT is part of the Hampshire and Isle of Wight Sustainability & Transformation Plan. It has an active research department and is a teaching trust, delivering training and teaching to trainees from a range of clinical backgrounds.

The Trust launched a change programme in January 2019. This introduced five new Divisions which align physical and mental health services and focus on delivering holistic, joined-up care to these local populations.

Local health and care services are delivered by means of Local Care Partnerships (LCP) operating in four geographical areas across Hampshire, (Mid & North, South & West, Southampton, and Portsmouth & South East). Each geographical area has a divisional senior leadership structure led by a Clinical Director supported by a Divisional Director of Operations, Divisional Director of Nursing and AHPs and Divisional Medical Director.

For more information on the Trust and services, visit the Trust website at:

<http://www.southernhealth.nhs.uk/>

Job Description

1. Service details – the Post

The post-holder will be based at Basingstoke and North Hampshire Hospital, Hampshire Hospitals Foundation Trust in Basingstoke. The post holder will be appointed by Southern Health Foundation Trust (the mental health trust) but in addition have an honorary contract with Hampshire Hospitals Foundation Trust (the acute trust).

The successful candidate will be responsible for providing clinical leadership and consultant input into the Basingstoke site Adult Liaison Psychiatry team covering the accident and emergency department, acute medical unit and wards (Total approximately 450 beds). The team cover adults of working age 18-65, those over 65 still open to an adult mental health team or those patients whose clinical needs is best met by the adult team.

The Liaison Psychiatry team has an established nurse led 24/7 accident and emergency and acute medical unit liaison assessment service, led by a Band 7 Nurse with a rota of Band 6 experienced mental health nurses. This post enables the service to become consultant-led and is part of a service expansion to provide liaison psychiatry services for the whole hospital, following the Royal Hampshire County Hospital, Winchester site, which has now established this successfully.

The service is not currently CORE-24, but there is a 3 year plan agreed to ensure that it is with support from the STP, commissioners, mental and acute trusts. The current service expansion which includes consultant posts, band 7 team leadership, nursing and administration will enable this phase 1 stage of expansion towards CORE-24. The aim in addition is for the service to PLAN (Royal College of Psychiatrists Psychiatric Liaison Network) accredited within 3 years.

The post will have 2.5 sessions of supporting professional activities to support in addition to your revalidation, service and pathway development, education and clinical leadership. The post holder will be strongly supported to lead the developments of the clinical service to achieve PLAN accreditation.

The post holder will be part of a combined North West Hampshire on-call rota, approximately 1:25 frequency with option of first or second senior on call, at 3% and 1% banding respectively.

2. Local working arrangements

The Adult Liaison Psychiatry consultant post will be part of a wider Hampshire Hospitals Liaison team covering adults and older adults. This post will be a single adult liaison consultant post, however with cross-cover between the 4 liaison psychiatry consultant posts. There is a consultant for older people's liaison psychiatrists (5 PAs) working at the same site. This will therefore be a 4 liaison consultant psychiatrist team across the 2 sites at Hampshire Hospitals Foundation Trust (Winchester and Basingstoke).

You will be part of an experienced and friendly liaison psychiatry team, which includes Band 8a Liaison Pathway Manager, Band 7 team leader, Band 6 adult mental health nurses and an administration team. The team currently cover only some of the wards in terms of liaison and you will lead alongside the team leader and clinical lead the development and establishment of whole hospital liaison psychiatry.

You will be the Responsible Clinician for any adults detained to Basingstoke and North Hampshire Hospital, with agreed cover arrangements in place for in and out of hours. There is a mental health act administrator to support the team and to provide administration and oversight for all those detained under the act at Hampshire Hospitals.

The post holder will be encouraged to work in an integrated way with the Hampshire Hospitals which has an established in-house learning disability nursing team, alcohol care team, dementia nursing team, working alongside medical and nursing colleagues in accident and emergency, medical wards, neurology and surgery. There is also an established mental health and capacity board which leads the strategy regarding mental health.

The Adult Liaison Psychiatry team has key working relationships with the mental health teams including CMHTs, acute mental health team (AMHT), perinatal mental health team and inpatient units (at Parklands Hospital, Basingstoke, on the same site). The acute hospital and psychiatry hospital (Parklands) are co-located enabling good access to a network of peers and services on the same site.

3. Continuing professional development (CPD)

CPD is actively supported by the Trust. Study leave is available for training and continuing professional development, and study leave entitlement is 10 days each year over a 3 year cycle, with access to study leave funding. Reasonable expenses will be met for courses that are supported by the CPD peer group and where this training cannot be provided locally.

