

Introduction to the Post

Post and specialty:	Consultant Psychiatrist in Older Adult Psychiatry.
Base:	Herm Ward Alderney Hospital Poole
Number of programmed activities:	10 PA per week
Accountable professionally to:	Chief Medical Officer
Accountable operationally to:	Clinical Lead
Start Date:	Currently available

Context for the role

This is an exciting opportunity for a full time consultant psychiatrist to join the acute assessment and treatment ward for females with organic disorders. The successful candidate will be based at Alderney hospital Poole and will join a well established inpatient team providing acute care to older adults with organic mental illness from across Dorset. The team work closely with the community and Intermediate care team for dementia (ICSD) home treatment team to provide inpatient care to informal and detained patients when required. The aim of admission is to provide treatment and return patients back to their community home in a timely manner. The team is multidisciplinary in nature and there is an SHO who works alongside the consultant to provide care to the patients.

Key working relationships

Chief Medical Officer & Responsible Officer:	Dr Faisal Sethi
Deputy Chief Executive Officer / Chief Operating Officer	Kris Dominy
Acting Chief Executive Officer	Dawn Dawson
Deputy Chief Medical Officer:	Dr Sudipto Das
(Mental Health and Learning Disabilities)	
Deputy Chief Medical Officer:	Dr Andrew Dean
(Community Hospital and Physical Health Care Services)	
Medical Lead for Inpatient Mental Health Services:	Dr Domenico Scala
Medical Lead for Community Mental Health Adult Services	Dr Rodi Karadimova
Medical Lead for Older Peoples Mental Health Services:	Dr Antony Christopher
Medical Lead for CAMHS Services:	Dr Anu Devanga
Medical Lead for CAMHS Provider Collaborative/	
Lead Consultant for Acute Services:	Dr Stephen Turberville
Lead Consultant for Forensic services	Dr Eman Shweikh
Director of Medical Education:	Dr Ian Rodin
Revalidation and Medical Appraisal Lead	Dr John Stephens
Service Director for Mental Health Services:	Rachel Small
Service Director for Integrated Community Services:	Jane Elson

Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. If you have any role specific questions please email Dr Antony Christopher (antony.christopher1@nhs.net) or Dr Carol Bannister (Carol.bannister3@nhs.net)

If you would like a pre application conversation with the Chief Medical Officer, please contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to julie.street3@nhs.net

Deputy Chief Medical Officer:
(Mental Health and Learning Disabilities)
Medical Lead for Older Peoples Services:
Medical Lead for Inpatient Mental Health Services:

Dr Sudipto Das

Dr Antony Christopher
Dr Domenico Scala

Job Description

CONSULTANT JOB DESCRIPTION

Older Adult Psychiatry.

1. INTRODUCTION

- 1.1 This is a post for a full-time Older Adult Psychiatrist working in Alderney Hospital in Poole. The postholder will work full time within the Older Adult Acute Organic Inpatient Unit which provides comprehensive inpatient based services to patients registered with General Practitioners within Dorset. The unit provides patient centred consultant led care. The consultant will be supported by a Speciality Doctor who is based on the ward in addition to the wider multidisciplinary team. Inpatient services for older adults with functional illness are also provided at St Ann's Hospital Poole in the east of the county and at Melstock house Forston clinic in the west of the county. The unit liaises closely with the relevant community teams which are located across the county. Community staff continue to input into patient care whilst they are inpatients at Alderney Hospital.
- 1.2 A psychiatric intensive care unit is based at St Ann's hospital and there is a comprehensive rehabilitation service based across the county. The Intermediate Care Team for dementia across the east of the county is also based at Alderney Hospital. There is also an ICSD team in the west of the county based Forston Clinic.

2. ORGANISATION OF CLINICAL SERVICES –

- 2.1 The Trust's mental health services are organised in the following way:-
- 2.2 **Community Older Adult Mental Health Teams.** There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided teamwide as appropriate. In West Dorset there are three locality community mental health teams; North Dorset, Dorchester & Bridport and Weymouth and Portland.
- 2.3 **Inpatient Care.** The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gate-keeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of care, they will move to one of the treatment wards.

