

ADULT MENTAL HEALTH DIVISION

JOB DESCRIPTION

Adult Inpatients PICU

CONSULTANT PSYCHIATRIST

(10 PROGRAMMED ACTIVITIES)

SOUTHAMPTON Division

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Person Specification

Appendix I

JOB DESCRIPTION

POST:	Consultant Psychiatrist – Acute Care pathway (Inpatient and Acute mental health team)	
BASE:	Antelope House PICU, Southampton	
CONTRACT:	10 PA + 10% Retention Supplement	
ACCOUNTABLE TO:	<ul style="list-style-type: none"> • Chief Executive • Chief Medical Officer 	Nick Broughton Karl Marlowe
CLINICAL MANAGER:	<ul style="list-style-type: none"> • Clinical Director 	Dr Adam Cox
KEY WORKING RELATIONSHIPS:	<ul style="list-style-type: none"> • Medical Director Southampton • Clinical Director Southampton 	Dr Zaid Alabbasi Dr Adam Cox

1. INTRODUCTION

This new post has arisen following reassessment of the acute clinical pathway in Southampton

The postholder will be based at **Antelope House in Southampton**. The successful candidate will be responsible for the providing clinical care and treatment for patients of the inpatient unit at Antelope House Southampton. This would be along with 2 other acute inpatient consultants (1.5 WTE) and be responsible for providing clinical leadership to the unit. They would also be expected to liaise with a wide variety of other stakeholders both in the locality and the wider geographical area the trust covers.

2. ABOUT SOUTHERN HEALTH FOUNDATION TRUST

Southern Health NHS Foundation Trust (SHFT)

The Southern Health NHS Trust (SHFT) was established on 1st April 2011 as the result of the merger of 2 predecessor organisations, Hampshire Partnership Trust and Hampshire Community Health Care Trust and provides integrated Community, Mental Health, Learning Disability and Social Care. The trust's vision is to transform the delivery of care across Hampshire and its borders by creating a sustainable integrated care system working closely with Acute Trusts, Social Services and emerging Primary Care Consortia to develop locally based Services. The Trust also provides specialist mental health services to a wider population in southern England via NHS Specialist Services commissioning arrangements. These include adolescent in-patient services and adult and adolescent forensic services. The trust provides IAPT for Hampshire. The Trust has a positive working relationship with the University of Southampton and an active programme of Research and Development. It is committed to education of healthcare professionals. For more information see www.southernhealth.nhs.uk

3. ABOUT THE MENTAL HEALTH DIVISION

The Mental Health (MH) Division is the Trust's largest Division, providing a diverse range of services to adults and adolescents with mental health problems. Adult mental health services are integrated with Local Authority adult services, and delivered in 4 Divisions (Portsmouth,

South East, North, South West, and Southampton). There is a strong culture of clinical leadership, with the Clinical Director for the Division, and Clinical Service Directors in each Area working in partnership with operational managers.

4. ADULT MENTAL HEALTH SERVICES IN SOUTHAMPTON AREA

The acute care pathway consists of the inpatient unit and AMHT which operates 24 hours a day and aims to support people in their homes. The inpatient service is provided from Antelope house in Southampton, which has 42 acute beds (22 male – Saxon Ward, 20 female – Trinity Ward), 10 PICU beds (Hamton Ward)

There are three Community mental health teams (CMHT), based at various locations in the city. The multidisciplinary teams consist of Nursing, Occupational Therapy, Social Work, Medical and Psychology professional groups who are supported by health care support workers and a number of clerical and ancillary staff. There are also Early Intervention in Psychosis, Psychological Medicine (general hospital liaison) and Assertive Outreach teams. A High User group provides coordination of care of those presenting to the Emergency Department with a project worker supporting crisis planning and Police with virtually all Section 136 detentions managed in the acute unit and a 'Crisis Lounge' operating 24 hours a day.

