

TOGETHER WE CAN

BECOME OUTSTANDING



Avon and Wiltshire
Mental Health Partnership
NHS Trust

Bank Locum Consultant

Reference: 342-MB-CON765-AS



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1. Introduction



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 5,000 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.

2. Trust Details

AWP is a partner in two Integrated Care Systems (ICSs). We work closely with our partners across the Bristol, North Somerset and South Gloucestershire ICS and the Bath and North East Somerset, Swindon and Wiltshire ICS to meet the health and care needs of the local populations.

The organisations that make up an ICS – including commissioners, local authorities, hospitals and community services – take collective responsibility for managing resources, delivering care and improving the health of the population.

AWP operates under 3 divisions mirroring the ICSs areas:

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

AWP provides a wide range of services which include:

- Adult acute inpatient services
- Adult recovery services
- Complete intervention
- Early intervention in psychosis
- Later life inpatient services
- Primary care liaison services
- Learning disabilities services
- Low secure services
- CARS – liaison and diversion
- Pathfinder service
- Veterans mental health service
- Community drug and alcohol
- Criminal justice services
- Deaf mental health service
- ADHD services
- CAMHS

- Medium secure services
- Mother and baby unit
- Autism spectrum services
- Personality disorders service
- Traumatic stress service
- Care home liaison services
- Eating disorder services
- Anxiety services
- Memory services
- Street triage services
- Health based place of safety
- Therapy services
- Electro-convulsive therapy
- IAPT services

Our Purpose and our values

We are committed to improving the lives of the people we serve with compassion, respect and dignity. Our purpose can only be fulfilled by staying true to our core values which underpin everything we do; they guide our behaviours and can be seen in every interaction we have with patients, staff and stakeholders. We refer to our values as PRIDE:

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 Strategy and objectives

We are currently developing a five year strategy to reflect the changing needs and strengths within our local populations.

Our strategy has four key objectives:



Provide outstanding care

We will continually improve and provide high quality, safe care to help people achieve the outcomes that are important to them.



Develop outstanding people

We will make AWP a great place to work and learn, providing an environment where a skilled, positive and motivated workforce can provide outstanding care.



Provide sustainable services

We will ensure services are properly resourced to meet rising demand and acuity, and capitalise on opportunity for innovation.



Delivered in partnership

We will deliver care as a joint endeavour with patients/service users, family, friends and carers, including the voluntary sector.

Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Divisional Medical Director:	Dependent on the locality the placement sits within
Medical Lead:	Dependent on the locality the placement sits within
Clinical Director:	Saranna Burgess (BSW), Dr Eva Dietrich (BNSSG), Michelle Chauhan (SSC)
Operational Manager:	Dependent on the locality the placement sits within
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty

3. Service Details

AWP provided services mental health services across Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. Our main location are:



4. About the role

Post:	Bank Locum Consultant
Base:	Various – Trust Wide
Hours:	Ad hoc
Accountable professionally to:	Dr Sarah Constantine, Medical Director
Accountable operationally to:	Medical Lead for the locality

We are looking for motivated, experienced, caring and suitably qualified Locum Consultants to join our Medical Bank. This is an excellent opportunity to gain experience in a number of settings and an opportunity to work within difference sub-specialisms and broaden your skills. Working on the bank will allow you to work flexibly, choosing shifts that fit around your availability, family, hobbies and other commitments. That's why working through our Medical Bank is the perfect choice.

5. Clinical duties

The Clinical content of the placement will vary according to the post being covered but may include some of the following.

- The Consultant will deliver direct interventions to service users at a level of intensity according to need including those service users who require an assertive approach 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 of the Multi-Disciplinary Teams.
- Attendance at Team MDT meetings.
- Assessment and treatment of outpatients in clinics.
- To hold CPA meetings for outpatients.
- Undertake ward rounds.
- To visit patients in their own place of residence if clinically indicated.
- To liaise with other parts of the service and GPs and non NHS organisations wherever applicable.
- To liaise with the Intensive and Inpatient services as appropriate to facilitate the smooth handover of clients between services.
- To prepare Mental Health Act Tribunal reports and participate in Mental Health Act Tribunal meetings (Community Treatment Order patients).
- To provide medical and AC responsibility for patients from designated GP practices.
- To actively participate in team and personal caseload management and supervision.

6. General duties

- To undertake the administrative duties associated with the care of patients.
- To undertake administrative duties associated with the running of his/her clinical work.
- To record clinical activity accurately and comprehensively on RIO or IAPTUS.
- To provide professional supervision to junior medical staff.
- 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 comply with the Trust's agreed policies and procedures.

7. Other duties

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

8. Remuneration

Shifts will be offered on an ad-hoc basis, with no guaranteed hours. Shifts can be allocated through MedicOnDuty or be self-booked through the Medic on line booking system via the BankStaff+ App with a variety of shifts such as days and non-residential on-call (NROC) being available. Longer term placements may also be available depending on the needs of the service.

Rates of Pay

Grade	Core rate*	Non-core rate**	Flat Availability rate*** for NROC from home
Consultant	£80.00 ph.	£110.00 ph.	£45.00 ph.

