

OLDER PEOPLE'S MENTAL HEALTH SERVICE

JOB DESCRIPTION

CONSULTANT PSYCHIATRIST

IN

OLDER PEOPLE'S MENTAL HEALTH

**PART TIME
(8 Programmed Activities)**

**OPMH,
Stefano Olivieri Unit
Melbury Lodge
Romsey Rd
Winchester
SO22 5DG**

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APPENDICES

Person Specification/Selection Criteria

Appendix I

JOB DESCRIPTION

POST: Consultant Psychiatrist, Older People's Mental Health Service

LOCATION: SOU, Melbury Lodge, Winchester.

CONTRACT: Part time, 8 PAs

ACCOUNTABLE TO:

- Chief Executive Officer, Dr Nick Broughton
- Chief Medical Officer /RO, Dr Karl Marlowe

CLINICAL MANAGER:

- Divisional Medical Director, Dr Jeremy Rowland
- Divisional Clinical Director, Dr Rachel Anderson

KEY WORKING RELATIONSHIP:

- OPMH community matron, Barry Edwards

OTHER WORKING RELATIONSHIP:

- Divisional Director of Operations: Laura Rothery

1. INTRODUCTION

This 8 PA post has arisen following the rotation of the current substantive inpatient consultant moving to a local OPMH community post. The post holder will undertake 6 Programmed Activities of Direct Clinical Care to the 15 bed functional ward – Stefano Olivieri Unit.

The post holder will work alongside four other Consultant OPMH Inpatient Psychiatrists based at the other inpatient OPMH wards within the Trust (Gosport War Memorial Hospital, The Western Community Hospital in Southampton and Parklands Hospital in Basingstoke).

The post holder will work within a multidisciplinary inpatient team, and provide clinical supervision to the junior doctors and other team members. The post will be performed within normal working hours and it is anticipated that the post-holder will also fully participate in the OPMH senior on-call rota from home.

2. SOUTHERN HEALTH NHS FOUNDATION TRUST

Southern Health NHS Foundation (SHFT) Trust was established on 1st April 2011 with the merger of Hampshire Partnership NHS Foundation Trust and Hampshire Community Health Care Trust. It employs approximately 7000 people and provides specialist mental health services, learning disability services, social care and community health care services.

The Trust covers all of Hampshire, excluding Portsmouth City and a small area of North East Hampshire. The population of 1.3 million is registered with the six local Clinical Commissioning Groups (CCGs); and SHFT is responsive to local needs and is working closely with Adult Services and the CCGs to develop locally based services.

The Trust has a positive working relationship with the University of Southampton, Faculty of Medicine and an active programme of Research and Development.

Southern Health NHS Foundation Trust is a key provider of mental health services and community physical health services.

The services provided are:

- Adult Mental Health
- Older People’s Mental Health
- Services for people with Learning Disabilities
- Substance Misuse
- Community Health Care

The Trust also provides specialist mental health services to a wider population in southern England via NHS Specialised Services commissioning arrangements. These include:

- Adolescent Mental Health In-patient Service
- Forensic Mental Health Services
- Forensic Adolescent Mental Health In-patient service

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. The inpatient OPMH service at Melbury lodge is within the leadership of the South West Division.

3. OLDER PEOPLE’S MENTAL HEALTH SERVICE

Currently there are 20 substantive Consultants (occupying 32 posts) in Old Age Psychiatry working within teams in various locations across the county:

Area	Base	Consultant Name	FT/PT	Responsibilities
West & Central Southampton and East New Forest	Western Community Hospital, Millbrook,	locum	Full-time	(East New Forest)
		locum	Full-time	(West Southampton)

