


Job Description Consultant Psychiatrist in FACTT

Post and specialty:	The post is as a Consultant Psychiatrist within the Forensic Assessment Consultation, Training and Treatment (FACTT) Service. FACTT provides community forensic services for adults with Intellectual Disability and/or Autism to minimise offending and protect public safety, avoid unnecessary hospital admissions, and prison sentences and support safe and timely discharges. This is a new post.
Royal College of Psychiatrists approval details:	RCPsych Ref No: W MIDS-CO-NTH-2023-01253 
Base:	Brooklands Hospital, Brooklands Way, Marston Green, Birmingham, B37 7HL
Contract:	6 Programmed Activities
Accountable professionally to:	Chief Medical Officer - Dr Richard Onyon
Accountable operationally to:	Associate Medical Director & Line Manager - Dr Ashok Roy
Key working relationships and lines of responsibility:	Associate Director of Operations – Yasmin Surti General Manager – Carol Woods

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BACKGROUND TO THE TRUST

Coventry and Warwickshire Partnership Trust provides a range of physical, mental health and learning disability services to children and adults across Coventry, Warwickshire, and Solihull for a population of about 1 million. In addition, the Trust provides Community Health services in the Coventry area, Intellectual disability psychiatric services in the Solihull area and some specialist psychiatric services to a larger regional and national population.

The Trust is a teaching Trust and services have an active involvement with Warwick and Buckingham University Medical Schools. The Trust provides placements for medical students in their community and mental health modules. Professionals working with the Trust contribute to the academic programme and strong links exist with the Academic Department of Psychiatry in Warwick University. Prof Boer and Prof Roy have close links with the Centre for Educational Development, Appraisal and Research (CEDAR) at Warwick University. Prof Langdon is employed by CEDAR and is the first point of contact.

The Trust has a strong tradition of involvement in postgraduate medical education and has a number of trainees at all levels on placement from the West Midlands Deanery. These include speciality trainees from the West Midlands School of Psychiatry, VTS trainees from the West Midlands GP training scheme and foundation year 2 trainees from the University Hospitals Coventry & Warwickshire training scheme.

We are a forward-thinking Trust who can demonstrate that we provide high quality services, but we are constantly seeking to develop and improve through development plans based on the implementation of the relevant National Service Frameworks. This has led to the creation of an all-age LD and autism directorate. The Trust believes that high quality consultant appointments are vital for the effective and safe delivery of clinical services and it is recognised that consultant input into the process of change and future development of services are essential. The Trust has been assessed as “Good” by the Care Quality Commission.

As a reflection of the Trust’s ongoing commitment to the development of quality services the Community Learning Disability Services have been undergoing a programme of change. This reflects the guidance within ‘Transforming Care – the Next Steps’ and functionalisation of inpatient services. This has seen the creation of an Intensive Support Team (IST), which liaises closely with the catchment area Community Learning Disability Teams across Coventry and Warwickshire. More recently a new Forensic Assessment, Consultation, Training and Treatment Team (FACTT) has been developed to support individuals with intellectual disabilities and forensic needs and the CLDT staff supporting them. An Intensive Support Team has been the cornerstone of our admission avoidance strategy

Our Trust provides a wide range of mental health and learning disability services for people of all ages. The Trust also provides a wide range of community physical health services for people in Coventry.

The Trust provides inpatient, community, and day clinics, as well as specialist services, to a population of about 1 million people living in Coventry, Warwickshire,

and Solihull. We provide some of our specialist services to a wider geographical area. Coventry and Warwickshire Partnership NHS Trust was formed in 2006 and integrated with community services from NHS Coventry in April 2011. The organisation now provides services from more than 50 locations with an income of about £330 million and employs more than 3,000 dedicated staff.

BRIEF DESCRIPTION OF TRUST STRUCTURE

The Trust provides mental health services across the age range from children to older adults. The structure of the current service includes Age Independent Mental Health Directorate, Age Independent Autism and Intellectual Disability Services and a Community Health Directorate including Paediatrics, Sexual Health and Palliative Care Services. The larger inpatient services are based at the Caludon Centre, Coventry and St Michaels Hospital, Warwick for mental health and Brooklands Hospital, Marston Green Birmingham for Learning Disability.