There is a close liaison with the Trust Eating Disorder Service. This is a multidisciplinary team with the emphasis on community care delivered through a core team in locations convenient to patients. There is also a provision for in-patient treatment where necessary.

An active Perinatal community team and inpatient specialist service is provided for women with severe mental illness who have children aged under 1 year old.

Substance misuse services are provide by 'Change Grow Live' in the city and Child & Adolescent Mental Health Services are provided by Solent Mental Health Trust. There are close relationships with them with a Dual Diagnosis pathway group ensuring coordination of care.

Community services are well developed with Solent MIND, Creative Options and Southampton Voluntary services providing support services. A 'Mentally Health Southampton' project is bringing together CCG, services and service users with support from the Mental Health Foundation to develop a coordinated and measured prevention programme.

5. ABOUT SOUTHAMPTON

The city of Southampton consists of areas of affluence as well as significant deprivation. It comprises of inner city and suburban areas, including areas with moderate Jarman scores and some significant Jarman scores in the locality.

Central London is about an hour's journey away from Southampton with direct train (Waterloo) and road (M3) links. Gatwick and Heathrow are accessible (M3, M25). Southampton Airport (M27) is even more accessible with an increasing range of national and international destinations.

The cities of Winchester, Salisbury and Portsmouth are within ½ hour driving distance of Southampton. Basingstoke is also within 45 minutes driving distance (M3).

The area covered by the trust has excellent communication links with fast trains to London in just over an hour from Southampton, nearby ferries to France and Spain, a local airport with flights to many European destinations and good road links to the south west along the south coast, towards London via the M3 and towards Oxford via the A34.

There are excellent music venues and theatres in Southampton, Portsmouth, Chichester, Salisbury, Winchester and Basingstoke, which support large shows, visiting operas and ballet companies. There are several large cinema complexes in Southampton.

The countryside around the area has many areas of outstanding natural beauty (including New Forest National Park) and there are many rural or coastal villages or towns within commuting distance in which to live. Sports are well provided for, for example, the Solent is recognised as a major site for sailing with Cowes week every year - marinas are scattered around the riversides in Southampton and premiership football is thriving in Southampton.

There are excellent fee paying and non-fee paying schools within commuting distance.

6. THIS POST

The post holder will work as Consultant Psychiatrist in the inpatient unit. Due to a recent increase in consultant time whilst the post is linked with our male inpatient ward this is currently under review for allocation of roles and responsibilities. They will work with a multidisciplinary team including nursing, social work, occupational therapy and psychology staff. The acute inpatient services have 2 other consultants (working at the level of 1.5WTE) and the beds will be split proportionately between the consultants, all the wards have junior doctors allocated (1 staff grad, 1 core trainee, 2 GPVTS) and also have a access to nursing, OT, psychology and support staff. Each ward has its own ward manager with a modern matron overseeing the unit. The patients whilst primarily from Southampton also have patients from the rest of Hampshire. They will need to work closely with other consultants in both the Acute Mental Health Team and CMHT. They will also be expected to be involved in the leadership and running of the teams they are involved with.

7. CONTINUING PROFESSIONAL AND PERSONAL DEVELOPMENT

The Trust is committed to supporting the development of its entire staff, and has an in-house leadership development programme. We encourage all newly appointed consultants to participate in this. The Trust is supportive of mentorship and this is made available to all recently appointed consultants.

It is expected that all consultants become members of a peer group to review their Continuing Professional Development within the framework of the Royal College of Psychiatrists. Such peer groups exist locally with all locality AMH consultants meeting on a regular basis and it is anticipated that the post holder will join one of the groups. The post holder is expected to attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme. Academic links with Southampton University are actively encouraged.

A full range of additional training and development courses and opportunities are available both within the Trust and externally. The Trust runs the Centre for Professional Development in Mental Health (previously the Professional Education and Training (PET) Unit) in partnership with the University of Southampton and Marchwood Priory. This provides a diverse programme of high quality multi-professional courses locally, involving the participation of national and international experts. More information on clinical and non-clinical courses can be found at the Trust training and development website at www.southernhealth.nhs.uk/lead/.

