

# Consultant in General Adult Psychiatry Inpatient Services North Somerset 10 PAs RVN476-TE

RCPsychSWS15.044(final)

Endorsed on behalf of the Royal College



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# 1. Introduction to the Post

<b>Post and specialty:</b>	Consultant Psychiatrist in General Adult Psychiatry
<b>Base:</b>	Long Fox Unit, Weston General Hospital
<b>Number of programmed activities:</b>	10 PA per week
<b>Accountable professionally to:</b>	Medical Director
<b>Accountable operationally to:</b>	Medical Lead

## Context for the role

The Trust is seeking a consultant psychiatrist to join the acute adult inpatient ward. This vacancy is for an existing post. It is a full time post for an 18 bed male and female ward.

## Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Medical Lead:	Dr Tiff Earle
Clinical Director:	Dr Eva Dietrich
Clinical Lead:	Anita Hutson
Operational Manager:	Emmy Watts
Responsible Officer:	Dr Sarah Constantine

## 2. Service Details



### **Summary of the Post**

This post is based on Juniper ward at the Long Fox Unit and is primarily nurse and medic lead but with an excellent and robust OT department with a full timetable of weekday activities. The ward environment has recently undergone extensive refurbishment to promote a safer and more therapeutic environment.

Juniper ward provides high quality acute inpatient services with multi-disciplinary and multi-skilled treatment to people whose health care needs cannot be managed in their own homes due to the level of complexity, intensity and unpredictability. Inpatient services are for people whose health needs require specialist investigation, assessment and intervention.

Juniper ward aims to provide care for adults in an inpatient setting, building on the patients' strengths, maintaining levels of independence and promoting well-being.

The ward uses evidence based therapeutic interactions with a multi-disciplinary approach. Inpatient treatment is provided 24/7 for people with mental health problems and support service users experiencing an acute psychiatric crisis of such severity they cannot be managed at home with the involvement of the intensive team.

### **Ward staffing**

Consultant: 1.0 WTE

Trust Grade Doctor 1.0 WTE

CT1 Doctor 1.0 WTE

Ward Manager: 1.0 WTE

Band 6 Practitioner: 6.0 WTE

Band 5 Practitioner: 5.5 WTE

Band 3 Practitioner: 6.0 WTE

Band 2 Practitioner: 10.0 WTE

There are approximately 2 to 3 admissions and discharges per week. The post is supported by a 0.8 WTE Staff Grade and full time CT1 ward doctor.

The average length of stay on the ward is 6 weeks but this can vary from a few days to 6 months (rarely the latter). Bed occupancy runs at around 85% which is 15 inpatients, but can be lower on occasion. Approximately 50% of patients are detained under the MHA. Junior medical staff are responsible for clerking new admissions.

All patients are reviewed weekly in 3, half day, ward round 'clinics' – which are arranged and posted on the ward the preceding Friday. Medics are not expected to attend admission CPAs and discharge planning CPAs are arranged for at least 2 weeks before expected discharge date.

The consultant leads the ward rounds but will be deputised on occasion by the staff grade. They will also be responsible for MHA related work including reports and attendance at tribunals – although again the staff grade can deputise.

## **North Somerset Consultants**

1.0 wte	Support and Recovery
1.0 wte	Support and Recovery/Rehabilitation (0.8/0.2)
0.6 wte	Intensive Team (S12)
1.0 wte	Intensive Service
1.0 wte	Acute Adult Inpatient - This post
1.0 wte	PCLS/Early intervention (0.8/0.2)
1.0 wte	A & E liaison
1.0 wte	CITT (OA community)
0.6 wte	CITT (OA community)
1.0 wte	OA inpatients
0.6 wte	CITT (OA community)

## 3. Clinical Duties



- The Consultant will deliver direct interventions and weekly review to inpatients including those patients who require use of the Mental Health Act who are difficult to engage. This will include on-going assessment, diagnoses (including review and clarification) and treatment of mental and physical health needs.
- To provide advice to members ward team including junior medical staff.
- Regular attendance at the weekly MDT and Care Pathways meetings.
- To hold CPA meetings for patients approaching discharge
- To prepare reports for mental health review tribunals. Attendance at tribunal hearings
- To be an integral part of psychoeducation, crisis, relapse prevention and care planning for inpatients
- To liaise with other parts of the service, including community MH teams; GPs and non NHS organisations wherever applicable.
- To liaise with the Intensive and recovery services as appropriate to facilitate the smooth handover of clients between services.
- To participate in risk assessment and management of all patients including use of positive risk management strategies
- To provide medical and AC responsibility for patients on the ward.
- To meet with families and carers on request.

