


Consultant Psychiatrist Job Description and Person Specification

Post and specialty:	Consultant Perinatal Psychiatrist (Richmond)
Base:	Springfield University Hospital, Glenburnie Road, London, SW17 7DJ.
RCPsych approval details:	LON SW-CO-STH-2024-01821 (Approved 02/04/2024) 
Contract:	Number of programmed activities: 8
Accountable professionally and operationally to:	Clinical Director, Acute & Urgent Care Service Line
Key working relationships and lines of responsibility:	Line Manager: Dr Charlotte Harrison (Clinical Director, A&UC) and Dr Mireia Pujol (Associate Clinical Director & Clinical Lead for Perinatal Services). Matron: Nicole Appleyard. Clinical Service Lead: Polly Grogan. Head of Service Delivery, A&UC: Lou Hellard. Head of Nursing & Quality, A&UC: Michael Heaver. Medical Director: Dr Billy Boland.

Introduction

This is a post within the well-established Perinatal team at South West London and St George's Mental Health Trust. The post holder will be a member of the Trust's wider Perinatal Mental Health Community Services Team (the Perinatal Team). The Team has been gradually expanding since 2017, as part of the national implementation of the NHS Long-Term Plan. The Trust is part of the newly created South London Perinatal Provider Collaborative, alongside OXLEAS and SLaM.

This is a 8PA Consultant post providing clinical leadership to the multidisciplinary team responsible for the London Borough of Richmond. This is a new post, arising because of service expansion

The vision for Perinatal Mental Health Community Services in South West London (SWL) is that every woman will understand how to access services to support the psychosocial wellbeing of herself, her infant and her family to prevent and manage mental illness. Every woman will be able to access specialist perinatal mental health care and treatment at the right time, at the right level and at the right location, and every clinician will understand how and where to refer women. With two points of access across SWL, provided in partnership by SLaM in Croydon, and SWLStG in Richmond, Kingston, Sutton, Merton and Wandsworth, a high-quality specialist service will be delivered for women with moderate to severe complexity related to their perinatal care. Early identification and treatment from a specialist perinatal community mental health team will be provided for women resident in the six South West London boroughs during the antenatal period until the postnatal period, expanding to 15 months in January 2024 and gradually building this up to 24 months.

Team

The SWLStG Perinatal team (covering Sutton & Merton and Kingston & Richmond as well as Wandsworth) comprises:

Post	Comments
1 Band 8A Clinical Service Lead	
1.6 Band 7 Team Managers	
3 Band 4 Team Administrators 1 Band 5 Team Administrator (Lead)	Working across the whole service
3.1 Consultant Psychiatrists	0.8 Sutton & Merton 0.8 Kingston & Richmond 1.0 Wandsworth 0.5 Wandsworth
1 Specialty Doctor	1.0 Sutton & Merton
1 Higher Specialist Trainee (ST4-6) 1 Foundation Trainee 2 Core Trainees	Based in Kingston & Richmond Based in Wandsworth One in Kingston and Richmond and one in Wandsworth.
8.6 Band 7 Nurses	3 nurses in Kingston and Richmond
2 Band 6 Nurses	None in Kingston and Richmond
0.6 Band 8a Psychotherapist	Working across the whole service
0.5 Band 8b Psychotherapist	Working across the whole service
1.6 Band 7 Psychotherapists	Working across the whole service
0.5 Band 8b Consultant Psychologist	Working across the whole service
2.5 Band 8a Psychologists	Working across the whole service
2.6 Band 7 Psychologists	Working across the whole service
1 Band 7 Occupational Therapist	Working across the whole service
0.6 Band 6 Occupational Therapist	Working across the whole service
4 Band 4 Nursery Nurses	1 based in Kingston and Richmond
1 Band 7 Social Worker	Working across the whole service

- The staff working with the Perinatal Trauma and Loss Service are not included in the table above.
- The team has an excellent record of retention and recruitment, within the Trust, but also compared to other London perinatal services and partners in the Perinatal Provider Collaborative.