8. CLINICAL LEADERSHIP AND MEDICAL MANAGEMENT

The Trust has a management and leadership structure, which devolves significant responsibility and authority to a local level. Key people within these local management

arrangements are Clinical Service Directors (CSDs). They are appointed for each Area and are jointly accountable, with Area Managers, for the clinical and operational delivery of services. Their role includes provision of clinical advice and leadership in the Area, engaging clinicians in service improvement, liaising with external stakeholders and providing leadership with regards to quality of services and clinical governance. Clinical Services Directors are appointed and can be from any professional group. They have allocated time for this leadership function. Where the CSD is a doctor, he/she will also provide a medical management function. Overall Medical Management within the Adult Mental Health Division is provided by the Clinical Director.

9. APPRAISAL AND JOB PLANNING

Southern Health Foundation Trust is committed to the positive implementation of annual consultant appraisal. The aim is for this to be a supportive developmental process for each consultant, which will form the basis for revalidation by the GMC. The process is overseen by the Medical Director and training is provided for both appraisers and appraisees. The Trust has appointed a number of trained appraisers, and consultants can choose their appraiser from this list. Appraisal informs the annual job plan review, which is conducted by the consultant's Clinical Manager (usually the Clinical Director or Clinical Services Director) with management input from Area or Divisional managers. The indicative job plan in section 15 should be viewed as illustrative, and a job plan review will be conducted within 3-6 months with the Clinical Manager.

10. TEACHING

Trust Wide Teaching

There is significant involvement throughout the Trust in undergraduate Medical Education, with medical Student from Southampton University having most of their psychiatric experience in the 3rd year. Dr Stefan Gleeson is the Director of Education. In each geographical area where students receive teaching there is a multidisciplinary 'lead tutor team' with dedicated consultant leadership and admin support. The Trust also has students from many other professional disciplines.

Consultants are encouraged to participate in teaching and it would be anticipated that the appointed consultant may participate in this teaching in areas of his/her expertise.

Teaching in Southampton Area

There is a well established post graduate academic programme with regular weekly case conferences and journal clubs which is coordinated by the tutor, Dr Miorelli, and is attended by area psychiatrists and trainees. Trainees also have a regular MRCPsych course with examination preparation. This has been highly successful in relation to exam pass rates in recent years.

11. RESEARCH

The Trust supports and actively encourages participation in research. This has enabled individuals to complete Postgraduate Degrees and participate in research programmes and individual research projects with support from the Director of Research, Dr. Shanaya Rathod, and Professors Baldwin and Kingdon in the University Department and the Research Department. Allocation of time for research within the Supporting Professional Activities element of consultants' job plans will be negotiable with the CSDs for specific projects. The Trust's Research and Development Strategy (available from the R&D Department) includes

programmes of current research activity in dementia, mental health, forensic, liaison, perinatal and rural psychiatry and in developing cognitive therapy and services for people with severe mental illness. This extensive and multidisciplinary programme of work, involves strategic partnerships between SHFT and the University of Southampton.

12. SECRETARIAL SUPPORT & OFFICE FACILITIES

The post-holder will have an office at Antelope House and adequate secretarial support. The post holder will also have IT facilities including a PC, network connections and access to IT training if required.

13. CLINICAL DUTIES

Clinical care

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

1. Ensuring evidence-based practice and user-centered recovery principles are used along clinical pathways to deliver the management of complexity with a focus on promotion of recovery and independence.
2. Managing complex information, make formulations using a biopsychosocial model.
3. Ensuring carers are involved, as appropriate.
4. 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 maintain hope for the patient.
5. Work with medical and nursing colleagues to ensure medical input to daily 'patient flow' process to help patients in different parts of the system access care appropriately
6. Ensuring the service works in line with care planning, risk management and safeguarding policies.
7. Maintaining a focus on outcomes, both in terms of clinical outcomes and patient experience.
8. Lead on the interface with primary care and community services, ensure there is an effective interface with the access and assessment and acute care teams and be proactive in resolving problems across pathways.
9. To escalate any shortfalls in clinical practice in a timely fashion to the Clinical Service Director.