The post-holder is expected to take part in CPD within the framework of the Royal College of Psychiatrists. The post-holder will join one of the established peer groups in North-mid Hampshire and will have a Personal Development Plan which is agreed

within the peer group. They will be expected to remain in good standing with the Royal College of Psychiatrists taking account of College CPD guidance.

There is a weekly medical academic meeting at Parklands Hospital on a Wednesday morning comprising a junior doctor led journal club and a consultant led case conference each week. There are also 'learning from clinical events' slots and essential training included too. This is normally followed by a sponsored lunch and then the consultants meeting, also on the Parklands site.

There is a quarterly liaison network meeting between the 4 Hampshire liaison psychiatry services, chaired by Dr Bill Cutter.

4. Clinical leadership and medical management

The Trust expects consultants to participate in all aspects of clinical governance, and ensure their involvement in service planning and development, including wider developments in service provision and local academic meetings and teaching and training opportunities.

Consultants will:

- work with other senior clinical team members to ensure that colleagues understand the professional status and specialty of all team members, their roles and responsibilities in the team, and who is responsible for each aspect of patient care
- work with other senior clinical team members to ensure that staff are clear about their individual and team objectives, their personal and collective responsibilities for patient and public safety, and for openly and honestly recording and discussing problems
- communicate effectively with colleagues within and outside the team, ensuring that arrangements are in place for relevant information to be passed on to the team promptly
- work with other senior clinical team members to ensure that all team members have an opportunity to contribute to discussions and that they understand and accept the decisions taken
- encourage team members to co-operate and communicate effectively with each other
- work with other senior clinical team members to ensure that each patient's care is properly coordinated and managed, and that patients are given information about whom to contact if they have questions or concerns; this is particularly important when patient care is shared between teams
- work with other senior clinical team members to set up and maintain systems to identify and manage risks in the team's area of responsibility

- work with other senior clinical team members to monitor and regularly review the team's performance and take steps to correct deficiencies and improve quality
- work with other senior clinical team members to deal openly and supportively with problems in the conduct, performance or health of team members through Trust procedures
- work with other senior clinical team members to make sure that your team and the organisation have the opportunity to learn from mistakes
- respect the skills and contributions of team colleagues
- participate in business planning for the locality and, as appropriate, contribute to the broader strategic and planning work of the Trust
- To attend and contribute to the quarterly liaison network meeting to share good practice and develop a network of liaison colleague support.

5. Appraisal and job planning

Annual appraisal will take place with a trained medical appraiser. This will provide all the information necessary for the General Medical Council revalidation process. The post-holder will use the Trust prescribed electronic system for job planning and appraisal. The Trust has appointed a number of trained appraisers, and consultants can choose their appraiser from this list.

A formal job plan will be agreed between the appointee and the Divisional Medical Director, three months after the commencement date of the appointee. The job plan for the first three months will be based on the provisional timetable in section 20.

The job plan will then be reviewed annually, following the annual appraisal, and will take into account any output from appraisal. This is conducted by the consultant's clinical manager with management input from area or divisional managers. The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Responsible Officer: Dr Karl Marlowe, Chief Medical Officer

There is a local consultant mentoring scheme and newly appointed colleagues will be invited to join the scheme. This provides a routine offer of pairing with a more experienced consultant colleague who is a volunteer mentor and selected by the candidate.

There is a new consultant development programme for all new consultants and the post-holder will be expected to participate in this. SHFT has run this programme for many years, with excellent feedback from new consultants as it affords them the opportunity to meet colleagues from corporate teams and the Board, and prepares them for life as consultants in the organisation.

The post-holder will have a comprehensive local induction, in addition to the Trust induction at the both the mental health and acute trusts.

6. Teaching and training

There is an ST4-6 post is approved with Dr Mascas. However the post holder will be encouraged to complete the 2 day Health Education England Wessex Educational Supervisors Course and to develop further training post for approval. There are opportunities to be an educational or clinical supervisor for up to three trainees.