- At the time of submitting this post for approval, the Perinatal Team has the following vacancies: 1 Band 4 Team Administrator (in offer), 0.6 Band 6 Occupational Therapist (in shortlisting), 0.6 Team Manager (in shortlisting). 1 Nursery Nurse (in offer), 2 Band 3 Peer Support Workers (in offer), 1 Band 4 Peer Support Worker (in shortlisting).
- The Perinatal Nurses, Occupational Therapist and Social Worker are part of the team's duty rota.
- The team operates 9am-5pm Monday to Friday.
- The staff for the Perinatal Trauma and Loss Service (PTLT) are not included in this table.

Operating Model

The model of care for the perinatal service in SWLSTG is configured in four sub-teams, with a single point of entry and one duty system. One team serves the boroughs of Sutton and Merton, another the boroughs of Kingston and Richmond. A third one serves Wandsworth residents and the fourth one is the newly created Perinatal Trauma and Loss Service, a psychologically led team covering the five boroughs. A hub and spoke model operate to ensure effective working relationships with both obstetric and midwifery colleagues, as well as other potential referral sources including GPs, community based mental health teams, IAPT services, Health Visitors etc. Networks of care are extended further to voluntary and other community sector providers.

The service is available to women and birthing people from 18 years-old and upwards addressing complex mental health needs in the perinatal period. The team is a multidisciplinary community based mental health team that aims to provide a safe effective assessment and treatment service as an alternative to inpatient admission.

There is a Trustwide Perinatal Clinical Service Lead, who works in close partnership with the Consultants in the three sub-teams covering the five boroughs, as well as the clinical lead for the PTLT. The consultant for this post has overall clinical responsibility at present for all the patients in Kingston and Richmond, and would jointly clinically lead this sub team with the successful candidate for this post.

Job Plan and Timetable

The 8PAs are 6 Direct Clinical Care and 2 for Supporting Professional Activities. The following timetable is an example. This is reviewed annually but in the event of job content changing, there will be the opportunity for discussion and renegotiation with the Clinical Lead before the annual review.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Zoning meeting 9-9:30am (once per month) Clinic (York Practice/remote) 2 new assessments and 3 follow ups 1.0 DCC	Pre-birth Planning Meeting at West Mid Maternity (1hr) Attending Child Protection Conferences/	Peer Support Group Mentoring (available to new consultants and frequency to be agreed) Audit	Clinic (York Practice): 1 new assessment and 5 follow ups 1.0 DCC	<i>Non working day</i>

	Professional meetings 1.0 DCC	Liaison with West Mid and service development for Richmond borough 1.0 SPA	
PM			
Clinical Admin	1-3:30pm- K&R Huddle	1-2pm- Complex Case Discussion (monthly)	1.00 – 5.00 Academic programme, teaching
4-5pm- Core Trainee Supervision	Clinical Admin 1.0 DCC	Cluster Governance(3:30-5pm monthly)	Clinical Admin
1.0 DCC		Business meeting (3:30-5pm monthly)	0.5 SPA 0.5 DCC
		Reflective Practice (3:30 to 5pm monthly)	
		0.5 SPA 0.5 DCC	

The post-holder will lead on the perinatal care for the residents of Richmond borough. This will involve two clinics per week and one day of liaison work at West Mid hospital. The ratio of appointments is 2 new: 8 follow ups per week. Additional clinical commitments are, when indicated, to attend professional meetings as well as child protection/ safeguarding meetings. The post-holder will share the chair the weekly huddle meeting (MDT meeting) with the other consultant in the sub team (covering Kingston borough), where new referrals and assessments are discussed. The post-holder will provide clinical supervision to the CT doctor working within the team.

The post holder will provide section 12 cover for the perinatal service covering the boroughs or Richmond and Kingston on Mondays, and for Richmond Tuesdays to Thursdays. The consultant for Kingston Borough will provide cover for the non-working day of the week for Richmond.

This timetable may be changed in consultation with the Clinical Director, in accordance with the Job Plan and Trust Clinical Governance Procedures.

On call

- The post holder is expected to take part in one of the Trust's two Adult/Older adult out-of-hours "on-call" Rotas (There are separate rota for CAMHS and Learning Disabilities). Each rota is a 1:20 rota (approx.) and attracts a 3% on call supplement.
- Allocation to a rota is to be determined and is subject to need at the time of the post-holder being appointed.
- Both rotas are non-residential. The consultant-on-call on each rota is supported by a middle grade doctor (usually a Higher Trainee) and core trainees. The consultant-on-call is expected to provide support and expert advice for the Higher and Core Trainees as is required; this may be over the phone in most cases but in exceptional circumstances the consultant may be required to provide direct support in the assessment of patients.

