

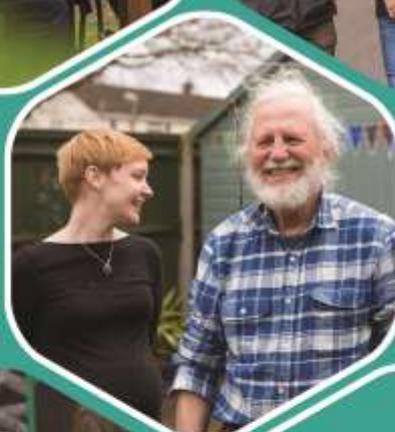
Consultant in Perinatal Psychiatry

Specialist Community Perinatal Mental Health Service Bristol, North Somerset & South Gloucestershire

10 PAs

RVN723-TW

Pending approval on behalf of the Royal College SWS19.027 (v1)



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1. Introduction to the Post

Post and specialty:	Consultant Psychiatrist in Perinatal Psychiatry
Base:	Petherton Resource Centre, Bristol
Number of programmed activities:	10 PAs per week
Accountable professionally to:	Medical Director
Accountable operationally to:	Dr Salim Razak, Interim Medical Lead for Specialised Services

Context for the role

The Trust is seeking a Consultant Psychiatrist to provide clinical leadership to the Specialist Community Perinatal Mental Health Service within the Bristol, North Somerset and South Gloucestershire (BNSSG) Clinical Commissioning Group area.

Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Medical Lead:	Dr Salim Razak
Clinical Director:	Sarah Jones
Clinical Lead:	Rachel Heron
Perinatal Service Manager:	Paul Rice
Responsible Officer:	Dr Sarah Constantine

2. Service Details



The post holder will provide medical input in to the Specialist Community Perinatal Mental Health Service within the Bristol, North Somerset and South Gloucestershire (BNSSG) Clinical Commissioning Group area.

Summary of Post

The aim of the service is to support the development and delivery of an effective perinatal mental health pathway from pre-conception through to the infant's first birthday. The service will do this by providing specialist advice, support and oversight, working with health and social care professionals in primary care, maternity services, early years and adult mental health.

The Specialist Perinatal Community Service will coordinate care under non-CPA for women with serious mental illness (bipolar disorder, schizoaffective disorder, schizophrenia, other psychoses, previous postpartum psychosis, severe depression with and without psychosis) who are at high risk of relapse postnatally but are currently well and therefore not open to mental health services and ineligible to receive a service from adult mental health teams in Bristol.

The service will not take over care coordination of women who are already under the care of an adult mental health team. Responsibility for these women remains with the existing mental health team, with advice and adjunct specialist input from the specialist team as required.

The service will not have the capacity to provide direct support to women with mild to moderate anxiety and depression but will provide signposting, advice and guidance and training covering in relation to mental health conditions during the perinatal period. Assessment and signposting for women with mild to moderate depression will be provided by specialist perinatal mental health clinicians employed by the acute maternity/liason services (see perinatal obstetric liaison), who will have access to advice and guidance from the specialist service.

The Specialist Perinatal Community service will take an active role in ensuring tight clinical governance across organisations to coordinate and secure evidence based medicine, efficient and effective care pathways and care planning, adequate data collection for auditing and research purposes and effective patient safety tools (incident reporting, RCA management).

The Community Service will work in partnership with Primary Care, Maternity Services, Adult Mental Health, New Horizon Mother and Baby Centre (inpatient unit) and Early Years services to provide support for women from pre-conception through to the infant's first birthday.

The service will undertake joint risk assessments with GPs, maternity services, and Early Years services (Health visitors and Primary Mental Health Services). It will provide specialist advice on medication during pregnancy, and will support the development of mental health care plans.

NHS-England expect the service to provide assessment and interventions for 4.5% of the BNSSG birth population (approx. 504 cases per year). The consultant will not hold an individual caseload, but will provide the senior medical oversight of the caseload held by the team. The Consultant will provide approximately, 16 appointment (reviews & follow-ups) and 2 emergency assessment per week.