The post-holder will also supervise and participate in a wide range of teaching activities, focusing on supporting Hampshire Hospital's staff, the team, students and trainees. These may include:

- Education for staff at Hampshire Hospitals NHS Foundation Trust on mental health topics
- Supporting the education strategy regarding mental health at Hampshire Hospitals NHS Foundation Trust.
- Seminars and clinical teaching to undergraduates especially medical students from St George's, University of Grenada and University of Southampton.
- Education updates for the Liaison psychiatry team
- Teaching doctors in training, nursing and psychology trainees/students
- Teaching on the MRCPsych course
- Teaching staff in other agencies
- Organisation of teaching conferences as required
- Contributions to Journal Clubs
- Supervising others to complete audit, research and quality improvement
- Providing shadowing experiences.

7. Research

There are no dedicated research sessions attached to the post. However, individuals wishing to take part in research activities will be encouraged and supported. The Trust has a dedicated and active Research & Development team, which conducts research into many areas of mental and physical health. This team also provides support to research practitioners and students within the Trust.

There is an opportunity to attend the University of Southampton monthly academic psychiatry teaching monthly (8.30-9:30 Fridays, in Southampton) led by Prof David Baldwin.

There is an opportunity to apply for honorary senior lecturer status with the University Of Southampton Psychiatry Department led by Prof David Baldwin for those that contribute to education or research.

8. Clinical Governance

All consultants and senior staff in services are expected to contribute to clinical governance. There is a strong focus on learning from incidents and embedding quality improvement activity in both services. Clinical governance is supported by governance structures in the Trust and in specialised services, with management, informatics and information technology, human resources, finance, clinical audit, contracting and procurement support.

The Trust expects clinical governance to include evidence based practice, risk management, policy and procedure, user and carer involvement and clinical audit.

9. Clinical duties of post-holder

The clinical duties are as follows:

Clinical care

Consultants will use their skills and expertise to achieve the best care for service users, with a focus on providing supervision and oversight of the team and the assessment and management of complexity and severity. This includes:

- Ensuring evidence-based practice and service user-centred recovery principles to assess, plan, implement, monitor and evaluate all interventions provided by the liaison team to promote recovery and independence.
- Focusing on the management of service users presenting with the greatest complexity and severity will necessitate the consultant working with a small case load in order to be able to respond in a flexible and timely way to the needs of the most unwell and or most urgent.
- Managing complex information, make formulations using a biopsychosocial model.
- Ensuring appropriate and effective engagement with carers and ward teams.
- Management of risk, and weighing complex risk information to deliver care that is in the best interests of the recovery of the individual. Supporting the MDT in this by clear communication, containing anxiety, and maintaining hope for the patient.
- Ensuring the service works in line with care planning, risk management and safeguarding policies.
- Maintaining a focus on outcomes, both in terms of clinical outcomes and patient experience.
- Providing education, supervision and oversight over the caseload with consultant MDT/triage meetings.
- Providing responsible clinician care for those detained under the Mental Health Act.
- Supporting learning from good practice, incidents, complaints or concerns across Hampshire Hospitals and the liaison team.
- To escalate any shortfalls in clinical practice in a timely fashion to the Divisional Medical Director

Clinical Leadership

Consultants will work effectively as a member of liaison psychiatry leadership team in collaboration with other clinical and managerial leaders. This leadership role includes:

1. Development of new patient pathways and service development for those with mental health problems at Hampshire Hospitals NHS Foundation Trust, such as low mood, psychosis, dysregulated behavior pathways.
2. Development of a whole hospital ward liaison psychiatry service meeting the standards for PLAN accreditation and CORE-24.
3. Promotion of a culture based on principles of recovery, choice and personalised care, in which service users can expect to be active in decision-making about their care and treatment.
4. Working in an effective partnership with the team leader and other senior clinicians in the service to:
 - a. Timely assessment and management of patients referred to liaison psychiatry within the agreed key performance indicators.
 - b. Support the team to work in line with agreed pathways, policies and guidelines, with a focus on delivery of outcomes.
 - c. Ensure there is effective training, ongoing professional development and professional supervision for all staff.
 - d. Support the team to use data and information (e.g. performance dashboard, audit data, RiO data) to deliver against the contract, and ensure quality of services
 - e. Ensure financial resources are managed efficiently and in line with agreed plans/budgets.
 - f. To understand and contribute to the management of the wider environment and stakeholders – e.g. GP commissioners, partner agencies.
5. To provide leadership in ensuring the team meets CQC essential standards, and work with the managers to have systems in place to support this.
6. To provide leadership to the governance agenda, including ensuring that sources of information are triangulated in order to maximise learning – e.g. complaints, SIRIs, service performance data etc.
7. To participate, as appropriate, in any investigations are undertaken in line with Trust policy – e.g. complaints, SIRIs, safeguarding.
8. To assist the Divisional Medical Director and the Director of Liaison Psychiatry in the strategic development of services.