Brief Description of Learning Disability Services

The Trust provides Learning Disability community and inpatient services for adults and children in Coventry, Warwickshire and Solihull and specialist inpatient services for adults and children at Brooklands hospital, serving local and out-of-area referrals. Services consist of local catchment area CLDTs (for North Warwickshire, South Warwickshire, Rugby, Coventry, and Solihull), the Intensive Support Team for Coventry and Warwickshire, an Enhanced CLDT for Solihull and inpatient assessment and treatment and Secure services at Brooklands Hospital. In addition, there are nurse-lead respite services in two locations and the newly established Forensic Assessment, Consultation, Training and Treatment Team as outlined above.

Brooklands

Brooklands is a 65-bed hospital situated in Marston Green, Solihull, providing a range of specialised in-patient facilities for those with intellectual disability. Secure services may admit patients with learning disability and offending histories. The Secure Services consist of a number of male and female Low secure units as well as the Regional Medium Secure Unit for people with Intellectual Disability that have offended (Janet Shaw Clinic).

The Adult Intellectual Disability Services based at Brooklands consist of assessment and treatment beds for complex mental and behavioural conditions, such as mental illness, autism, personality disorders and sensory disabilities. This service has recently been undergoing development and has added two “single occupancy” beds is looking to expand its capacity.

The site has Child and Adolescent Intellectual Disability units which admit nationally with the intention of the Trust to them being further developed in the next few years.

Consultants Working in Adult Community Learning Disability Services

Vacancy (this post)	1.0 WTE, North Warwickshire CLDT
Dr G. Madhavan	0.4 WTE, Stratford and Warwick CLDT
Dr R. Pathania	1.0 WTE, Coventry CLDT and Intensive Support Team
Dr B. Rauf	1.0 WTE, Coventry CLDT and Intensive Support Team
Prof A. Roy	1.0 WTE, Solihull CLDT (0.5 WTE) and Brooklands inpatient Assessment and Treatment services (0.5 WTE)
Dr Z. Shaherbano	1.0 WTE Rugby CLDT and Leamington, Kenilworth & Southam

Consultants Working in FACTT Team

Vacancy (this post)	0.6 WTE
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Consultants Working in CAMHS-LD Services

Dr A. Blake	1.0 WTE Coventry Community and Brooklands inpatients
Dr H Majid	1.0 WTE North Warwickshire & Rugby Community & Brooklands inpatients
Dr M Baxter (locum)	0.5 WTE South Warwickshire Community

Consultants Working at Brooklands- LD Secure Services

Dr A. Rashid	1.0 WTE
Prof H. Boer	1.0 WTE
Dr S. Thirulokachandran	1.0 WTE
Dr Baxter (locum)	0.5 WTE

Consultants Working at Brooklands- LD Secure Services

Prof P. Langdon	0.4 WTE
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Consultants Working at Brooklands - Assessment and Treatment Services

Prof A. Roy	(as above - 0.5 WTE Brooklands, 0.5 WTE Solihull)
Dr Y. L Wong	0.6 WTE

Specialty Grade Doctors – Community

Vacant	0.8 WTE	North Warwickshire
Dr A. Malek	1.0 WTE	South Warwickshire
Dr H. Sheikh	1.0 WTE	Coventry
Dr R Bhutia	1.0 WTE	Solihull

Speciality Grade Doctors – Inpatient Services, Brooklands

Dr K. Tayar	1.0 WTE
Dr A. Bose	1.0 WTE
Dr S. Saravanan	1.0 WTE

Training Grade Doctors – Community

There are recognised training posts for Core and Higher Trainees in North Warwickshire and Solihull and for Core Trainees in Rugby. There are recognised training posts for Higher Trainees in the Coventry community service.

THE POST

Position/local working arrangements

The post holder will be part of the multi-disciplinary team of staff working within the FACTT Service. This is a new post. It is a 0.6 WTE post with a job plan comprising of 4.5 PAs for Direct Clinical Care (DCC) and 1.5 PAs for Supporting Professional Activities (SPA). The Trust is keen to continue to develop community forensic services, with the aim of avoiding hospital admissions, where possible and safe to do so. The post carries no responsibility for inpatients (but the post-holder takes part in a shared out-of-hours rota, which includes Brooklands Hospital).