Staffing composition of Specialist Community Service

The Specialist Community Service will comprise:

1.0 WTE	Consultant Psychiatrist & Clinical Lead
1.0 WTE	Speciality Doctor
0.2 WTE	Perinatal Pharmacist
1 WTE	band 7 team manager
1 WTE	band 7 Senior Practitioner and Safeguarding lead
1 WTE	band 7 NMP (pending recruitment)
1 WTE	band 8A clinical psychologist
5 WTE	band 6 mental health specialist practitioners (CPNs / OTs / other suitably qualified professionals)
0.6 WTE	band 8 Infant Mental Health Specialist
2 WTE	band 4 Nursery Nurses
1 WTE	band 4 Support Worker
1 WTE	band 4 Medical PA and Lead Administrator
2 WTE	band 3 Team Administrator

Perinatal Community Service Admin

Medical PA/Lead Admin	1 WTE
Team Admin support	2 WTE

Pathways into the specialist service

The Obstetric teams at UHBristol and NBT (comprising specialist nurses, midwives and obstetricians – see below under Perinatal Obstetric Liaison) will be the first point of contact antenatally for assessment and triage of women booked for maternity care at their Trust. Midwives screen for mental health presentations at the antenatal booking clinics using case finding questions, and forward referrals for women who screen positive for depression and anxiety, current or past history of significant mental illness, personal or family history of severe or perinatal mental illness, and concerns about attachment to the unborn baby.

A multidisciplinary triage meeting will be held weekly at each acute maternity site, attended by the Consultant perinatal psychiatrist or a nominated member of the Community perinatal specialist service, a Consultant Obstetrician, Specialist midwife and Acute Trust perinatal specialist nurses where the correct pathway will be identified for each referral. The options available include: Information only/ signposting to non-statutory support services or IAPT services/Specialist Advice and Guidance/Antenatal Obstetric follow-up/Acute Trust Mental Health Specialist assessment (mild and moderate) or Community perinatal specialist service assessment.

Women who are already under the care of secondary mental health services will remain with their teams but will be offered adjunct specialist advice and input from the Specialist Community Service.

It is estimated that each maternity Trust could receive up to 30 ante-natal referrals a week for multidisciplinary triage and onward referral. The majority of these would not be taken on by the Specialist Perinatal Community Service.

The first point of contact post-natally may be the midwife, GP or Health Visitor, who will be responsible for initial screening and direct referral to the Specialist community perinatal service where referral criteria are met.

Perinatal Obstetric Liaison

The Specialist Perinatal Community Service will develop antenatal and post-natal psychiatric liaison for expectant mothers who are suffering from a serious mental illness or have a history of a severe post-natal illness in the Bristol, North Somerset and South Gloucestershire area. There are around 11,500 births per year in this area.

Perinatal obstetric liaison for women with mild and moderate mental health conditions will be provided in partnership with the lead Consultant Obstetrician and lead Midwife/Nurse for perinatal mental health in both North Bristol NHS Trust (NBT) and University Hospitals Bristol NHS Foundation Trust (UH Bristol), with advice and guidance provided by the specialist service where required. Currently UH Bristol has a specialist perinatal mental health liaison nurse (0.6 WTE) and specialist mental health midwifery time (0.4 WTE) providing input into the antenatal clinic and NBT maternity department has employed a full-time Mental Health and Bereavement Specialist.

A Service Advisory Group (SAG) will be established comprising representatives of Primary Care, Maternity Services, Adult Mental Health, Early Years Services, Independent sector organisations with an interest in Perinatal Mental Health, and commissioners. The role of the SAG will be to support the service to work effectively as part of the overall pathway, to act as a sounding board for issues of concern, and to provide a forum to discuss new or changing needs in the area

Estimated referral rates and caseload of the specialist perinatal service

According to NHS-England requirements, there is an expectation for 504 women per year to access specialist perinatal mental health service provision. This equates to approximately 42 new referrals for assessment per month for the service. The team expect to hold a caseload of approximately 150-200 active cases.