10. General duties

- To undertake timely administrative duties associated with the care of patients
- To record clinical activity accurately and comprehensively
- To participate in service and business planning activity for the service
- To participate in annual appraisal for consultants

- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) and Approved Clinician (AC) approval, 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.
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the Medical Director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework
- To ensure that junior medical staff working with the post-holder operate within the parameters of the New Deal and are compliant with the Working Time Directive
- 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

11. 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, as necessary, the chief executive officer.

12. Mental Health Act and Approved Clinician approval

The post-holder will be approved as an Approved Clinician and will be expected to renew this approval according to agreed procedures. The post holder is responsible for maintaining their AC status and Section 12(2) approval and the Trust will fund training for this.

13. Secretarial support and office facilities

Consultants will have access to a shared or private office with access to IT and communications technology in order to provide supervision and speak with

colleagues about patients in a confidential environment. They will also have access to a private space in order to dictate letters and prepare reports, which usually contain confidential and sensitive information.

The post-holder will have access to appropriate secretarial support. Administrative support will be available to ensure that letters and reports are typed up and sent out within the time limits agreed between the Trust and commissioners. There will be access to a named individual, who can support with diary management and support for non-clinical activities.

14. Support for medical staff

There is a dedicated Medical Human Resources team with considerable expertise in supporting medical staff. This department manages contracts, rotas, sickness, locums and leads recruitment.

15. Other duties

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

16. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days, however there is flexibility to discuss alternative options at any pre-interview visits or meetings. 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. 1PA of supporting professional activity may be worked off site through job planning and agreement with consultant colleagues.

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). The timetable is indicative only. A formal job plan will be agreed between the post holder and the clinical manager three months after commencing the post and at least annually thereafter.

17. On-call and cover arrangements

The local On-Call rota covers the North-Mid and South-West Hampshire areas, and is currently approximately 1:25 There is an opt in option including MHA Assessments

when on call attracting 3% on call banding supplement or an opt out option where on calls will have an ST4-6 on call at the same time to attend to MHA work or other calls in the first instance with the consultant supporting and offering advice. This attracts a 1% banding supplement

18. 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.

19. Leave

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a consultant. For medical staff who work part time, annual leave, including Public/Bank Holidays will be calculated pro-rata.

20. Job plan

The job plan for the first three months will be based on the provisional timetable shown below. This is an indicative timetable and will be subject to change following a job plan review within three months of commencing in post.

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their clinical manager with regard to the scheduling of all other activities, including Supporting Professional Activities.

Day	Time	Location	Work	Category	No of PA's
Monday	AM	Basingstoke and North Hampshire Hospital (BNHH)	Clinical patient reviews	DCC	1
	PM	Basingstoke and North Hampshire Hospital (BNHH)	MDT Meeting / Clinical patient Reviews	DCC	1
Tuesday	AM	Basingstoke and North Hampshire Hospital (BNHH)	Clinical patient reviews	DCC	1
	PM	Basingstoke and North Hampshire Hospital (BNHH)/ Off site	Service development/ CPD/ Revalidation work	SPA (option to do off site)	1
Wednesday	AM	Parklands Hospital, Basingstoke	North and Mid Academic Programme 11.30 (case conference club) 1pm Consultants meeting CPD	SPA	1
	PM	Basingstoke and North Hampshire Hospital (BNHH)	Clinical Patient reviews	DCC	1
Thursday	AM	Basingstoke and North Hampshire Hospital (BNHH)	Clinical patient reviews	DCC	1.5
	PM	Basingstoke and North Hampshire Hospital (BNHH)	Leadership Meetings & Service/Pathway Development Work	SPA	0.5
Friday	AM	Basingstoke and North Hampshire Hospital (BNHH)	MDT meeting and Clinical patient reviews	DCC	1
	PM	Basingstoke and North Hampshire Hospital (BNHH)	Clinical emergencies	DCC	1
Unpredictable emergency work	On Call out of hours approx. 1:25 on call 1% banding if opting out of first senior on call, 3% banding if opting in first senior on call*				
TOTAL PA's	10		Direct Clinical Care 7.5 Supporting Activities 2.5		

21. Visiting arrangements

Candidates are encouraged to visit or meet virtually pre-interview and should contact Dr Alin Mascas, Clinical Lead (alin.mascas@southernhealth.nhs.uk) and Dr Vicki Osman-Hicks, Director of Psychiatric Liaison (Victoria.osman-hicks@southernhealth.nhs.uk) to make the necessary arrangements.