The Consultant Psychiatrist will work in the CLDT providing catchment area services to Coventry & Warwickshire (population approximately 1 million). FACTT accepts new referrals via the DSR the trust-wide Single Point of Access and internal referrals from anywhere within the Trust.

In November 2018, NHS England commissioned Coventry and Warwickshire Partnership Trust (CWPT) to pilot the delivery of a Community Forensic Support Service for adults with a diagnosed Learning Disability (LD) to support timely discharge from hospital and prevent unnecessary admission or readmission to secure units or prisons. Services for people with autism 'only' were not commissioned at this time. Parties believed that this unmet need was leading to increased risk of offending behaviour; leading autistic people to come into contact with the Criminal Justice System. This included potential prison sentences and avoidable admissions into secure care as well as delayed discharges for those already in hospital. There was consistent reporting of the significant stress managing such cases placed on clinicians, service leads and case managers in the absence of a specialist team to provide the right support. There was a strongly identified need for specialist forensic assessment, formulation, and intervention with no clear formulation of the risk behaviour/risk profile

to inform treatment and support needs in most cases. In November 2021, an extension of the service was further commissioned to form one service for people with LD and/or Autism (ASD) with clear overarching governance procedures in place.

Based on the core functions of the national specification for community forensic LD and autism services <https://www.england.nhs.uk/wp-content/uploads/2017/02/model-service-spec-2017.pdf>, the community forensic service (FACTT) provides the offer detailed below:

- **Forensic in-reach support to inpatient services to support safe and timely discharge**
- **Assessment and management of forensic risk in the community to ensure public safety and safety of the individual**
- **Consultancy and advice to system partners (including social care, mental health services, Police, MAPPA, Liaison and Diversion, the Courts, Probation, Housing, and Employment)**
- **Case Management where appropriate in a small number of autism cases**
- **Training & expert advice to other agencies who provide day to day support**
- **Therapeutic interventions related to forensic risk (e.g., to prevent sexual/violent offences)**

In keeping with the existing FACTT model, which has proven to be extremely effective, the aim of the service is for treatment, other aspects of mental health, social work, and offence reduction interventions (e.g., those undertaken by probation) to be carried out wherever possible by existing services who will maintain responsibility and management of cases. However, in a number of autism cases, the FACTT team will be the only health professionals working with an individual who has no other identified mental health or LD need. In such cases, the FACTT team will undertake all required risk assessments, contribute to service specifications, and undertake Autism diagnosis and create profiles where these have not already been undertaken.

Given the complex presentations of many of these service users, interventions from several different professionals and agencies are often required concurrently. The workforce, therefore, needed to reflect this intensity and level of risk. A full range of skills and expertise was deemed essential that could only be achieved by a full MDT approach. The team structure was agreed for 15 rolling cases based on the risk register plus anticipated hospital discharges, with criteria for case prioritisation agreed with key stakeholders. Priority cases were those expected to be discharged from hospital within the following six months and those at risk of hospital/prison admission as shown on the Dynamic Risk Register. It is hoped that the team will, in due course, be able to work with cases at lower levels of risk and move to a more preventative model.

Referrals are received by the FACTT Service from a range of sources, including, Discharge Assurance Meetings, Commissioners, Nurses, Psychologists, Social Services, and Probation. In addition to referrals received from the above sources, individuals rated as red or amber on the risk register (DSR) and therefore at high risk of serious offending and/or arrest or admission to secure services are automatically referred to FACTT and this triggers immediate involvement (within 48 hours). Case

responsibility remains with existing teams where possible (and currently in all cases due to delays in recruiting a full MDT).

Table 1 shows the current workforce of the FACTT for both LD and autism strands of the service.

Role	WTE (Autism)	WTE (LD)
Consultant Forensic or Clinical Psychologist (Operational & Clinical Lead)	0.3	0.1
Specialist Forensic Nurse/Deputy Team Lead	0.8	0.4
Senior Forensic Nurse	-	0.4
Principal Forensic or Clinical Psychologist	0.8	0.4
	0.7	
Senior Forensic or Clinical Psychologist	0.6	0.4
Highly Specialist Occupational Therapist	0.8	-
Highly Specialist Speech & Language Therapist	0.8	-
Consultant Forensic Psychiatrist	0.5	0.1
Specialist Social Worker	1.0	-
Medical Secretary & Team Administrator	0.8	0.2

Referrals to FACTT are allocated by profession, with team members taking a shared responsibility for information gathering for new referrals. Most initial assessments are carried out as joint assessments between two disciplines.