Management of referrals within specialist perinatal service

The service will run a daily duty and triage system with Band 6 and 7 staff managing referral and advice and guidance requests. The team referral triage meeting will convene three times a week to allocate referrals according to clinical need. Triage meetings will be attended by a minimum of one member of the Senior Leadership Team (Consultant/Band 7 Team Manager/Band 7 Lead practitioner or Band 8a Psychologist), and a band 6 practitioner. Where the consultant is not available to attend, the team can contact them by telephone for clinical advice where required.

Team working hours

The service will operate Monday to Friday 9-5pm. Out of hours, the provision of emergency cover will be through Acute Liaison Psychiatry services for inpatients on maternity sites, and via the Intensive Support services for women in the community.

Inpatient perinatal Service

The inpatient Unit for Perinatal Mental Health is based on the Southmead Hospital site and is called New Horizon Mother and Baby Centre. It is a tier 4 service.

There are 4 beds for mothers and their babies under 1 year old, commissioned by the local Specialist Commissioning Service with a new specification that started in April 2012. The Unit takes admissions from all over the South West of the UK but admissions are usually from Bristol, North Somerset, South Gloucestershire, Wiltshire and B&NES, (a total population of about 1,000,000). There was rarely a vacant bed in the last year.

Referrals are made to the Unit by GPs, Obstetricians, Midwives, CMHT staff and Crisis teams. Assessments for admission are carried out by the medical staff and the Band 7 and 6 nurses. Usually a bed is available within a period of a week if not immediately. The average length of stay is 28 days. On discharge from the Unit there is telephone support available from the Unit staff for up to 4 weeks, in conjunction with community follow-up provided by the relevant local community mental health service. In 2010-11 there were 22 admissions to the Unit.

New Horizon Inpatient service – Medical Staff

0.6 wte Consultant

0.5 wte Specialty Doctor

Foundation Year 2 trainee 4 sessions per week

Non-medical Staff

Ward Manager	Band 7	1 WTE
Nursing staff	Band 6	2 WTE
	Band 5	4.6 WTE
Nursery Nurses	Band 4	1.8 WTE
Health Care Assistants	Band 4	4.4 WTE
Occupational Therapy	24hrs	0.6 WTE
Admin support	45hrs	1.2WTE



3. Clinical Duties

- Consultant for the expansion of a Specialist Community Perinatal mental health Service in order to achieve the aims and objectives set out above.
- To provide specialist advice to GPs, Consultant Obstetricians and Adult Mental Health clinicians on the use of Psychotropic medication during pregnancy and breastfeeding
- To provide specialist input into risk assessment, care planning, and crisis planning for women with a pre-existing mental health need, new onset severe mental health problem or who have been identified as being at risk postpartum
- To supervise clinical audits and advise on the development of clinical indicators for monitoring service effectiveness
- To undertake urgent assessments of women who have symptoms of Post-partum psychosis where capacity allows
- To attend pan-Bristol multi-agency perinatal clinical governance meetings
- Provide clinical input into the development of policies, procedures, clinical guidelines, decision aids and other documentation to support the service and the wider perinatal mental health pathway
- Provide a leadership role to the local health community, raising awareness and capability through training, information and provision of up to date evidence based guidance and advice
- The post holder will be encouraged to develop an area of special clinical interest in line with service needs. This may be practice-based research.
- To provide a leadership role to the local health community, raising awareness and capability through the provision of training, information and evidence based advice and guidance.
- To provide a direct clinical service within the criteria agreed in the service specification. This will include having direct oversight of the care of women with serious mental health needs.
- To provide clinical assessment of mother-baby relationships where these have been referred as being particularly problematic and cannot be managed by health visitors or primary infant mental health specialists.
- To support professionals, women and their families to understand the emotional and physical changes associated with childbirth and the risks which these present to women with pre-existing mental health conditions; who have risk factors such as family history; or who develop mental health conditions during or after their pregnancy.