	Southampton	Dr Diana Coffey	Part-time	(Central Southampton)
		Dr Jay Amin	Full-time	Inpatients
		Dr Jo Taylor	Part time	In patients
	Southampton General Hospital	Dr Shehram Moghul	Part-time	Liaison
East Southampton	Moorgreen Hospital, West End, Southampton	Dr Maged Swelam	Full-time	Southampton community
Andover, Eastleigh and Winchester	Newtown House, Eastleigh	Dr Kavitha Babu	Full-time	Community
		Dr Katie Clyde	Full-time	(Romsey and Eastleigh)
	Avalon House, Melbury Lodge Winchester	This post	Part-time	Inpatients
		locum	Full-time	(Central Winchester)
		Dr Senthil Subramanian	Full-time	Winchester
	Andover War Memorial Hospital	Dr Daniel Pearce	Full-time	Community
West New Forest	Becton Centre, New Milton	Dr Brady McFarlane	Part-time	Community
		Dr Svetlana Hemsley	Full-time	Community
		locum	Part-time	(West New Forest)
Memory & Research Centre	Moorgreen Hospital, West End, Southampton	Dr Brady McFarlane	Part-time	Research
Basingstoke (North Hants)	Parklands Hospital, Basingstoke	Vacant	Full-time	Community
		Locum	Full-time	
		Locum	Part-time	Community

		Dr Tracey Eddy	Part-time	ECT & Inpatients
		Dr Raja Badrakalimuthu	Full-time	Liaison, Inpatients
East Hants	Chase Hospital, Borden	Dr Harry Boothby	Full-time	Community
	Havant Health Centre, Havant	Dr Syed Ahsan	Full-time	Community
	Havant Health Centre, Havant	locum	Part-time	Community
	Havant Health Centre, Havant	Dr Tasha Smith	Part-time	Community
Fareham & Gosport				
	Aerodrome House, Gosport	Dr Harriet Saziya	Full-time	Community
	Aerodrome House Gosport	locum	Full time	Community
	Aerodrome House, Gosport	locum	Full-time	Community
	Gosport War Memorial Hospital, Gosport	Dr Eburn Vera-Cruz	Full-time	Inpatients
	Queen Alexandra Hospital, Portsmouth	Dr Bill Cutter	Part-time	Liaison

4. ABOUT WINCHESTER AND MID HAMPSHIRE

Winchester is a pleasant cathedral city of 51,000 adults. (Andover is a well established market town of 52,000 adults, which sits in the beautiful Test Valley. Eastleigh is a former railway town and thriving community of 52,000 adults). Romsey is a smaller town in the lower region of the Test Valley.

The main population centres in Mid Hampshire are Winchester, Eastleigh and Andover. All of which are surrounded by rolling Hampshire countryside, small villages and surrounding pleasant market towns to which there are excellent road networks and rail links. The Solent and New Forest are also a short drive away.

The countryside around has many areas of outstanding natural beauty and there are pleasant villages in which to live. There is easy access to the New Forest and Hampshire Downs and there are excellent opportunities for all sport and general leisure activities, particularly sailing and fishing.

There are theatres in Southampton, Chichester, Salisbury and Basingstoke which support large shows and visiting operatic and ballet companies. There are large cinema complexes easily accessible in Basingstoke and Southampton.

There are excellent rail links to London and the regions. Southampton Airport is easily accessible with an increasing range of UK and European destinations available.

5. CLINICAL DUTIES

The Trust Older People's Mental Health Service considers the inpatient bed provision as a countywide resource although every effort is made to admit patients to their nearest and most appropriate Inpatient facility. The Stefano Olivieri Unit in Melbury Lodge contains 15 functional beds, whilst organic beds are provided at other inpatient facilities within the Trust. All inpatient facilities benefit from dedicated inpatient consultants and have built up close contact with consultants working within community OPMH teams.

The ward has good support from Allied Health Professionals to support recovery. This includes Speech and Language Therapists, a Psychologist, Physiotherapists and Occupational Therapists.

The post holder will carry out the assessment, review and treatment of patients admitted to the SOU, Melbury Lodge. He or she will formulate care plans in consultation with the multidisciplinary team, lead ward reviews and CPA meetings and work with discharge facilitators to achieve timely discharges. They will also attend tribunals where required.

The post holder will contribute to Mental Capacity Act Assessments, risk assessment and risk management plans undertaken by the multi-disciplinary team, provide routine psychiatric advice and support to colleagues within the multi-disciplinary team and ensure that the clinical activity is accurately and comprehensively recorded. This role would include supervision of junior doctors within the team.

The post holder will be required to maintain accurate and up to date clinical records on the Trust's RiO electronic record system, in accordance with Trust policies.

The post holder will ensure that his/her prescribing practices follow Trust policies & will ensure they keep up-to-date with clinical advances in treatment.