Clinical Leadership

Consultants will work effectively as a member of the leadership team in collaboration with other clinical and managerial leaders. The consultant will be responsible for leading a team in a way that ensures practice and outcomes are good and continuously improving. This leadership role includes:

1. Promotion of a culture based on principles of recovery, choice and personalized care, in which service users can expect to be active in decision-making about their care and treatment.
2. Working in an effective partnership with the team manager and other senior clinicians in the service to:
 - a. Support the team to work in line with agreed pathways, policies and guidelines, with a focus on delivery of outcomes.
 - b. Ensure there is effective training, ongoing professional development and professional supervision for all staff.

- c. 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
 - d. Ensure financial resources are managed efficiently and in line with agreed plans/budgets.
 - e. To understand and contribute to the management of the wider environment and stakeholders – e.g. GP commissioners, partner agencies.
3. To provide leadership in ensuring the team meets CQC essential standards, and work with the team manager to have systems in place to support this.
 4. To provide leadership to the governance agenda, including ensuring that sources of information are triangulated in order to maximise learning – e.g. complaints, SIRIs, CIRs, and service performance data.
 5. To participate, as appropriate, in any investigations undertaken in line with Trust policy – e.g. complaints, SIRIs, CIRs, safeguarding.
 6. To support the team in implementing Payment Systems as they develop.
 7. To assist the Clinical Service Director in the strategic development of services.

14. TEACHING AND TRAINING DUTIES

1. To participate in undergraduate and postgraduate clinical teaching.
2. To participate in the training of other disciplines.
3. To provide educational supervision of his/her trainees.
4. To take part in continuing medical education within statutory limits.

15. GENERAL DUTIES

1. To manage any junior medical staff working with him/her.
2. To ensure that junior medical staff working with the post holder maintain New Deal and Working Time Directive compliance
3. To undertake the administrative duties associated with the care of patients.
4. To ensure that clinical activity is accurately and comprehensively recorded and submitted to the Information Department.
5. To participate in annual appraisal for consultants.
6. To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
7. To participate annually in a job plan review with the Clinical Manager which will include consultation with the Team and Area Managers in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
8. To comply with the Trust's agreed policies, procedures, standing orders and financial instructions.
9. To ensure that appropriate action is taken to minimise incidences and to ensure effective management of Healthcare Associated Infections (HAIs).
10. The post holder will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.
11. The post holder will be expected to take an active role in the financial management of the service and to support the Clinical Director and Clinical Services Director in preparing plans for services.

16. EXTERNAL DUTIES, ROLES AND RESPONSIBILITIES

The Trust actively supports the involvement of the consultant body in regional and national groups.

17. OTHER DUTIES

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

18. WORK PROGRAMME AND PROVISIONAL JOB PLAN

Day	Time	Location	Work	Category	No of PA's
Monday	Am	Antelope House	Patients flow, Ward Round	DCC	1
	Pm	Antelope House	Tribunals/Reports/ Admin	DCC	1
Tuesday	Am	Antelope House	Consultants meeting, CPD	SPA	1
	Pm	Antelope House	CPAs/ tribunals/ tribunal reports	DCC	1
Wednesday	Am	Antelope House	Patient Flow, Ward Round	DCC	1
	Pm	Antelope House	Reports, Admin, Audits	DCC/SPA	0.5/0.5
Thursday	Am	Antelope House	Patient flow ,Ward Round	DCC	1
	Pm	Antelope House	Individual meetings with families and patients	DCC	1
Friday	Am	Antelope House	SPA	SPA	1
	Pm	Antelope House	Individual patient assessments , Weekly Planning Meeting Supervision/Admin	DCC	1
Unpredictable emergency work					
TOTAL PA's			Direct Clinical Care 7.5 Supporting Activities 2.5		

19. ON CALL ARRANGEMENTS

The postholder is expected to take part in the Southampton Area on call rota. Currently there are 9 consultants on the rota and SpRs provide cover about 80% of the time.