- To ensure that all women who have, or develop serious mental health problems during pregnancy have access to up to date, consistent advice on the risks and benefits of medication in pregnancy and while breastfeeding. This advice may be provided directly by the service, but also through training and information to GPs, Mental Health and Maternity professionals.
- Support a managed transition of women on the caseload to other services after the perinatal period, including preparation for future pregnancies.
- To improve awareness of risks, particularly 'red flag' risks and triggers amongst all professionals who work with women and their babies during and after pregnancy.
- To improve awareness of the impact of both ante-natal and post-natal mental health problems on the mother-infant relationship and attachment.
- To support the development and improvement of the local care pathway including agreement of common policies and procedures for use by all providers involved in the care of pregnant women and their infants.
- To establish and manage systems for sharing information about individual women who have a risk assessment and/or care plan between primary care, maternity services, adult mental health and health visiting.
- To promote the development of effective clinical governance mechanisms across all agencies responsible for delivering the care pathway
- Participate in local, regional and national networks, as appropriate in order to share learning and good practice. This will include participating in any opportunities for peer review with other services.

Management Responsibilities

- The post holder will be expected to be a key player in the development of the service.
- The post holder will be expected to provide medical leadership and participate in strategic development within the service.
- To support and participate in Clinical Governance and Audit and in particular the design and completion of any service evaluation.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.

Administrative Responsibilities:

The post holder will undertake administrative duties associated with the running of his/her clinical work.

Training and Supervision of Junior Medical Staff

This post is supported by 1 wte Specialty Doctor.

The post holder will be expected to undertake the supervision and training of medical students, junior and middle grade doctors, Specialist Registrars and multidisciplinary colleagues, where appropriate.

Quality Improvement

- Leads and manages a team in a way that supports the development of a culture of continuous improvement and learning.
- Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

General Duties

- 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 Junior Doctor Contract 2016 and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) 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, and share with consultant colleagues in the medical contribution to management.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- Participation in the Trustwide Medical Advisory Group TMAG.

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.

Other duties and review of duties

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

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

Administrative Support

The consultant will have access to administrative support through a named administrator based at Petheron Resource Centre

Office Facilities

The consultant will have a desk in a shared office with a phone, computer facilities, access to the internet and IT support.

The Consultant will have access to a private room with a phone and computer facilities for the purposes of seeing patients, carers and families where a confidential, safe and therapeutic environment is necessary. This room is also available for the purposes of supervision and speaking with colleagues about patients in a confidential environment. They will also have access to this private room in order to dictate letters and prepare reports, which usually contain confidential and sensitive information.

A mobile phone, bleep and a dedicated laptop will be provided to support mobile working.

On-Call

On-call for this post is offered on an opt in/opt out basis. The post holder will not be included in the on-call rota when they join the Trust unless there is a space on the rota at that time. They can choose to opt in to the psychiatric consultant on-call rota (at the point of the annual review) which covers adults of working age and older people.

The on call commitment is currently 1:25 and is not pro-rata for part time consultants (hence the opt in/out). The on call consultant covers South Gloucestershire, Bristol and North Somerset. Senior trainees also participate in this rota and are supported by consultant staff. When on call, the consultant provides cover for General Adult and Old Age Psychiatry, including inpatient units.

The Consultant will not provide cover for Child and Adolescent, Learning Disability, and Forensic Services as these specialties are covered by a separate rota.

The on-call is designated as Category A for which the on-call supplement is 3%. There is an additional payment of 1 PA per week.

Consultants will be expected to have a handover (by phone) with on call juniors and discuss a care plan for all new admissions over the weekend.

Cover Arrangements

Perinatal Psychiatry cover for this 1.0 WTE post, including annual leave, and medical input for crisis situations on days when no community consultant is available, will be provided by the 1.0 WTE BSW Community Perinatal Consultant, and 0.6 WTE Inpatient perinatal consultant

Special Requirements

The successful candidate will be expected to have transport available to fulfil the requirements of the post and live within 10 miles of the hospital base or within 45 minutes travelling distance.