The post holder will have the opportunity to develop a special interest within the overall objectives of the service.

The post holder will be actively involved in clinical leadership within the inpatient unit, supporting staff development and in effecting continual service improvement.

ECT is provided twice weekly at Parklands Hospital by a separate dedicated team.

6. OTHER DUTIES

There will be an annual review of the post holder's job plan and it is expected that the post holder will be flexible in adapting to service change and development. Timing of leave will be arranged to co-ordinate with the other members of the medical team.

The post holder will be fully registered with the General Medical Council and hold a license to practice. The post holder will ideally be approved under Section 12 of the Mental Health Act and will have membership of The Royal College of Psychiatrists. The successful applicant will be someone who can work well in a multi-disciplinary team.

These duties are not exhaustive and the successful applicant will be expected to have a flexible approach to working within the evolving services. Changes in role would only be introduced after consultation with the supervising consultant. It is expected that the post-holder will not unreasonably withhold agreement to any proposed changes which can reasonably be regarded as falling within the role of Consultant in Older Persons Mental Health.

7. CONTINUING PROFESSIONAL AND PERSONAL DEVELOPMENT

The Trust is committed to supporting the development of its entire staff, and is also supportive of mentorship.

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, and in anticipation of GMC revalidation requirements. 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.

A full range of additional training and development courses and opportunities are available both within the Trust and externally. The Trust the Centre for Professional Development in Mental Health (CPDMH) in partnership with the University of Southampton. 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/. We encourage all newly appointed consultants to participate in the 'New Consultants' Development Programme'. This programme encompasses aspects of clinical leadership and provides support for some of the challenges facing newly appointed consultants.

An academic afternoon and Consultant meeting is held bi-monthly with all the consultants in the South West Division, at Tatchbury Mount, Southampton. This provides peer support, CPD, business discussion regarding service development and a consultant Balint Group. The Trust is also supportive of mentorship and this confidential support is made available to all recently appointed consultants

This post has dedicated CPD time and the post holder will be entitled to a maximum of 30 days study leave (pro rota) over a three year period.

8. AUDIT

The post holder will participate in Audit to ensure the continuous improvement of the service.

9. CLINICAL LEADERSHIP AND MEDICAL MANAGEMENT

The Trust has a management and leadership structure which devolves significant authority and responsibility, to a local level, through service line management.

The South West Hants division is led by a Clinical Director (Dr Rachel Anderson) supported by a Divisional Director of Operations (Laura Rothery), Divisional Director of Nursing and AHPs (currently vacant) and Divisional Medical Director (Dr Jeremy Rowland)

There is a dedicated clinical governance team for Older People's Mental Health, which links with the Trust-wide clinical governance framework. There are bi-monthly OPMH Clinical Governance Meetings where consultants, alongside the Matrons and Team Leaders, are expected to attend for updates in relation to the clinical governance agendas. This meeting is then followed by the Consultants' Meeting.

The post holder will undertake their job planning with the divisional medical director for the South West Area.

The clinical leadership appointments are for a 3 to 5 year tenure; and the post holder will be encouraged to develop leadership and management experience and to consider applying for these posts in the future, should they wish to do so.

10. APPRAISAL AND JOB PLANNING

Southern Health NHS Foundation Trust has been committed to the positive implementation of annual appraisal. The aim is for this to be a supportive developmental process for each practitioner, which will form the basis for revalidation by the GMC. Training is provided for both appraisers and appraisees. In future, Appraisal will be overseen by the Clinical Director of Workforce, Development and Communications.

The post holder is required to have an annual appraisal. Appraisal informs the annual job plan review, which is conducted by a Trained Appraiser. The indicative job plan should be viewed as illustrative, and a job plan review will be conducted within 3-6 months with the clinical manager.

11. TEACHING

Trust Wide Teaching:

There is significant involvement throughout the Trust in undergraduate medical education and a large number of medical students from Southampton University are placed in SHFT sites for their fourth year clinical placements. Dr Stefan Gleeson is Director of Education for the Trust. In each geographical area where students receive teaching there is a multidisciplinary tutor team with dedicated consultant leadership, a nurse learning facilitator and admin support. The University Faculty of Medicine team and the GMC have recently inspected the Trust and commended the undergraduate and postgraduate training programmes respectively.