It should be noted that there is an established out-of-hours on call rota for Learning Disability Consultants in place. With a pro rota frequency of 1 in 10.

Development Opportunities in this Post

Future development of services nationally will see ongoing development of FACTT or similar services across the country. This post will provide opportunities to influence service development locally and potentially regionally or nationally. There will be a continued drive towards community rather than bed-based services and it is hoped that this will see an expansion of these services within the Trust. The post-holder will be in a key position to be involved in such service developments and will be required to feedback to service managers and be actively involved in evaluating and developing services further.

Medical Support Reporting To

Associate Medical Directors – Drs Roy and Thirulokachandran

Clinical Leadership

The Trust Chief Medical Officer, Dr Richard Onyon, is supported by a team of Associate Medical Directors and Deputy Chief Medical Officers.

There are several Medical Leads (Consultants) reporting directly to the Associate Medical Directors.

Supervision

The postholder will be part of the Learning Disability and Autism directorate-based consultant peer group that meets for an hour twice a month. It also serves as a PDP peer group as per the guidelines from the Royal College of Psychiatrists.

Monthly clinical supervision will be provided by Professor Peter Langdon and management supervision by Professor Ashok Roy.

Staffing in Community Learning Disability Services

Across Coventry, Warwickshire, Rugby, and Solihull there are 5 Community Learning Disability Teams, as noted above, all of which have multi-disciplinary team membership, each team including: Qualified Nursing, support workers, Psychology, Behaviour Therapy, Psychiatry, Occupational Therapy, Speech and Language Therapy and Physiotherapy. Each team has dedicated Administration and Clerical support. Each team operates to a common set of time standards and service criteria, using a common electronic based clinical system.

The Intensive Support Team also comprises of multi-disciplinary staffing, including the same range of disciplines as the catchment area CLDTs. This team has expanded over the past couple of years and has dedicated Administration and Clerical support.

ROLE OF THE CONSULTANT AND THEIR MEDICAL TEAM

- The post holder will be responsible for the overall psychiatric care of the specialised community forensic patients. This will include those repatriated and out of natural clinical flow. Together with colleagues in the multidisciplinary team, you will offer medical leadership, assessment, and management both for patients and for the wider responsibilities of the forensic service locally. This will include direct clinical involvement with up to 15 autistic patients and support and consultation to the FACTT MDT for the learning disability patients. The consultant will not be responsible for undertaking all new referrals of autistic patients as this will be shared within the senior MDT team members. It is anticipated that there will be 1-2 new referrals to the team per month and a requirement for 4-5 follow ups per week. The duty of the Consultant regarding LD cases is to provide advice for the FACTT team, rather than individual patient contact.
- To provide assessment, diagnosis, and management of patients with a range of psychiatric conditions who have, or are suspected of having, autism and advice for patients with a learning disability.
- To take a lead role in multidisciplinary reviews for complex cases, particularly where aspects of the Mental Health Act and public safety need to be given consideration.
- To work with local services to develop robust care pathways, to allow transition into and out of services, in addition to movement between parts of the services, with an aim to avoid hospital admissions where it is safe and appropriate to so.

Direct Clinical Care

The post holder will be expected to:

- Assess and treat outpatients with autistic spectrum disorder and co-morbid mental health, epilepsy, and behaviour disorders in line with evidence based best practice, NICE guidance, and Trust policies. Current workload is up to 15 routine follow up cases and support to the MDT. The team has received 18 referrals in the past year.
- Fulfil the Responsible Clinician (RC)/Approved Clinician (AC) role with respect to patients detained under Community Treatment Orders or conditionally discharged patients under the Mental Health Act and prepare reports and attend Tribunals/Managers hearings.
- Be available for clinical input into the care of the patients they have responsibility for. Input will be based around weekly referral and business meetings held on Thursdays, in addition to other ad hoc meetings. The post holder will be expected to play a role in supervision of clinical work carried out by other team members.
- Liaise with mental health professionals from the area the patient originates from as well as outside organisations such as the relevant Local Authority and independent sector provider organisations.
- Comply with any appropriate quality standards applicable to the service and would be expected to support any new standards as they arise.
- Provide cross-cover (emergency and prospective) for other consultant colleagues within the Intellectual Disability Specialty. Annual leave cover for this post will be drawn from other consultants in Brooklands.
- Take part in Mental Health Assessments and out of hours duties and act as RC. In order to fulfil this function, it is expected that post holder will hold, or apply for, Section 12(2) and AC approval. The post holder will be on the on-call consultant duty rota for Brooklands and Learning Disability Community Services which may be supported by a ST4-6 Higher Trainee.