### 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 Trust Grade and 1.0 WTE CT1 trainee.

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.

As a junior doctor trainer the post holder will be responsible for their professional supervision and management. Where appropriate, the post holder will be named in the educational contract of junior staff as the person responsible for overseeing their training. The post holder will be expected to be involved and contribute to the regular teaching programme for trainee medical staff and medical students.

## 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.
- To participate in continuing medical education and maintain good standing for Royal College of Psychiatrists CPD. Consultants are expected to become members of a peer group and will be signposted to the appropriate group on appointment.
- 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. Please refer to the notes reference the University of Bristol for an outline of current research interest. The University Department of Mental Health in Bristol is keen to see new projects developed and will help with advice and supervision where appropriate.

## 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 0.7 WTE named administrative support based at the Long Fox Unit.

## Office Facilities

The consultant will have access to a dedicated office, mobile phone, laptop and Computer facilities at the Long Fox Unit. There is rapid access to IT support from the Trust IT team as required.

## On-Call

The west division on-call rota is currently a 1 in 25 on-call frequency and covers adults of working age and older adults across South Gloucestershire, Bristol and North Somerset.

The rota operates on an opt in/out basis with consultants opting in or out at the point of bi-annual review. The post holder may not have the option to join the on-call rota on appointment.

The on-call is designated as Category A for which the on-call supplement is 3%. The rota covers 9am to 9am (with the option to take compensatory rest if needed) and consultants are paid 1 PA per week for S12 work which is a requirement of the on-call.

Senior trainees also participate in this rota and are supported by consultant staff. 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

Cover for annual and study leave is reciprocal with other Consultants and leave requests are submitted electronically to the Medical Lead with appropriate cover agreements attached.

## 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	Ward work	DCC	1 PA
	PM	MHA	DCC	1 PA
Tuesday	AM	Ward round and MDT	DCC	1 PA
	PM	CPD/Junior Doctor supervision	SPA	1 PA
Wednesday	AM	Ward round and care pathways	DCC	1 PA
	PM	Admin/audit	DCC	1 PA
Thursday	AM	Ward reviews and MHA	DCC	1 PA
	PM	CPD/Management	SPA	1 PA
Friday	AM	Ward Reviews	DCC	1 PA
	PM	CPD/Admin/Junior Doctor supervision	DCC/SPA	0.5 each

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 £79,860 - £107,668 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.