Teaching, Training & Research

The Trust has very close links with St George's University of London and as such is very proud of its reputation in teaching Psychiatry to a high standard. An exceptionally large proportion of graduates from SGUL go on to become psychiatrists, which is felt in part to be a reflection of the enthusiasm of their teachers.

The post holder will be expected to offer teaching to visiting medical students from St George's University London, to Core and Higher Trainees on the Trust's training scheme and to other undergraduates, postgraduates and work experience students when the opportunity arises

Consultants are able, and encouraged, to apply for Honorary Senior Lecturer status on the basis of Undergraduate Medical Student teaching.

The Trust has a dynamic Post Graduate Medical Education team who provide support to staff contributing to the local academic programme. This includes a small team who support simulation-based training in partnership with the Simulation Centre at South London and Maudsley Foundation Trust.

The Director of Medical Education is Dr Marcus Hughes and College Tutors are Dr Dienneke Hubbeling and Dr Mohammed Ravi.

The Trust Librarian is able to provide support in relation to searches and accessing articles and, as Trust employees, consultants are able to access all the library services at St George's University of London.

The Consultant, in association with their team's training doctors, is expected to contribute to the local academic programme and the teaching of junior doctors, allied professionals' students, and medical students.

There is one Core Trainee and one Higher trainee currently assigned to the Kingston and Richmond sub team.

The Consultant will need to ensure, and have timetabled in their job plan, supervision of all junior doctors under their authority. The post holder will be expected to provide one hour of designated and protected clinical supervision for any Core Trainee or Foundation Year Doctor, each week.

The Consultant will be eligible to apply, subject to educational approval, to train a Higher Specialist Trainee after one year as a consultant.

Consultants who have completed the requirements to be Educational Supervisors will be assigned trainees to supervise by the TPDs. Trainees remain with their assigned Educational Supervisor for the duration of their core or higher training. Educational Supervisors are provided with opportunities for CPD to support their Educational Supervisors Appraisal which takes place every three years.

The Trust has a small and dynamic Research Department headed by Dr Robert Lawrence Associate Medical Director for R&D. The team offers opportunities and training for staff to become involved in a variety of research opportunities – for example as Principal Investigator.

Quality & Safety Governance

The post holder will be expected to comply with the Trust and Service Line Quality & Safety Governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit and review of outcomes working towards achievement of national and local performance management targets, complying with risk management policies and participating in the Consultant appraisal process.

Workload

Mothers living in the borough of Richmond had approximately 2544 live births per year (2016 Birthrate). 10% are estimated to experience some form of moderate to severe mental ill-health. This adjusted to the current birth rate, 2120 live births per year (2020 Birthrate) translates into requiring 21 new Richmond women or birthing people being seen each month.

At present, the team receives approximately 190 Richmond referrals per year, of which 116 progress to a completed assessment (9.5 per month).

The current Perinatal Team's caseload is 557 patients. A third of those are residents in Kingston and Richmond.

Office and Facilities

- The post holder will have office space in the Perinatal Team base, Springfield Hospital, as well as dedicated individual and private space for clinics, supervision and admin time in the community settings where the clinics take place.
- The post will be provided with a dedicated laptop computer and a smartphone.
- Administrative support is provided by the perinatal administrative team. This team provides dedicated support and covers the clinical admin for all the consultants and doctors in the team.
- Consultants are provided with auto-transcription/voice recognition software to enhance productivity and to ensure letters continue to be sent within required time scales;
- The Trust has a dedicated IT Help Desk to provide support for any issues in relation to hardware or access.
- There is a well-established Informatics team who have developed bespoke dashboards that support staff in managing their caseloads and make data on a range of indicators and outcome measures easily available so that it can be utilized to improve service delivery.

Relationships

Key relationships will be with:

- The existing Consultant Psychiatrists and junior doctors
- The Team Managers and Clinical Leads
- The clinicians withing the Perinatal Team
- The Clinical Director for the Acute & Urgent Care Service Line
- The Consultant Obstetricians, mental health midwives and other clinicians at West Middlesex Hospital.
- The clinicians working in Adult Psychiatry services of South West London & St George's Mental Health NHS Trust

Leave and Cover arrangements

Full time consultants are entitled to 32 days annual leave plus 8 days for public holidays on appointment and 34 days annual leave plus 8 days for public holidays after 7 years' service and are permitted to take up to 30 days study leave over three years, subject to approval.