The Trust also has students from many other professional disciplines, as well as an innovative Mental Health Practitioner course, run in conjunction with Southampton University.

Specialty doctors will be involved in supervising medical students when present on the ward, as agreed with Consultant psychiatrist.

Undergraduate Education:

Medical students are attached to all the teams in the area and Dr Guy Roberts is the Lead Undergraduate Tutor in the Winchester Educational Hub, supported by Dr Mani Sairam as Deputy Lead. The Trust has close links with the University of Southampton's School of Medicine through a vibrant and proactive Trust Undergraduate Education Faculty/ Committee (TUEC), responsible for curriculum implementation, as well as ensuring that our medical students receive a first class clinical education experience. As a whole, the Trust has consistently received excellent feedback from students and from University inspections over the years. From September 2016, the first cohort of fourth year medical students began joining the Trust for 8 week placements within clinical teams, according to a 'clinical firm' model. This has enabled medical students to be integrated within clinical teams and ensures that they learn through an apprenticeship model.

Postgraduate Teaching in West Area:

There is a well-established postgraduate academic programme in the West area which is coordinated by the Clinical Tutor, Dr Cynthia Gil-Rios. This programme is attended by Consultant Psychiatrists, senior and junior doctors, and involves invited speakers, journal club sessions, Balint groups (for juniors and consultants) amongst other activities.

Consultants are encouraged to participate in the academic programme. It is expected that junior doctors who are attached to the inpatient unit will receive clinical supervision from the Consultants and Specialty doctor.

12. RESEARCH

Southern health promotes the development of research activities as part of consultant SPAs within their job plans, if desired. Locally, the Memory Assessment and Research Centre (MARC) conducts clinical and basic science research into dementia through competitive grant funded research including the MRC; Alzheimer's Society; Department of Health and Alzheimer's Research Trust and pharmaceutical companies. MARC is the lead centre for the Department of Health funded South Coast Dementia and Neurodegenerative Diseases (DENDRON) network. In the past 5 years MARC and associates have published over 100 papers in high impact journals including Nature Medicine; New England Journal of Medicine and Nature Immunology.

MARC is based in Southampton at the Tom Rudd Unit, Moorgreen Hospital, Botley Road, West End, Southampton, SO30 3JB. The website is: www.marc.soton.ac.uk and the Manager of MARC is Viv Hopkins (viv.hopkins@hantspt-sw.nhs.uk). Dr Brady McFarlane (brady.mcfarlane@southernhealth.nhs.uk) is an old age Consultant Psychiatrist who provides medical leadership to the research centre; and applicants would be welcome to contact either Viv or Dr McFarlane in relation to any research related opportunities.

Trust support in research activity has enabled individuals to complete Postgraduate Degrees and participate in research programmes and individual research projects with support from the Director of Research and Development, Dr. Shanaya Rathod, the University Department

and the R&D Department. Allocation of time for research within the Supporting Professional Activities element of Consultants job plans may be negotiable with the Medical Director for specific projects.

13. COVER ARRANGEMENTS AND ANNUAL LEAVE

The post holder will coordinate all forms of leave with the other ward medical staff. The post holder will also assist in the coordination of junior doctor leave such that there is adequate day to day medical cover to the ward at all times.

Salary scales are as nationally published and will be pro rata according to number of sessions worked.

14. MENTORING

Southern Health NHS Foundation Trust has an established mentoring scheme. Mentoring is entirely voluntary and is not linked in any way to formal appraisal or supervisory arrangements

15. SECRETARIAL SUPPORT & OFFICE FACILITIES

The post holder will share an office in Melbury Lodge Hospital. The post holder will have IT facilities including a PC, network connections and access to IT training if required.

Administrative secretarial support is available via the allocated medical secretarial support.

16. WORK PROGRAMME & PROVISIONAL JOB PLAN

It is envisaged that the post holder will work 10 programmed activities over five days. The overall split of the Programmed activities is anticipated to be approximately 7.5 to be devoted to Direct Clinical Care and 2.5 to Supporting Activities.

The job plan timetable (below) should be regarded as indicative/provisional and negotiable, as the final job plan will be agreed with the Clinical Manager within 3-6 months of the post holder taking up their post. Subsequent changes in the job plan will be brought about through the normal annual job planning process with the OPMH Medical Lead and the Area Manager.