4. Suggested Timetable

Day	Time	Activity	Category	No. of PAs
Monday	AM	Assessments	DCC	1
	PM	Perinatal clinics at UHB or NBT	DCC	1
Tuesday	AM	Team Meeting	DCC	1
	PM	CPAs / Professionals meetings / governance meetings	DCC	1
Wednesday	AM	SPA and CPD – including academic programme in South Bristol	SPA	1
	PM	SPA	SPA	1
Thursday	AM	Assessments	DCC	1
	PM	Admin and clinical leadership	DCC	1
Friday	AM	Assessments	DCC	1
	PM	Admin and cover	DCC	1

The timetable above is an example only.

The job plan and timetable will be agreed with the Medical Lead and Service Manager after appointment, and will be reviewed annually.

5. Remuneration and Benefits



Following is a summary of the main terms and conditions together with the benefits of joining Avon & Wiltshire Mental Health Partnership NHS Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

Salary

The appointment is at Consultant grade with salary thresholds from £82,096 - £110,683 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

Annual 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. In addition there is entitlement to 8 Public/Bank Holidays. For consultants contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

Sick Pay

Entitlements are outlined in paragraph 225 – 240 of the TCS.

Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

Equal Opportunity & Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Flexible Working

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

Maternity, Paternity and Special Leave

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available.

Additional Paternity Leave (APL) is also available subject to eligibility.

In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

Relocation Expenses

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

Travel Expenses

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

Interview Expenses

Second-class travelling 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.

Two Ticks Disability Symbol

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, OurSpace or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references.

Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

DBS (formerly CRB) Checks

The appointment will be subject to clearance from the Disclosure and Baring Service.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Period of Notice

The employment is subject to three months' notice on either side.



6. Person Specification

Criteria	Essential	Desirable	Means of Assessment
QUALIFICATIONS	MB BS or equivalent medical qualification.	Relevant Higher Degree e.g MD,PHD,Msc or other additional clinical qualifications MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists. Additional clinical qualifications.	
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register OR within six months of gaining CCT. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	CCT in Adult Psychiatry CCT in Perinatal Psychiatry	Application form Documentation
EXPERIENCE	Experience of assessing and treating patients in a community/ Inpatient setting. Knowledge and evidence of participation in CPD. Evidence of effective multidisciplinary team involvement.	Experience of assessing and treating patients in a community/ Inpatient Perinatal setting.	Application form Interview
PERSONAL SKILLS	To possess leadership skills and be able to work collaboratively in a multidisciplinary team. Ability to manage own time, workload and prioritise clinical work. Ability to appraise own performance as a Consultant. Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.	Evidence of specific achievements that demonstrate leadership skills Flexible and tolerant. Relaxed when dealing with teams under pressure. Motivational skills.	Application Interview References Discussion Group

	<p>Excellent written and oral communication skills</p> <p>Approachable and compassionate personality with good listening skills.</p>		
CLINICAL SKILLS	<p>Ability to assess and treat psychiatric problems in adults and to deal with crisis situations.</p>	<p>Ability to assess and treat psychiatric problems with Perinatal adults and to deal with Perinatal crisis situations.</p>	<p>Application Form Interview</p>
KNOWLEDGE	<p>Understanding of the management skills required to function successfully as a Consultant.</p> <p>Awareness of current issues in mental health service provision, policy and legislation.</p> <p>An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care.</p>	<p>Knowledge of alternatives to inpatient admission care approaches.</p> <p>Excellent knowledge of diverse range of interventions.</p>	<p>Application Form Interview</p>
TEACHING	<p>Commitment to and experience of undergraduate and postgraduate learning and teaching.</p> <p>Understand principles of teaching.</p>	<p>Experience as an Educational Supervisor for trainees.</p> <p>Evidence of organisation of further teaching programmes in medical education or multi-professional education.</p>	<p>Application Form Interview</p>
RESEARCH & AUDIT	<p>Experience or involvement in a research project and publication.</p> <p>Ability to supervise junior medical staff undertaking research projects.</p> <p>Experience of carrying out an audit project.</p>	<p>Ability to critically appraise published research.</p> <p>Published audit project.</p>	<p>Application Form Interview</p>
MANAGEMENT	<p>Able to manage priorities.</p> <p>Evidence of management/leadership skills training.</p> <p>Ability to manage risk.</p>	<p>Previous management experience including that of other junior medical staff.</p>	<p>Application Form Interview</p>
APPRAISAL & REVALIDATION	<p>Name and details of current Responsible Officer, where appropriate</p>	<p>Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).</p>	<p>Post interview processes</p>
OTHER	<p>Able to fulfil the duties of the post.</p> <p>Independently mobile and willing to travel</p> <p>Satisfactory pre-employment checks</p>		<p>Application/Interview/Post interview process</p>