For consultants working less than full-time the entitlement is pro-rata. It is a condition of leave that the post-holder arranges consultant cross-cover for their absence and the post-holder will be expected to provide reciprocal cover for consultant colleagues.

Annual leave and study leave cover is arranged with the other Perinatal Consultants in the Service.

Management and leadership

The post does not have any specific management responsibilities, though the consultant may be asked to take the lead on issues relating the delivery, expansion, and evaluation of perinatal services within the Trust and the South London Perinatal Provider Collaborative. The Post holder will be expected to attend Trust Medical Staff Committee, which meets on a regular basis.

Appraisal/Revalidation

The Consultant will be expected to participate actively in annual appraisal with an appointed appraiser, and in revalidation. The process of medical revalidation within the trust is overseen by a group including the Responsible Officer, an Associate Medical Director with responsibility for revalidation, senior members of the HR department and medical representatives from the Local Negotiation Committee and the Trustwide Medical Staff Committee. "Top up" Training for existing appraisers and approved training for new appraisers has been provided by the Trust in line with recommendations from the Revalidation Support Team. The trust has purchased an IT system from the organisation EQUINITI for the management and coordination of the appraisal and revalidation process which can also link with the RCPsych CPD system and training is being provided for the doctors in the use of this system.

Job planning occurs with the line manager on an annual basis and, it can be amended if required, when there are proposed workload changes in order to support safe working. Having an agreed and signed off job plan is a mandatory requirement for the annual appraisal process. The job planning process is done electronically.

Continuing Professional Development

The Consultant will be expected to participate actively in CPD and maintain good standing with the Royal College for CPD. There are a number of local consultant CPD peer groups and educational events including the regular academic programmes. The Consultant will be invited to become a member of a peer group, meeting at Tolworth or Springfield Hospital. The consultant will also be a member of the SWLStG Kingston consultants' meeting.

The Trust supports consultants to develop areas of expertise and special interest, particularly where this will also benefit the Trust. External work and commitments such as roles with the Royal College of Psychiatrists, the Care Quality Commission, medical schools & universities, and many other relevant institutions will be accommodated wherever possible through the job planning process.

Induction and Mentoring

The post holder will be offered an induction programme tailored to their specific post.

The Trust has an established mentoring programme and all new consultants will be offered the option of a mentor for their first year in post.

The ACD will provide supervisory support to consultants, as required. The perinatal consultant group for the service meets monthly with the ACD and Clinical Lead to discuss emerging matters. Additional ad-hoc meetings can be arranged with the ACD and Clinical Lead, if required.

The Trust - Background

South West London and St Georges Mental Health Trust was established in 1994, initially providing services in the London Borough's of Merton and Wandsworth. The Trust now serves a local population of over 1 million people across the Boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth. In general, the population of SW London is more affluent than other sectors of London and many people in the boroughs served by the Trust are highly educated and assertive in demanding the services they want. There are also pockets of deprivation across south west London and service provision is therefore carefully attuned to the requirements of the population as a whole.

Vision

The Trust has recently re-articulated its purpose, vision and values and has been positively transforming its services and its relationship with stakeholders in recent years.

The Trust's vision is "A future in which people with mental health problems have the same opportunity as other citizens to participate in and contribute to our communities."

The Trust has recently revised and re-adopted its values through consultation with staff and stakeholders. They are



For more information on the Trust please visit <http://www.swlstg-tr.nhs.uk>.