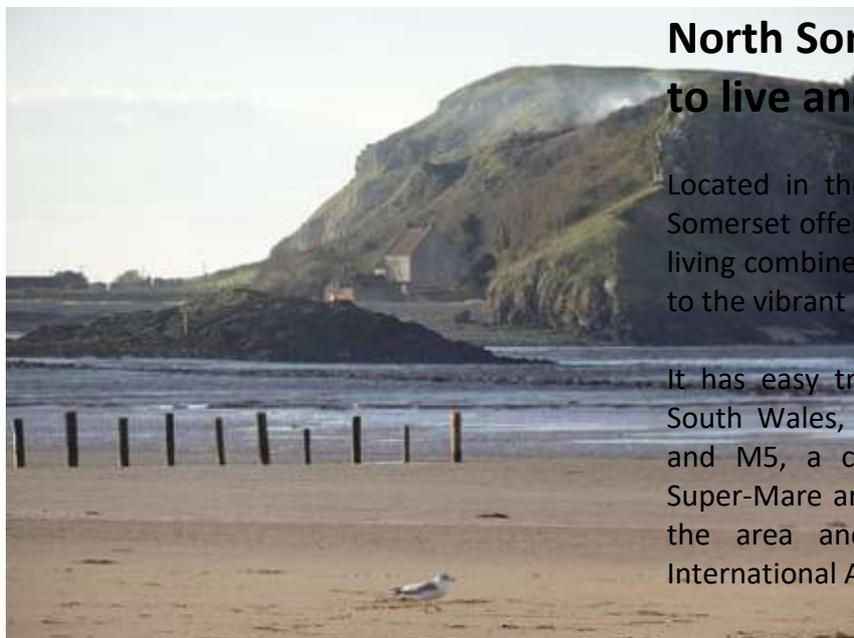


## 6. Person Specification

Criteria	Essential	Desirable	Means of Assessment
<b>QUALIFICATIONS</b>	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.	
<b>ELIGIBILITY</b>	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 General Adult Psychiatry	Application form Documentation
<b>EXPERIENCE</b>	Experience of assessing and treating patients in and Inpatient setting. Knowledge and evidence of participation in CPD. Evidence of effective multidisciplinary team involvement.		Application form Interview
<b>PERSONAL SKILLS</b>	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. Excellent written and oral	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>communication skills</p> <p>Approachable and compassionate personality with good listening skills.</p>		
<b>CLINICAL SKILLS</b>	<p>Ability to assess and treat psychiatric problems in Adults of working age and to deal with crisis situations.</p>		<p>Application Form</p> <p>Interview</p>
<b>KNOWLEDGE</b>	<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</p> <p>Interview</p>
<b>TEACHING</b>	<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</p> <p>Interview</p>
<b>RESEARCH &amp; AUDIT</b>	<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</p> <p>Interview</p>
<b>MANAGEMENT</b>	<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</p> <p>Interview</p>
<b>APPRAISAL &amp; REVALIDATION</b>	<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>
<b>OTHER</b>	<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

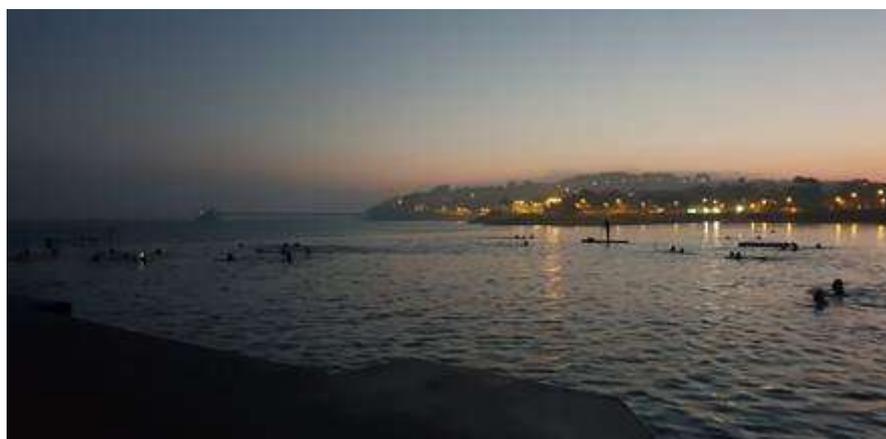


### **North Somerset is a great place to live and work!**

Located in the South west of England, North Somerset offers the best of seaside and country living combined with the benefits of being close to the vibrant cities of Bristol, Bath and Exeter.

It has easy travel routes to Devon, Cornwall, South Wales, London and beyond via the M4 and M5, a central train station in Weston-Super-Mare and several smaller stations across the area and is situated close to Bristol International Airport.

The 4 main towns in the area are Weston-Super-Mare, Clevedon, Portishead and Nailsea. There are 6 main villages, Backwell, Congresbury, Long Ashton, Winscombe, Wrington and Yatton. North Somerset contains a very wide choice of housing from one off character properties to new builds. It is a growing area with significant areas of new housing being developed over the next few years.



There are 63 primary schools, 11 secondary schools, 4 independent schools and 3 special schools in the North Somerset area. In 2014, 93% of secondary school pupils in North Somerset attended a good or outstanding school putting the district second out of 15 local authorities in the South West region for this indicator.

Weston College is the only college in the west of England to be rated as 'outstanding' by Ofsted. They were named 'College of the year' and 'Overall further education provider' in the 2015 Times Educational Supplement Further Education Awards. In 2017 they were awarded the Queen's Anniversary Prize for Higher and Further Education.

North Somerset has over 40 parks, public open spaces and nature reserves and has the most Green Flag awards for green spaces in the south west. For cycling and walking enthusiasts The

Strawberry Line is a 10-mile route that takes you through varied landscapes of wildlife-rich wetlands and rural villages between Yatton and Cheddar. The nearby Mendip Hills, an area of outstanding natural beauty, also has a multitude of walking and cycling routes.



Steeped in Victorian history, Weston-super-Mare is undergoing an exciting period of revival and redevelopment. Its busy high street, independent shopping districts and a growing arts and music scene, in addition to lively bars and popular restaurants, makes Weston a real up and coming, cosmopolitan town.

Weston-super-Mare hosts a huge variety of events throughout the year, from fun runs, half marathons and motorcycle beach races to music, arts and food festivals and agricultural shows.

At nearly 3k long Weston-super-Mare beach is one of the UK's longest stretches of natural sand. The historic landmark that is the grand pier is home to numerous rides and attractions.



## 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.

### **Primary Care Liaison Service**

The Primary Care Liaison Service based at the Long Fox Unit acts as a part of the 24 hour front door services, alongside the intensive service. It operates from 8am to 8pm Monday to Friday, and on Saturday mornings and reviews all referrals that are not required within 4 hours (which is done by the Intensive teams). It uses the point in time record of assessment and communication tool Situation, Background, Assessment, Recommendation (SBAR) to make a formulation, derive a care cluster, make a risk assessment and decide on the appropriate course of action.