It is expected that the post-holder will follow the Southampton area protocols for leave and sickness cover.

20. FURTHER INFORMATION

Candidates are encouraged to visit and should contact Dr Zaid Alabbasi, Divisional Medical Director on 02380 835500 to make the necessary arrangements.

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

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

For Trust information relating to medical staff, visit the Medical HR website at:

<http://www.southernhealth.nhs.uk/hr/medical/?locale=en>

Consultant in General Adult Psychiatry

Requirements	Essential	Desirable	Demonstrated By
<p>1. Qualifications & Training</p>	<p>Recognised basic Medical Degree</p> <p>Full GMC Registration</p> <p>MRCPsych or equivalent</p> <p>Eligibility for inclusion on the Specialist Register</p> <p>CCT in General Adult Psychiatry (or within 6 months at time of interview) or equivalent</p> <p>Section 12 Approval</p> <p>Approved Clinician</p>	<p>Relevant Higher Degree e.g. MD, PhD, MSc or other additional clinical qualifications</p>	<p>Application</p>
<p>2. Experience</p>	<p>Experience of assessing and treating patients in acute & community psychiatric settings</p> <p>Knowledge of NHS (or equivalent)</p> <p>Knowledge and evidence of participation in CPD</p>	<p>Experience in Psychological Therapies</p>	<p>Application/Interview/Accreditation</p>
<p>3. Skills</p>	<p>Ability to take a leadership role in a multidisciplinary team, ensuring high quality care and staff morale.</p> <p>Ability to manage own time, workload and prioritise clinical work.</p> <p>Ability to appraise own performance</p>	<p>Evidence of specific achievements that demonstrate leadership skills</p> <p>Additional Clinical Qualification</p>	<p>Application/Interview/References</p>

	<p>Excellent written and oral communication skills</p> <p>Ability to communicate effectively in spoken and written English</p>		
4. Knowledge	<p>Understanding of the management skills required to function successfully as a consultant</p> <p>Ability to use IT, including e-mail and the internet</p> <p>Knowledge of risk management</p> <p>Knowledge of recent pharmaceutical and psychological developments</p>	<p>Knowledge of NHS planning and management systems</p>	<p>Application/Interview/References</p>
5. Teaching	<p>Commitment to and experience of undergraduate teaching.</p> <p>Understand principles of teaching and learning.</p>	<p>Organisation of further teaching programmes in medical education or multi professional education</p> <p>Commitment to and experience of postgraduate teaching.</p>	<p>Application/Interview</p>
6. Research and Audit	<p>Ability to critically appraise published research</p> <p>Experience of carrying out an audit project</p>	<p>Experience of involvement in a research project and publication</p> <p>Experience in research</p> <p>Published projects</p>	<p>Application/Interview/Research paper</p>

7. Management	Basic understanding of the management and structure of the NHS	Evidence of management training Previous management experience Evidence of a management project	Application/Interview
8. Aptitude and Personal qualities	Ability to deal effectively with stress Thoroughness and attention to detail Excellent interpersonal skills and the ability to communicate effectively with difficult people. Reliable and honest Flexible approach to working practise Positive approach to the job planning and appraisal process	Evidence of Leadership Attributes Motivational Skills Commitment to service development	Application/Interview/References
9. Other Requirements	Transport in order to travel between Trust locations Ability to fulfil all duties of post including on call Satisfactory DVS disclosure and Health checks		Application/Interview