7. Geography/Attractions of Area



The city of Bristol is lively yet laid back, mixing its rich maritime heritage with an innovative dynamic culture making it the most interesting city outside of London. It has a creative and independent spirit which can be experienced throughout the city, from its colourful street art and huge selection of independent traders, to its very own currency, the Bristol Pound. Bristol is also one of the most family friendly cities in the UK, packed with activities and award-winning attractions such as the Harbourside with Bristol Aquarium, At-Bristol and Brunel's SS Great Britain.

The city has fantastic transport links being connected by road from London to Wales by the M4 motorway, and from Birmingham to Exeter by the M5 motorway. There are two principal railway stations in Bristol they are Bristol Parkway and Bristol Temple Meads. The city is also served by its own airport with many European destinations.



8. The Local Health Community & Local Services



AWP provides treatment and care in people's own homes and other community settings, reflecting the preferences of our service users. Our community services are supported by high quality inpatient services that provide short term assessment, treatment and care.

Specialist Services

The Trust provides a range of specialist services within the Trust aimed at individuals with particular needs. The types of services that can be accessed are:

Learning disabilities services	Criminal Justice Services
Low secure services	Deaf mental health service
Medium secure services	ADHD services
Mother and Baby Unit	CAMHS
Autism spectrum services	Anxiety services
Eating disorder services	Memory Service
Personality Disorders Service	Street triage services
Traumatic Stress Service	S136 units
CARS - Liaison and Diversion	Therapies services
Pathfinder Service	Electro-convulsive therapy services
Veterans Mental Health Service	IAPT services
Community Drug and Alcohol	Care home liaison services

Population and Demographics

The total population of Bristol, North Somerset and South Gloucestershire is 962,800, with a birth rate of 11,800 live births.

Bristol has a population of 428,100 making it the largest city in the South West of England and the 7th largest city in England. It is one of England's eight 'Core cities', meaning it is one of the eight largest city economies outside of London. It is one of the UK's leading green cities. Bristol has a unique population, which brings with it a diverse range of challenges. Some wards of Bristol are amongst the most deprived in the country. A few are among the most affluent. 16% of Bristol's population belongs to a Black & Minority Ethnic (BME) group, including a large immigrant Somali population. The Office of National Statistics (ONS) estimate that around 7,500 people per year access NHS specialist mental health services in Bristol. Bristol's 57,200 older people make up 13% of the total population suggesting 1 in 7 people living in Bristol are aged 65 or over.

Avon and Wiltshire Partnership Mental Health Trust deliver integrated Health and Social Care services in Bristol, in an area coterminous with the Bristol Clinical Commissioning Group and the Bristol Council boundary.

9. The Trust



Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 4,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams across a geographical region of 2,200 miles, for a population of approximately 1.8million people.

We are passionate about promoting good mental health and wellbeing. We strive to use the expertise and resources within our organisation, and through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of the Trust and our services.

Trust Details



The Trust has an annual turnover of £214m and is led by a Trust Board of Non-Executive Directors and Executive Directors.