Responsibility and Leadership

Doctors are expected to follow the professional rules and guidance as set out by the General Medical Council including Good Medical Practice and Maintaining High Professional Standards. In addition, psychiatrists will practice in accordance with the guidance from the Royal College of Psychiatrists.

- The responsibilities will be agreed in the Job Plan after appointment.
- The post holder will participate in the training and supervision of junior medical staff and medical students.

- The post holder is expected to support and participate in Clinical Governance and Audit.
- The post holder will be actively involved in shaping and improving the service offered to best meet the needs of users and carers.
- The post holder will utilise the Trust IT systems as appropriate to enable them to fulfil their duties.
- The post holder will also be expected to comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.

Leadership

Our Trust expects consultants to take a shared leadership role within their clinical teams and that they should work with other senior clinical and managerial team members to ensure that:

- Colleagues should understand the professional status and specialty of all team members, their roles and responsibilities in the team, and who is responsible for each aspect of patient care.
- That staff are clear about their individual and team objectives, their personal and collective responsibilities for patient and public safety, and for openly and honestly recording and discussing problems.
- All team members have an opportunity to contribute to discussions and that they understand and accept the decisions taken
- Team members are encouraged to co-operate and communicate effectively with each other
- The skills and contributions of team colleagues are respected; not making unfounded criticisms of colleagues, which can undermine patients' trust in the care provided
- Each patient's care is properly coordinated and managed, and that patients are given information about whom to contact if they have questions or concerns.
- An ethos of reflective practice exists so that individuals and the organisation have the opportunity to learn from mistakes.

All consultants are members of the Medical Advisory Committee (MAC) and have the opportunity to stand for election to the Local Negotiating Committee (LNC), thereby giving high level input into various Trust decision-making processes.

Clinical Governance, Quality Improvement and Attendance at meetings

The post holder will be required to contribute to the governance structures within the learning disability service and wider Trust and have responsibility for setting and monitoring standards in order to work towards the continued improvement in clinical and service delivery.

The post holder will empower the CLDT to resolve local issues using tools and methods of quality improvement and share learning and success from this quality improvement work. The Trust supports this approach through delivery of an eight-week quality improvement course.

The post holder will be required to attend:

- Lead Governance meetings for the service and attend any relevant team meetings such as team business meeting or meetings regarding outcomes, serious incidents and other such matters.
- Monthly audit and safety meetings.
- Service development / Quality improvement / Data and outcomes meetings.
- Job planning meetings with Medical lead and Service manager.
- Any other Trust meetings where your attendance is required.

Service delivery

The post holder will be required to:

- Carry a Trust mobile smart phone during work hours provided and paid for by the service and be contactable by members of the team or other colleagues by phone and email during work hours.
- Maintain a contemporary Microsoft Outlook diary that is shared with relevant parties including medical lead, secretary, and service lead.

EDUCATION AND TRAINING

The Director of Medical Education is Dr Onyon, and the Lead Clinical Tutor is Dr Malik.

The post holder will have opportunities and will be encouraged to develop educational and training responsibilities within reasonable expectations of a clinical post. Regular input will be expected at the weekly Brooklands teaching sessions for medical staff, this usually involves a commitment of an educational session once or twice a year.

There are monthly Clinical Audit, Professional Education and Medical Staffing meetings held at Brooklands, which provide educational opportunities and at which it is anticipated that the post holder will provide input.

As part of the Trust's involvement with Warwick Buckingham Medical Schools, the post holder would be encouraged to accept placement for medical students at different stages of their course. This would involve shadowing clinical work as well as informal teaching sessions. To support this, Warwick medical school provides

teaching and examiner training courses. There are opportunities to develop roles in medical education further within this post.