Monday	09:00 – 13:00	Melbury Lodge	Board Round; Clinical Reviews
	13:00 – 17:00		SPA
Tuesday	09:00 – 13:00	Melbury Lodge	Ward Round
	13:00 – 17:00		Ward Round
Wednesday	09:00 – 13:00	Melbury Lodge	Clinical Admin
	13:00– 17.00	Tatchbury Mount	SPA time: Consultants meeting Peer group Academic afternoon
Thursday	Non-working day		
Friday	09:00 – 13:00	Melbury Lodge	Ward Round
	13:00 – 17:00		CPA meetings Clinical administration

Programmed Activities

6 Programmed Activities	Direct Clinical Care
<u>2 Programmed Activities</u>	Supporting Activities
8.0	

17. GENERAL PROVISIONS RELATING TO APPOINTMENT

Terms & Conditions

This post is subject to the Terms and Conditions of Service determined by the Southern Health NHS Foundation Trust. These Terms and Conditions are initially the same as those determined nationally through Review Bodies and Whitley Councils. The Trust may in future make changes to the Terms and Conditions through locally established negotiating machinery.

Contract

The Trust has implemented the 2003 Consultant Contract.

Residence

Residence within either 30 minutes by road from Melbury Lodge is a requirement of the post unless specific approval for alternative arrangements is given by the Trust. The post holder should hold a current driving licence (within the realms of the Equality Act) or be able to arrange transport to fulfil the requirements of the post. His/her private residence must be maintained in contact with the public telephone service. The successful candidate will be entitled, if necessary and meet the minimum criteria, to a relocation package as agreed by the Trust.

Rehabilitation of Offenders Act

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are therefore not entitled to withhold any information about convictions, even if there are 'spent' and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied

18. VISITING

Candidates are encouraged to visit and should contact **Dr Katie Clyde OPMH In-patient Consultant** on 01962 897700 or **Dr Jeremy Rowland, Medical Director** on 07827082257 to make the necessary arrangements.

Dr Nick Broughton, Chief Executive, tel. (023) 80874101, and **Dr Karl Marlowe Chief Medical officer** tel. (023) 80874319, will also be pleased to speak to candidates.

For more information on the Trust and services, visit the Trust website at: www.southernhealth.nhs.uk

APPENDIX 1: PERSON SPECIFICATION/SELECTION CRITERIA

Post: Consultant in Older People’s Mental Health

Requirements	Essential	Desirable	
<p>1. Qualifications and Training</p>	<p>Recognised basic Medical Degree</p> <p>Full GMC Registration with license to practice</p> <p>Eligibility for inclusion on the Specialist Register</p> <p>CCST in Old Age Psychiatry (or within 6 months at time of interview) or equivalent</p> <p>Section 12 Approval Approved Clinician</p>	<p>MRCPsych</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 UK Hospital Systems (or equivalent)</p> <p>Knowledge and evidence of participation in CPD (including being in Good standing with the College for the purposes of CPD)</p>	<p>Experience of working in the NHS</p> <p>Experience of active involvement in service change and development</p>	<p>Application/Interview</p>

3. Skills	<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>Excellent written and oral communication skills</p>	<p>Evidence of specific achievements that demonstrate leadership skills</p> <p>Additional Clinical Qualification</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 developments and drug advances in the psychiatry specialty applied for.</p>	<p>Application/Interview/References</p>
5. Teaching	<p>Commitment to and experience of undergraduate and postgraduate 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>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>Interest in research</p> <p>Published audit project</p>	<p>Application/Interview</p>
7. Management	<p>Knowledge of the management and structure of the NHS</p>	<p>Evidence of management training</p> <p>Previous management experience</p> <p>Evidence of a management project</p>	<p>Application/Interview</p>
8. Aptitude and Personal qualities	<p>Ability to deal effectively with stress</p> <p>Thoroughness and attention to detail</p> <p>Excellent interpersonal skills and the ability to communicate effectively with difficult people.</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>Evidence of Leadership Attributes</p> <p>Motivational Skills</p> <p>Commitment to service development</p>	<p>Interview/References</p>