AWP is a partner in, and expert mental health advisor to, two Strategic Transformation Plans (STPs). Our close involvement in these STPs presents exciting opportunities to raise the importance of mental health as a 'golden thread' running through the STPs and making sure the plans give mental health parity with physical health and to integrate mental health, physical health and social care in our local communities.

AWP is one of 17 partners in Bath and North East Somerset, Swindon and Wiltshire (BSW) STP

AWP is one of 15 partners in Bristol, North Somerset and South Gloucestershire (BNSSG) STP

AWP has undergone a transformation of services in line with STP footprints resulting in changes to management structure.

Under the new structure, the Trust now operates under 3 divisions mirroring the STP areas:

- West Division: Bristol, North Somerset and South Gloucestershire
- East Division: B&NES, Swindon and Wiltshire
- Specialised, Secure and CAMHS Division

Our Purpose: Working together, living our best lives

This captures the purpose of our organisation. To deliver care that empowers individuals to take control and stay in control of their life despite having a health problem. It is founded on the principle of co-production and partnership; a shared ambition and commitment to living well.

Our Vision: We aspire to give you the best possible care in the right place, at the right time, to help you recover and live your best life.

This captures our belief that more care should be accessible and increasingly available in local communities.

Our Values:

- P Passion Doing our best, all of the time
- R Respect listening, understanding and valuing what service users and carers, staff and stakeholders tell us
- I Integrity Being open, honest, straightforward and reliable
- D Diversity Relating to everyone as an individual
- E Excellence Striving to provide the highest quality support to service users and their families

Our Strategic Principles:

Our strategic principles guide everything we do; they respond to the challenges we face today and ensure we maintain focus on what matters as we work towards our vision for the future. They are our top priorities.

Key Trust Staff

Chair	Charlotte Hitchings
Chief Executive	Dominic Hardisty
Director of Finance	Simon Truelove
Executive Medical Director	Dr Sarah Constantine
Director of Nursing, Compliance, Assurance and Standards	Julie Kerry
Director of Human Resources	Julian Feasby
Chief Operating Officer	Mathew Page

Continuing Professional Development (CPD)



The Trust is committed to training and development as it is recognised that trained and motivated staff are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development.

There are a wide range of training opportunities offered by the Training Department, as well as local and Trustwide academic meetings. The Trust expects consultants within local services and specialities to meet in Personal Development Plan (PDP) groups that comply with Royal College or psychiatry guidelines, in order to develop their own PDPs and keep them up to date, and it provides the time for this within Supporting Professional Activity time. The post holder will be expected to maintain good standing with respect to CPD in accordance with the Royal College of Psychiatrists guidelines.

The Medical Education team hold details of PDP groups, and can support new staff in finding a suitable consultant group.

There is a study leave allowance for Consultants of 30 days over 3 years. Study leave and expenses are approved by the Director for Medical Education.

Appraisal and Revalidation

All Consultants within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the Medical Lead or an approved Trust appraiser. This is in line with our medical appraisal policy and the good medical practice and guidance from the General Medical Council in preparation for revalidation. The appraisal lead for the Trust is Dr Stephen Arnott, Director for Medical Education and the Medical Education Department hold a list of recognised appraisers within the Trust.

The appraisal process requires all Consultants to use Edgecumbe 360 and to provide an on-going portfolio of supporting evidence which conforms to national, General Medical Council and Royal College standards and guidance.

Appraisals link to the job planning process in line with all Trust medical staff. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition all medical staff must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is Dr Sarah Constantine, Medical Director.

The Trust uses PReP (Premier IT Revalidation e-Portfolio) to organise the appraisal process and facilitate revalidation recommendations by the Responsible Officer. All medical staff will be required to use PReP.

Job Planning

Job planning is undertaken in conformity with the terms and conditions of the new consultant contract. Job planning meetings take place annually between May June and July with a clinical manager, together with a general manager if this is agreed by the consultant. Part of the job planning process will include local delivery unit (LDU) objectives that are based on the Trust's annual objectives. A group meeting with all the consultants in the LDU may take place to discuss these local objectives prior to individual job planning meetings. Job plans are reviewed within 6-9 months.