Training Grade Doctors

We have training grade doctors attached to our teams from the Coventry and Warwickshire basic Speciality Training scheme, the West Midlands GPVTS Training scheme and the Coventry and Warwickshire Foundation Year 2 Training Scheme. The post holder will be encouraged to have the appropriate recognition to act as a Clinical Supervisor for a Core Trainee (CT) and Speciality Trainee (ST) although there is no current trainee or specialty doctor in post.

Links with Regional Medical Education

The Trust is a recognised Training location for both Core and Higher Trainees, in Psychiatry and Intellectual Disability Psychiatry respectively, the latter being one of the largest such schemes in the country. The post-holder will need to be able to function as a Trainer for Core Trainees in Psychiatry and will be encouraged to become a recognised Trainer for Higher Trainees, providing an exciting training opportunity for Higher Trainees in a service that is continuing to develop. Approval of clinical (now psychiatric) supervisors rests with Trusts, although the local School Board retains some oversight for quality assurance purposes.

CPD/Study Leave

As a Consultant the post holder will be expected to keep themselves registered and in good standing for the CPD programme of the Royal College of Psychiatrists, as informed both by their annual appraisal and the PDP process.

There is an established West Midlands LD Consultants Peer Group and a CPD peer group based at Brooklands that the post holder will be welcome to join.

The Trust has a study leave policy which allows the post holder an up to thirty days study leave over a three-year period.

Mentoring

Support is available on a formal and informal basis for newly appointed Consultants by existing consultant colleagues and medical managers.

Furthermore, the Trust endorses the Royal College of Psychiatrists West Midlands Division Mentoring scheme for newly appointed Consultants and recommends the post holder consider participation.

Further details of this scheme can be accessed at:

https://www.rcpsych.ac.uk/docs/default-source/members/divisions/west-midlands/wmids-mentoring-scheme-guideee302813ada4344d88f38070b166cef8d.pdf?sfvrsn=3e41c56f_4

Audit

There is a monthly clinical audit meeting (Safety and Quality Forum) attended by clinicians within Brooklands and across the Trust. Results of each audit are reviewed in an audit review meeting.

Consultants are required to generate ideas, supervise audit and quality improvement projects work and take responsibility for implementation of recommendations. The Trust audit department supports doctors and other clinicians in doing this.

Training in Quality Improvement Methodologies will be encouraged as will participation in QI projects.

Research

The Trust encourages the undertaking of research projects and is working to further embed a culture of research and innovation into the Trust to improve services that will benefit both service users, their carer's, and the Trust staff.

The trust has an enthusiastic Research and Innovations team who support clinicians in developing their research ideas, obtaining the relevant permissions, and funding, and employing Research Assistants to work on their studies. The team consist of dedicated research nurses, clinical studies officers, research coordinators and administrators; all largely funded by NIHR. An annual research event is held by the Trust and training courses are available to become a Principal Investigator.

The CLDTs are often asked to help identify potential service users within their service for participation in relevant research studies.

BASE, SUPPORT AND FACILITIES

The consultant team and their administrative support will be based at the Brian Oliver Centre, Brooklands Hospital.

Secretarial Provision

The post holder will have 0.3 WTE support of an identified medical secretary and 0.3 WTE of support staff who will provide appropriate dedicated medical secretarial support. This secretary is part of an administration team of other medical secretaries and band 3 and 2 support staff who will provide continuity of support.

Office

The post holder will have their own designated office at their base. To maximise office space, when the post holder is not in the building, it may be used by other staff which can be arranged through the consultant's medical secretary. Either the office will be equipped with a computer linked to the Trust intranet and internet or will have a base station for a portable computer device.

Library Facilities

Library facilities are available on the Manor Site at Jepson House. In addition, a specialist intellectual disability library is in the Brian Oliver Centre at Brooklands. Staff are available during office hours to give any assistance required. Library services can be accessed through the intranet with links to a wide range of journals and a document request service.

IT Support

The post holder will have a Trust smart phone and laptop as well as an office-based desktop. Remote working through a secure VPN is possible through the laptop. There is IT support through a helpline or email support.

The Trust is committed to the use of technology to support staff in their work including technology to support agile working (laptops and iPhones), digital dictation (iPhones), Microsoft Teams (video conferencing) and Attend Anywhere (video consultation).

The Trust is a 'Global Digital Exemplar' and has been a finalist in the HSJ Awards for its use of technology.