Range of Services

South West London & St George's Mental Health NHS Trust operates over 150 services from 96 locations in Kingston, Merton, Richmond, Sutton and Wandsworth providing:

- Community mental health services for working age and older adults
- Inpatient beds for the same client groups, within an innovative acute care pathway system
- Crisis and home treatment services
- Psychiatric Intensive Care
- Liaison psychiatric services
- Psychological Therapies in Primary Care (IAPT) and (for Sutton patients) the Uplift wellbeing service
- Family therapy and other specialist psychological treatments
- Personality and adjustment disorder services including the Service User Network and complex needs services
- Memory and dementia services
- Child and Adolescent mental health services (tiers 3 and 4)
- ADHD and autism services
- Early Intervention in Psychosis services
- Specialist community services for people with both a Learning Disability and a mental health problem
- Specialist community addiction services
- Criminal Justice Liaison Services
- Inpatient, hostel and community rehabilitation services

Specialist services which are provided to a wider range of CCGs' patients:

- Forensic services, provided with and on behalf of the South London Partnership
- The Sexual Behaviour Service
- Services for Deaf adults and children, both as inpatients and in the community
- Eating Disorder services for both adults and Children / adolescents
- Perinatal services
- Specialist inpatient and community OCD and body dysmorphic disorder service
- Neuropsychiatry
- Post-Traumatic Stress disorder services

Future objectives

The Trust is here to serve people with mental health problems in ways which respond to their requirements and preferences while remaining aspirational and offering them the opportunity to live their lives to the full. The Trust achieves this by listening to service users and carers through extensive surveying and dialogue, and through an ongoing commitment to closer collaboration with partner agencies. The Trust is on an important journey from the isolated and discrete mental health services of the past to the new integrated service models of the future; combining mainstream services with deep rooted community life.

Whilst the Trust provides a range of excellent specialist services on a regional and national basis, success in the future will depend on the quality and effectiveness of its services, including specialist services for local people in SW London, whatever their age or circumstances. This is the focus of the Trust's business.

For more information on Trust objectives please visit http://www.swlstg-tr.nhs.uk/about/aims_objectives.asp

Trust Management

The Trust is led by a Trust Board, which consists of the following people:

Ann Beasley	Chair
Jean Daintith	Non-Executive Director
Doreen McCollin	Non-Executive Director
Vik Sagar	Non-Executive Director
Prof Deborah Bowman	Non-Executive Director
Sola Afuape	Non-Executive Director
Juliet Armstrong	Non-Executive Director
Richard Flatman	Non-Executive Director
Ms Vanessa Ford	Chief Executive
Ms Jennifer Allan	Chief Operating Officer
Mr Philip Murray	Director of Finance
Dr Billy Boland	Medical Director
Ms Amy Scammel	Director of Strategy & Commercial Development
Ms Sharon Spain	Director of Nursing and Quality
Ms Jenna Khalfan	Director of Communications
Ms Mary Foulkes	Director of People and Organisational Development
Mr David Lee	Trust Secretary

Service Line Management:



Dr Charlotte Harrison	Clinical Director, Acute & Urgent Care
Dr Victoria Hill	Clinical Director, Community Adults
Dr Lola Velazquez-Guerra	Clinical Director, Cognition & Specialist Services.
Dr Joel Khor	Clinical Director, CAMHS

Professional Heads:

Dr Ian Petch	Head of Psychology
Ms Helen Miles	Head of Therapies
Ms Seema Shah	Chief Pharmacist

St George's, University of London

St George's, University of London, in association with St George's Hospital, is one of eight general combined undergraduate/postgraduate teaching complexes within the Faculty of Medicine, London University. The Medical course now has an entry of 190 undergraduate students per year, plus 70 graduate students on the Graduate Entry Programme. Since 1995, the range of courses offered has expanded to include Biomedical Sciences and, in conjunction with Kingston University, Nursing, Midwifery, Physiotherapy and Social Work. SGUL has a strong focus on research with world class teams particularly in Infectious Diseases and Epidemiology. In 2006, a new initiative, the South West London Academic Network, SWAN, was announced to further research and teaching collaborations with Kingston University and Royal Holloway, University of London.

Postgraduate Training in Psychiatry

The Trust has a comprehensive training scheme for Core Trainees and Specialty Trainees and enjoys a close relationship with the local medical school St George's, University of London.

Conditions of Service

The post will be offered under the terms and conditions of service for Consultants [England] 2003.

Any offer of appointment to the post will be subject to the receipt of three references which are satisfactory to the Trust, confirmation by the Occupational Health Department that the pre-employment health screening is acceptable and immunisation against infectious diseases as may be required.

Salary

The Consultant salary scale commences on £82,096 rising through pay thresholds to a maximum of £110,683. Part-time Consultants are paid pro rata, based on the number of agreed weekly Programmed Activities. The starting salary will be determined in accordance with the Medical & Dental Whitley Council Terms and Conditions for Consultants, Schedule 14. An on-call availability supplement will be payable at the rate of Category A (3%) in reflection of the low frequency rota.