The job planning process links to appraisals. Job plans are submitted electronically using PReP (Premier IT Revalidation e-Portfolio) the same software that manages the appraisal process. The Trust does not expect consultants to opt out of the Working Time Directive.

Teaching and Training

The Medical Education Team is based in Kingswood Civic Centre, Bristol. The Director of Medical Education; Dr Stephen Arnott, is supported by 2 Associate DMEs, two full time Teaching Fellows, 15 Undergraduate and Postgraduate Tutors across the footprint of the Trust.

Junior Doctors in Training

The Trust is the largest provider of Postgraduate Psychiatric Training in the Southwest. The Trust has 45 Core Trainees, 26 Advanced Trainees, 9 FY1, 16 FY2 and 17 Vocational Training Scheme posts for General Practice (GPVTS) across 9 training locations within the Trust.

Medical Students

Bristol University's annual intake of medical students continues to expand. Within the Faculty of Medicine, Psychiatry is an Academic unit within the Department of Community Based Medicine. The clinicians within the Trust are responsible for delivering Undergraduate Medical training in Psychiatry of the majority of students at Bristol Medical School. This takes place at six Trust sites, which overlap with five clinical academies set up by the University.

There are lots of opportunities to get more experience in teaching and assessing medical students, psychiatry trainees and Foundation doctors. Consultants are expected to be involved in and to contribute to the regular teaching programme for trainee medical staff and medical students.

All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee.

Research and Development

The Trust has an active central research department and receives more than £500K in NHS R&D Levy funding each year to support both externally funded and internal research. The Trust, together with its partner universities has recently been awarded Hub status by NIMHE. Research is organised in 5 NHS priorities and Needs Programmes: Psychotic Disorders, Affective and Anxiety Disorders, Older Adults Mental Health, Child and Adolescent Mental Health and Addictions. The programmes have been rated highly by the Department of Health. The Trust has excellent links with the three local Universities: Bath, Bristol and West of England, as well as with other national and international Universities, with Joint research units and a number of joint appointments. The

Trust also has well developed Research Governance and has been identified as an example of good practice in Service User and Carer involvement in Research.

Mentorship

AWP has a mentorship scheme available for newly appointed consultants. The post holder is invited to take up a mentor within our Trust, and upon appointment, the new consultant or staff grade is invited to contact the Director of Medical Education who will link them in with our database of mentors. Dr Sarah Price is the lead for the mentorship scheme, and she can also be approached for guidance and advice by newly appointed medical staff.

The Trust strongly supports mentorship for newly appointed consultants and the time required for mentorship will be available within the job description and job plan. All consultant and staff grade doctors are expected to be an active member of a CPD group meeting, Royal College of Psychiatry standards.

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.

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

Clinical Governance and Audit

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees. It seeks to support Clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.

The post holder will be expected to:

- Contribute to clinical governance and responsibility for setting and monitoring standards
- Participation in clinical audit, and/or Quality Improvement Projects.
- Participation in service/team evaluation and the planning of future service developments.

Induction

An induction programme will be offered on commencement with the Trust, the content will vary according to individual need.

Library Facilities

AWP's main library is at Callington Road Hospital, Bristol very close to Petherton Resource Centre. The librarian attends the library daily and is easily accessible by telephone or the Trust intranet on other days.

Links with Universities

Avon & Wiltshire Mental Health Partnership NHS Trust has links to the University of Bristol, The Division of Psychiatry, The University of West of England, University of Bath and the University of Southampton.

10. Apply for the Post



To apply for this post please go to the Medical & Dental section of our dedicated recruitment website <http://jobs.awp.nhs.uk/>

Visiting Arrangements

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. To discuss the post further or to arrange a visit to the hospital or community facilities please contact:

Dr Salim Razak
Specialised Medical Lead
Telephone 07944671686

Or

Leanne Ellaway
Perinatal Team Manager
Telephone 01179 195826