- 2.4 **Inpatient Rehabilitation.** There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Assertive Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.
- 2.5 **Home Treatment Team.** There are two Home Treatment Teams (HTT) East and West Dorset . They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.
- 2.6 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include:-
- Memory Assessment Services
 - Early Intervention in Psychosis Service
 - Assertive Outreach Teams
 - Forensic Team (including inpatient Low Secure Unit and a Community Forensic team)
 - Perinatal Service
 - Eating Disorders Service
 - Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
 - Community Adult Asperger's service
 - CAMHS
 - Learning Disabilities service
 - Adult Learning Disabilities service
 - Access Mental Health – Connections, The Retreats and Front Rooms

3. CLINICAL DUTIES

- 3.1 The postholder will, with junior doctor support, provide medical leadership to the Herm ward team and will take on a lead role on Herm ward.
- 3.2 The postholder will play a lead role in the daily review of workload and capacity of the inpatient team, which will include liaison with colleagues in community mental health teams.
- 3.3 The postholder will be expected to ensure, alongside senior medical colleagues, that a senior medical review of the care of each person admitted to Herm ward takes place within 24 hours. The on call arranged for the Trust are such that during weekends and bank holidays, the on call Consultant will carry out a face to face review of all new admissions.

The postholder will follow the mental health acute care pathway that has been implemented across the Trust. A key goal is to minimise the length of stay of patients on

Herm ward, where possible transferring them to Intermediate Care Team for dementia or discharging them back to the care of a community mental health team.

The postholder will be expected to work in a multidisciplinary way and to help develop the skill of non-medical members of staff.

The postholder will be expected to maintain good working relationships with colleagues, the inpatient and ICSD teams and across the community mental health teams, and be flexible and available in liaising with the wide number of clinical teams that admit patients in to the service.

- 3.4 The post holder will take part in the on call rota. The weekly on call rota is Dorset wide, at week-ends the East of the county is paid at 2% on call availability supplement PLUS 0.25APA and in the West of the county is paid at 3% on call availability supplement PLUS 0.75 APA .This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior on-call rota which is supported by Specialist Registrars and Associate Specialists. There is also a non-resident junior doctor on-call. When on-call the postholder is expected to provide advice and support to junior colleagues on-call, out of hours nursing and social work colleagues. When necessary, it is expected that the on-call consultant will review patients personally. At weekends and on bank holidays there is a consultant led inpatient review for newly admitted patients to address problems with inpatients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.
- 3.5 The postholder will provide cross cover for annual, study and emergency sick leave with inpatient colleagues and for a part time community colleague. These cover arrangements will take account of the other medical staff in the locality tea

4. CONTINUING PROFESSIONAL DEVELOPMENT

- 4.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).
- 4.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.
- 4.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.
- 4.4 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.
- 4.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.

- 4.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

5. SUPPORTING CLINICAL STAFF

- 5.1 Within the ward there is one experienced full time Specialty Doctor who supports Herm and the neighbouring St Brelades ward . The Specialty Doctor will be supervised by the postholder.
- 5.2 The postholder will provide clinical supervision to other medical staff when required.
- 5.3 The team comprises the following:-

Integrated Manager	1.0 WTE (also responsible for Adults of working Age)
Ward Manager Band 7	1.0 WTE
Clinical team leaders Band 6	4.5 WTE
Band Five nurses	11.82WTE
Mental health support workers	42.82 WTE
Housekeeping	1.0 WTE
Occupational Therapist Band 6	0.67 WTE
Occupational therapist Band 5	1.0WTE
Activity coordinator	1.0WTE
Psychologist	0.1 WTE
Team admin	2.6WTE

6. LEADERSHIP STRUCTURES

- 6.1.1 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.1.2 The Trust has close relationships with the CCG and the Local Authorities to which we relate (Bournemouth, Christchurch and Poole Council and Dorset Council).
- 6.1.3 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

7. CLINICAL GOVERNANCE

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.
- 7.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.

- 7.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

8. TEACHING AND TRAINING

- 8.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Health Education Wessex standards.
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students. Medical students are regularly attached to the psychiatric teams.

9. SECRETARIAL SUPPORT

- 9.1 The postholder will have access to the ward administration team. The postholder will have a designated office at Alderney Hospital.

10. POSTGRADUATE FACILITIES

- 10.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

11. TERMS AND CONDITIONS

- 11.1 The contract will be based on the Terms and Conditions of Service 2003 agreed between the BMA and the Department of Health for consultants in England. The Trust will also implement the Code of Conduct for Private Practice and the Consultant Job Planning Standards agreed in September 2003.
- 11.2 The post holder must be Mental Health Act Section 12 approved at appointment and be registered with the General Medical Council. The applicant must be eligible for inclusion on the Specialist Register in Psychiatry. The successful candidate must hold a current driving licence.
- 11.3 As a Consultant the postholder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the consultant's job planning meeting.