22. Additional Information

Relocation Expenses

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's policy.

Interview Expenses

Public transport rate for expenses will be reimbursed to shortlisted candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the trust, shortlisted candidates who make a second visit may be granted expenses on this occasion also.

For candidates travelling from abroad, expenses are payable only from the point of entry into the UK. Candidates for consultant's appointments may not be reimbursed for more than three attendances.

Appendix 1: Person specification/selection criteria

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

Attribute	Essential	Desirable	How Assessed
Professional Qualifications	<p>Full Registration with the General Medical Council</p> <p>MRCPsych or recognised equivalent</p> <p>Eligible for inclusion in the Specialist Register or within 12 months of CCT at time of interview. CCT in general adult psychiatry.</p> <p>Approved under section 12(2) of the Mental Health Act 1983.</p>	<p>Relevant Higher Degree e.g. MD, PhD, MSc or other additional clinical qualifications</p> <p>Liaison accreditation.</p> <p>To hold Approved Clinician status at the point of taking up post</p>	Application
2. Clinical Experience	<p>Prior experience of liaison psychiatry (adults)</p> <p>Prior experience of working with detained/Mental Health inpatients as senior trainee or consultant.</p> <p>Experience of audit and an understanding of</p>	<p>Proven commitment to improving the quality of clinical care</p> <p>Experience of older adult liaison psychiatry</p> <p>Experience of crisis or community mental health team care.</p>	Application, Interview

	the principles of clinical governance.		
3. Skills and Knowledge	<p>Ability to take a leadership role in a multidisciplinary team, ensuring high quality care and maintain staff morale</p> <p>Ability to use IT, including e-mail and the internet</p> <p>Ability to manage own time, workload and prioritise clinical work</p> <p>Ability to appraise own performance as a consultant</p> <p>Excellent written and oral communication skills</p> <p>Able to communicate effectively with patients, carers and staff</p> <p>Understanding of the management skills required to function successfully as a consultant</p>	<p>Evidence of understanding of CORE-24 liaison psychiatry service model and PLAN accreditation standards.</p> <p>Evidence of understanding or experience of working across organisational boundaries and with acute trusts.</p> <p>Evidence of specific achievements that demonstrate leadership, management, service development skills</p> <p>Additional Clinical or leadership or qualification</p>	Application, Interview, References
4. Teaching and Supervision	Experience of teaching undergraduates and postgraduates	<p>Evidence of additional teaching skills</p> <p>Experience as a lecturer or</p>	Application, Interview

		<p>Supervisor</p> <p>Qualification in Medical Education</p> <p>Educational supervisor</p> <p>ARCP Qualification/Training</p> <p>Experience in clinical supervision</p>	
5. Management and Leadership	<p>Enthusiasm for service development, an understanding of principles and practice of management processes</p> <p>Development of leadership skills, and an awareness of personal development needs in this area</p> <p>Knowledge of the management and structure of the NHS</p>	<p>Some experience in management roles</p> <p>Evidence of service development with innovation and delivery</p> <p>Evidence of leadership fellowship or additional leadership training.</p>	Application, Interview
6. Research and Audit	Experience of carrying out a quality improvement or an audit project	<p>Interest in research, audit and quality improvement in liaison psychiatry</p> <p>Experience of involvement in a research project and publication</p>	Application, Interview
7. Aptitude and	Ability to deal effectively with stress	Evidence of Leadership Attributes	Interview,

<p>Personal Qualities</p>	<p>Enthusiasm for liaison psychiatry</p> <p>Excellent interpersonal skills and the ability to communicate effectively during challenging conversations.</p> <p>Reliable and honest</p> <p>Flexible approach to working practise</p> <p>Positive approach to the job planning and appraisal process</p> <p>Works well and respects the roles and skills of whole multi-disciplinary team.</p>	<p>Team worker</p> <p>Commitment to service development and developing the services with the tea,</p> <p>Willingness to learn and develop new skills.</p> <p>Enthusiasm to live and work around Hampshire</p> <p>Thoroughness and attention to detail</p>	<p>References/ Application</p>
<p>8. Other</p>	<p>Ability to fulfil the travelling commitment of the post with transport within the parameters of the Disability discrimination Act</p> <p>Ability to fulfil the duties of the post including on-call</p> <p>Satisfactory CRB enhanced disclosure and Health check</p>		<p>Application, Interview</p>