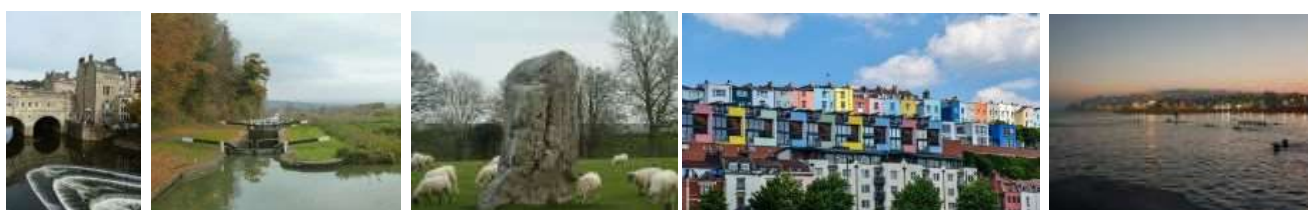
A retrospective payment based on 12.07% of pay for the month will be automatically included in your monthly salary. This will be paid in lieu of your statutory annual leave entitlement.

***07:00am to 19:00pm Monday to Friday (excluding weekends). This includes residential or part of a shift system involving work on site.**

****19:00pm to 07.00am Monday to Friday including all time at weekends and bank holidays. This includes residential or part of a shift system involving work on site.**

*****If a Consultant is covering a bank on-call non-residential shift from home, they will receive the 'Flat availability hourly rate' for that on-call duty. If during the on-call period they are called back into work, then the appropriate 'Core' or 'Non-Core' bank hourly rate will apply as detailed above, for those specific hours worked.**

9. Attractions of area



Bath, Bristol, North Somerset, Swindon and Wiltshire are all located in the South West of England.

Bath has been designated a world heritage site. It has superb Roman architecture, with the Roman Baths and its famous hot springs which were discovered by the Romans over 2,000 years ago. It is also full of Georgian architecture such as the Royal Crescent, the Circus, Pump rooms and Pultney Bridge. Travelling out of Bath, just 10 minutes in any direction and you are surrounded by beautiful countryside.

The city of Bristol is lively yet laid back, mixing its rich maritime heritage with an innovative dynamic culture making it the most interesting city outside of London. It has a creative and independent

spirit which can be experienced throughout the city, from its colourful street art and huge selection of independent traders, to a vibrant city centre of high street shops, bars and restaurants. Bristol is also one of the most family friendly cities in the UK.

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.

Swindon was originally a small market town, but with the arrival of the Great Western Railway in 1840 a new town was built. Swindon is rapidly developing and it has become a centre for commerce with car manufacture, financial services, microelectronics and the chemical industry. In Swindon you will discover some fantastic eateries offering a variety of cuisines. It also offers an extensive array of shopping experiences, both indoor and outdoor.

Being on the M4 corridor, Bath, Bristol, Swindon also has excellent links to other towns and cities in the area and is just 90 minutes away from London, by rail and two hours by car.

Wiltshire is a beautiful county of chalk plains with eight White Horse chalk figures on hillsides, river valleys, ancient monuments and world heritage sites including Stonehenge and Avebury. The beautiful rural countryside in Wiltshire makes it ideal for walking and other outdoor activities such as cycling and horse riding.

10. Person Specification

Criteria	Essential	Desirable	How assessed
QUALIFICATIONS	MB BS or equivalent medical qualification.	Relevant Higher Degree e.g MD,PHD,Msc or other additional clinical qualifications MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists.	
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register Approved clinician status (inpatient posts) Approved under S12	CCT in one of the following: General Adult Forensic CAMHS Old Age Psychiatry Psychiatry of Intellectual Disability Medical Psychotherapy Approved clinician status (CMHT posts)	Application form Documentation
EXPERIENCE	Experience of assessing and treating patients in a community or inpatient setting.		Application form Interview

	<p>Evidence of effective multidisciplinary team involvement.</p> <p>Experience at Consultant level</p> <p>A minimum of 6 months experience in the NHS.</p>		
PERSONAL SKILLS	<p>Ability to work collaboratively in a multidisciplinary team.</p> <p>Ability to manage own time, workload and prioritise clinical work.</p> <p>Ability to appraise own performance as a Consultant.</p> <p>Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.</p> <p>Excellent written and oral communication skills</p> <p>Approachable and compassionate personality with good listening skills.</p>		<p>Application Interview</p> <p>References</p> <p>Discussion Group</p>
CLINICAL SKILLS	<p>Ability to assess and treat psychiatric problems and to deal with crisis situations.</p>		<p>Application Form Interview</p>
KNOWLEDGE	<p>Awareness of current issues in mental health service provision, policy and legislation.</p> <p>An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care.</p>	<p>Knowledge of alternatives to inpatient admission care approaches.</p> <p>Excellent knowledge of diverse range of interventions.</p>	<p>Application Form Interview</p>
APPRAISAL & REVALIDATION	<p>Name and details of current Responsible Officer, where appropriate</p>	<p>Evidence of satisfactory completion of Appraisal within the last 12 months.</p> <p>Copy of Output of Appraisal (Form 4 or equivalent).</p>	<p>Post interview processes</p>
OTHER	<p>Able to fulfil the duties of the post.</p> <p>Independently mobile and willing to travel.</p> <p>Satisfactory pre-employment checks</p>		<p>Application/Interview/Post interview process</p>