### **Recovery Services**

The recovery teams in North Somerset is based at the Coast Resource Centre, Weston-Super-Mare. The recovery service is the main service to provide on-going care, treatment and support for service users, their families, friends and supporters. The service operates 5 days a week between 8:00 am and 8:00 pm and provides specific periods of interventions to service users requiring short or long term support to assist their recovery.

### **Rehabilitation Service**

The community based inpatient unit is at Elmham Way in Worle, North Somerset. The Rehabilitation Services work with a client group who experience long-term complex mental health problems. The service aims to create a safe and supportive atmosphere where patients can actively and safely engage in the process of rehabilitation and recovery. The aim is to offer individualised care programmes which will include full assessments, support and treatment packages. The service offers single sex accommodation for up to 7 adults of working age with severe and enduring mental health difficulties. Referrals are received from mental health services within Avon and Wiltshire Mental Health Partnership Trust

### **Liaison Services**

The Liaison Service in North Somerset is based at Weston General Hospital. This service offers mental health assessment to all adults (18 years and over) attending Accident and Emergency (A&E) departments who have mental health concerns including self-harm. It also assists Weston General Hospital staff in the assessment and treatment of people with mental health concerns who have been admitted with another medical problem. The team provides 7 days per week 8am to 8pm service to Weston General Hospital for adults of all ages.

## Later Life Services

### **Inpatient Service**

Cove and Dune wards based at The Long Fox Unit, provide specialist assessment and treatment to service users whose circumstances or needs mean they cannot be treated and supported appropriately at home or in any other environment. Separate wards look after those with functional and organic illness.

### **Complex Intervention Team (CIT)**

This specialist service is based at Windmill House, Clevedon and offers assessment, intervention and care planning for patients over the age of 65. Safeguarding and review of relevant service users as well as signposting and providing optimum choice through working alongside other organisations.

### 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  
Low secure services  
Medium secure services  
Mother and Baby Unit  
Autism spectrum services  
Eating disorder services  
Personality Disorders Service  
Traumatic Stress Service  
CARS - Liaison and Diversion  
Pathfinder Service  
Veterans Mental Health Service  
Community Drug and Alcohol

Criminal Justice Services  
Deaf mental health service  
ADHD services  
CAMHS  
Anxiety services  
Memory Service  
Street triage services  
S136 units  
Therapies services  
Electro-convulsive therapy services  
IAPT services  
Care home liaison services

## **Population and Demographics**



The total population of North Somerset according to the 2011 census is 202,566, an increase of 7.3% with a total of 88,227 households. The major concentration of the population is focussed on the town of Weston-super-Mare, and its immediate outlying villages. The remainder of the population (called Woodspring) is dispersed within the smaller towns of Clevedon, Portishead, Nailsea and Backwell. There is also a large rural area, which stretches towards the Mendip Hills. North Somerset is a retirement area, and the towns of Weston-super-Mare and Clevedon offer up to 2,000 private beds within Nursing and Residential Homes. It is a developing area, with increases in the population scheduled,

particularly in Worle and the Portishead area.

21% of its population is aged 65 and over, a 17% increase since the 2001 census. It is estimated that 3,420 individuals in North Somerset suffer with Dementia (North Somerset Partnership Strategy 2013). The Black and Minority Ethnic groups (BME) make up 2.7 % of the population (census 2011) and 14.9% of children aged under 16 years are living in poverty (Child Health Profile, 2014).

Avon and Wiltshire Partnership Mental Health Trust deliver integrated Health and Social Care services in North Somerset, in an area coterminous with the North Somerset Clinical Commissioning Group and the North Somerset 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, Associate 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 at Kingswood Civic Centre, Bristol. The Director of Medical Education; Dr Angelika Luehrs, 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

There is a library in The North Somerset Academy on the Weston General Hospital site. The main library for AWP is at The Blackberry Centre, Blackberry Hill Hospital, Bristol. The librarian attends the library two days per week 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 Dan Hodgson: Senior Medical Lead, tel. 0117 354 7303

Short listed applicants are encouraged to take the opportunity of discussing the post with the Chief Executive or Medical Director prior to interview.

**Dominic Hardisty**

Chief Executive

Tel: 01225 362923

**Dr Sarah Constantine**

Medical Director

Tel: 01225 362990

**Dr Pete Wood**

Deputy Medical Director

Tel: 01225 362990