ITC Service Desk (RYG) C&W PARTNERSHIP TRUST

MANAGEMENT

The consultant will have a line management responsibility for the junior doctors working in the team. The post holder will support the development of any specialty grade doctors attached to the team. They will participate in local Consultant meetings and MAC meetings. They will be encouraged to give clinical input to groups considering service issues or developments commensurate with their timetable and particular areas of expertise

Medical Management Arrangements

The Trust's Medical Director Dr Richard Onyon is supported by a team of Associate Medical Directors. Line management for this post will be directly to the Associate Medical Directors (Dr Roy and Dr Thirulokachandran).

The Assistant Director of Operations for Autism and Learning Disability Directorate is operationally responsible for the Service and leads a senior management team for the Service along with the Associate Medical Directors and the Assistant Director for Safety and Quality. Operational management is co-ordinated through the Senior Management Team.

Professional advice is provided by the MAC of which the post holder is automatically a member.

Governance is co-ordinated by the Trust's Governance team.

WELLBEING

Staff Wellbeing

CWPT are committed to supporting the wellbeing of all our staff and has a dedicated 'Our People Hub' with a lead psychological wellbeing practitioner as well as a team of Wellbeing Guides across the different services. This Hub will put people in touch with a range of services that provide support. This includes COPE, IAPT 'With staff in mind' service, Recovery Academy, bereavement support, bullying and harassment, coaching and mentoring, Vivup (employee assistance programme), dyslexia support and support groups for specific issues including the menopause.

As part of the immediate management review process following serious untoward incidents staff wellbeing and support is considered and staff are signposted to support as needed. TRiM (trauma risk management) service is available for any staff member who has been exposed to any form of traumatic event at work.

Occupational Health

Occupational Health provision to CWPT is provided by the Occupational Health Shared Service (OHSS) based at UHCW. The service provides occupational health advice, screening and health promotion on matters relating to health at work. OHSS are an established local provider of occupational health services and have achieved Safe, Effective, Quality, Occupational Health Service (SEQOHS) accreditation.

The OH hub for our Trust is based at Combe House on the George Eliot Hospital, Nuneaton and provides fitness for work assessments, vaccination/immunisation programmes and advice on needle stick injuries. OHSS also offer satellite clinics at Brooklands, Caludon Centre, City of Coventry Health Centre and the South Warwickshire NHS Foundation Trust site at Lakin Road, Warwick.

OHSS operate a centralised referral process and responsive referral to appointment times. This can include management or self-referrals.

Referrals are possible to CWPT services, including community physio and our confidential COPE counselling service.

Contact details for OH are disseminated at Trust Induction and can also be obtained via the staff intranet.

APPRAISAL & REVALIDATION

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with an allocated trained appraiser and supports doctors through the revalidation process.

The post holder will be expected to participate in annual appraisal and 5 yearly revalidation in keeping with GMC requirements. As part of the appraisal process the postholder will be required to identify any development needs to enable them to fulfil the roles and responsibilities of this post.

MAIN TERMS AND CONDITIONS

- Appointment will be subject to the national terms and conditions of service under the Terms and Conditions – Consultants (England) 2003 contract. This will include annual leave entitlement.
- The post is based upon 6 programmed activities (PA's) a week, 4.5 for direct clinical care and 1.5 for supporting professional activity (see job plan below).
- Additional programmed activities may be negotiated for additional workload or responsibility as required through the job planning process in accordance with the consultant terms and conditions.
- The post holder must be fully registered with the GMC and included on the Specialist Register in Psychiatry.
- The post holder must be eligible to be Section 12/AC approved under the Mental Health Act.
- This post includes participation in the Consultant on call rota at a frequency of approximately one in ten, this attracts the low frequency high intensity additional payment of 3%. Junior medical staff work a shift system to cover the out of hour's period 1st on call.
- The post holder is expected to provide reciprocal cover for Consultant Psychiatrist colleagues over periods of annual leave, study leave and short-term sick leave.
- The post holder is responsible to the Medical Director through the Associate Medical Director and the Medical Lead. The Medical Lead in conjunction with the Associate Medical Director is responsible for agreeing and reviewing the job plan and for other issues that might arise in conjunction with the execution of the job plan on a day-to-day basis.
- To fulfil obligations when on call the post holder is contractually obliged to reside within thirty minutes or ten miles, whichever is the greater, by road from their principal place of work unless the Chief Executive or Medical Director agrees to you residing at a greater distance.
- The post holder will be required to make appropriate arrangements to be contactable during their on-duty periods.
- The Trust has a no smoking policy and staff are required to be a non-smoker during working hours.
- The post holder will be expected to adhere to Trust policies and procedures including clinical and research governance requirements.