A provisional timetable is given below: This is indicative of the weekly timetable.

	AM / PM	Duties
Monday	AM	Ward round
	PM	Patient meetings review etc

Tuesday	AM	Ward work
	PM	Reviews tribunals/ Management meetings
Wednesday	AM	Ward round
	PM	CPD
Thursday	AM	Ward work
	PM	Revalidation/SPA Activity
Friday	AM	Ward work
	PM	Ward Work
Programmed activity		Number
Direct Clinical Care		7.5
Supporting Professional Activities		2.5
Other NHS responsibilities (to be discussed with the clinical director)		
External duties (to be discussed with the clinical director)		
Total Programmed Activities		10.00

- 12.3 The postholder will be line managed by the Lead Clinician for Inpatient services who will keep the job plan under review.

13. COMMENCEMENT OF DUTIES

- 13.1 The post is currently available.
- 13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

14. REMUNERATION & BENEFITS

- 14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation 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.

14.1 Salary

The appointment is at Consultant grade with salary thresholds from £88,364- £119,133 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.

14.2 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.

14.3 Sick Pay

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

14.4 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.

14.5 Equal Opportunity & Diversity

Dorset HealthCare University NHS Foundation 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.

14.6 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.

14.7 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.

14.8 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.

14.9 Travel Expenses

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

14.10 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.

14.11 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, Doris, 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.

14.12 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.

14.13 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. Please note that this must cover the last three year period.

14.14 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.

14.15 DBS Checks

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

14.16 Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

14.17 Period of Notice

The employment is subject to six months' notice on either side

15. WELLBEING

As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

15.2 Details about OH are disseminated at induction and regularly when in post

15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients (e.g. nominated senior colleague support, Balint Groups for Consultants, etc.)

- 15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g. unexpected request to cover a unit/ward/service in addition to current workload)

Person Specification

CONSULTANT IN OLDER AGE PSYCHIATRY

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications/Training	<p>General medical Qualification e.g. MBBS, or equivalent and hold a Licence to Practise.</p> <p>MRCPsych or recognised equivalent, e.g. membership of a psychiatry college in another country.</p>	<p>Qualification or higher degree in medical education, clinical research or management.</p> <p>Additional clinical qualification</p>
Eligibility	<p>Must be in possession or within 6 months of possession of a CCT in Psychiatry or on Specialist Register in Psychiatry.</p> <p>On Specialist Register in Older Adult Psychiatry.</p> <p>Section 12(2) approval and Approved Clinician approval or ability to obtain approval before starting post</p>	<p>Experience of medicine outside psychiatry e.g. general practice, medicine.</p>
Clinical Skills, Knowledge & Experience	<p>Excellent knowledge in specialty</p> <p>Evidence of effective multidisciplinary team involvement.</p> <p>Excellent clinical skills using bio-psycho-social perspective and wider medical knowledge.</p> <p>Able to meet duties under MHA and MCA</p> <p>Make decisions based on evidence and experience including contribution of others.</p> <p>Excellent written and oral communication skills.</p>	<p>Teaching Experience</p> <p>Wide range of specialist and sub-specialist experience relevant to post within the NHS or comparable service.</p>

Dorset HealthCare Values	Proactive, respectful, supportive, reliable and trustworthy, and positive	
Management Skills	<p>Understand the importance of working with managers in the interest of good patient care</p> <p>Able to manage priorities</p> <p>Evidence of management/Leadership skills training</p>	Previous management experience including that of other junior medical staff
Leadership Skills	<p>Understand principles of leadership and give examples of leadership in own practice.</p> <p>Able to provide clinical leadership to a multi-disciplinary team.</p>	
Clinical Governance	<p>An understanding of the importance of Clinical Governance in the NHS organisations and importance in patient care.</p> <p>Awareness of current issues in mental health service provision, policy and legislation</p>	
Self Awareness	<p>To have an understanding of own strengths and weaknesses and how these attributes affect professional functioning.</p> <p>To have an understanding of the stresses involved in being a consultant psychiatrist and how to manage these appropriately.</p>	

Supervision of Junior medical Staff	<p>Knowledge of requirements for supervision and appraisal of junior medical staff.</p> <p>Approved educational supervisor training</p>	
Research and Audit	<p>Experience of carrying out an audit project</p> <p>Experience or involvement in a research project and publication</p> <p>Ability to supervisor junior medical staff undertaking research projects</p>	<p>Published audit project</p> <p>Ability to critically appraise published research</p>

Medical Leadership Team

MEDICAL LEADERSHIP TEAM