JOB PLAN

A job plan meeting will take place no later than three months after appointment with the Medical Lead to review and revise the job plan and objectives of the post holder to reflect circumstances and interests.

The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the National Terms and Conditions for the Consultant Contract.

Job Planning is part of an annual review cycle, but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if arrangements have changed significantly within the year.

The Post-holder will have 6 programmed activities for DCC and 1.5 programmed activities for SPA including supervision, teaching, and training, audit and research and appropriate participation in management and service development. Opportunities to develop a special interest can be discussed as part of the job planning process. Arrangements for external duties and responsibilities, such as Royal College or examining commitments will also be discussed within the job planning process.

A provisional timetable of fixed commitments would be as follows and can be modified subject to negotiation.

Indicative Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	DCC – 1PA Review meetings & ad hoc appointments or home visits Patient meetings weekly Secure Services consultants meeting (weekly)		DCC – 1PA Outpatient clinic	DCC – 1PA Review meetings and community visits	
PM	DCC – 0.5 PA Admin SPA – 0.5PA Brooklands Consultants meetings fortnightly/ID consultants CPD peer group - monthly	Non-working day	SPA -1PA Academic programme: Brooklands/ CPD (term time) Medical staff/trainee supervision Supporting professional activity/ audit/ Clinical governance/ teaching/ training etc	DCC – 1PA MDT meeting/ reviews - weekly Clinic activity/ MHA tribunals/ MM/ reviews/Admin/CPA meetings/ care team meetings	Non-working day

Further information about the post is available from:

Dr Roy - ashok.roy@covwarkpt.nhs.uk

or Dr Thirulokachandran - Suchithra.thirulokachandran@covwarkpt.nhs.uk

**PERSON SPECIFICATION
CONSULTANT PSYCHIATRIST IN FACTT**

JOB REQUIREMENTS	WEIGHTING
Qualifications and Training	
A primary medical qualification	H
A postgraduate qualification in Psychiatry e.g., Membership of the Royal College of Psychiatrists	H
GMC registration and inclusion on the specialist register in Psychiatry	H
Eligible for Approved Clinician Status and Approval under section 12 of the Mental Health Act	H
A minimum of 6 years postgraduate experience in psychiatry.	H
Skills and Knowledge	
Able to make an assessment of a person presenting with psychiatric illness, including appropriate risk assessment consistent with a consultant level appointment	H
Able to design, implement and supervise appropriate management plans, including appropriate risk management for people who are diagnosed with a psychiatric condition and are a risk to the public, consistent with a consultant level appointment	H
Able to provide consultancy and leadership to other members of the team to aid the delivery of such management plans	H
Able to ascertain and incorporate the views of patients and carers in management plans	H
Have a working knowledge of the Mental Health Act consistent with that required to undertake the duties of an RC for the purposes of the Act.	H
Able to demonstrate an understanding of the principles of evidence-based practice, and participation in continuous professional development.	H
Eligible for GMC Accreditation as a Trainer for Core Trainees in Psychiatry	H
Able to act as a clinical supervisor as approved by the Royal College of psychiatrists to trainees attached to the team.	M
Able to participate in Clinical Governance and Clinical Audit/Quality Improvement activities.	H
Able to demonstrate a knowledge of current policy direction in psychiatric services and participate in service development	H
Able to demonstrate a working knowledge of IT packages to be effective in this role	H

Personal Qualities	
Good communication skills, demonstrating an ability to adapt style and method of communication as needed	H
Able to form good working and professional relationships and work as a member of a team.	H
Have a flexible approach to working in the interests of the smooth running of the service	H
Able to support, motivate and lead other members of the team	H
Other Requirements	
Willing to participate in on-call rota	H
Must have an appropriate means of independent transport commensurate with the travelling required to fulfil the role	H
Non-Smoker during working hours	H
Willing to undertake CRB Disclosure Check	H