The Trust is entitled at any time to deduct from the post-holder's salary, or any other monies payable to the post-holder by the Trust, any overpayment of salary or wages, under-deduction of charges, over-payment of holiday entitlement or any other sum which the post-holder may owe to the Trust and, if this is insufficient, the Trust may require payment of the balance.

Appointees expressing an interest in a part time post to undertake private practice will normally be expected to hold a 6 programmed activity [PA] contract.

Review of Job Description

This job description, together with the job plan, will be reviewed annually and agreed with the Clinical Director, as appropriate; to ensure that it continually reflects the areas of work, clinical responsibility of the post and commissioner requirements.

Confidentiality

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered after appointment that such information has been withheld, this may lead to dismissal.

Criminal Record

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as "spent" under this Act and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

The Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential and welcomes applications from diverse candidates. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. As the Trust meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, **all** applicants who are offered employment, will be subject to an 'enhanced' criminal record check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions. The post you are applying for will require such a check.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Human Resources Department.

Data Protection

In accordance with the Data Protection Act (1998), the Trust is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

Equal Opportunities

It is the aim of the Trust to ensure that no applicant or employee receives less favourable treatment on grounds of sex, race, colour, nationality, disability or sexuality and is not disadvantaged by conditions or requirements which cannot be shown to be justifiable. To this end, the Trust has an Equal Opportunities Policy and it is for each employee to contribute to its success. Candidates with disabilities are encouraged to apply.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors. The Trust also operates a No Smoking Policy, which does not allow smoking at work other than in a designated area.

Occupational Health

Occupational health services for the Trust are provided by Guys and St Thomas's (GSTT). The service operates by appointment only on Tuesdays and Thursdays from 9am – 5pm in the Occupational Health and Wellbeing Centre in Springfield Hospital.

Staff can either refer themselves to the Occupational Health and Wellbeing Centre or be referred through their line manager.

The service provided include: pre-commencement health assessment; new starter checks for staff who have contact with/access to patients and/or specimen; communicable disease screening and vaccination programmes including a seasonal flu program; assessment and case management of employees with medical problems and disabilities; advice on adjustments in the workplace and vocational rehabilitation; workplace assessments; health surveillance of staff in specifically hazardous areas of work and health promotion .

SWLStG offers a number of health and wellbeing initiatives to support staff to be healthy. The Employee Engagement Team supports managers and staff promoting health and wellbeing at work, and to oversee the implementation of the Trust's Health and Wellbeing Strategy 2016-2021. The current wellbeing offer to staff currently includes: continued provision of our Employee Assistance Programme; providing health and wellbeing training for managers and leaders fast track access for staff to physiotherapy services; supporting smoking cessation and healthy eating as well as providing consistent and compassionate support to staff who have been assaulted.

Staff Support after a Major Incident

A dedicated senior clinician will provide support and advice as needed after a serious incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction. The Trust has introduced Staff Aftercare (SAFE) sessions as part of standardising how we support staff following serious incidents. These sessions focus on the wellbeing of staff teams or other groups of staff affected by a serious incident at work. They do not replace individual support sessions but complement these.

SAFE sessions are facilitated by trained service line staff to support and help staff following a serious incident and to signpost staff to practical, social and emotional support.

Through Listening in Action, a collaboration of frontline staff, we have developed and launched a process which outlines how staff can access different forms of support. A key element of the new process is the Staff Wellbeing Team, a collaboration between the Employee Engagement, Acute Care Coordination Centre and Pastoral Care teams.

Guardian Service

The Guardian Service is an independent and confidential service for staff to discuss matters relating to patient care and safety, whistleblowing, bullying and harassment, and work grievances.

The guardian is an external person who will be available over the telephone on a 24/7 basis to provide information and emotional support in a strictly confidential, non-judgemental manner.

Guardians will speak with staff on the phone in the first instance. If the issue is not resolved during the phone call, they will meet up in person. The guardian supports the employee to decide on a course of action. Where necessary, the guardian will escalate issues anonymously using a RAG rating system. The Guardian Service is available 24 hours a day;
<https://www.theguardianservice.co.uk/>

Personal Property

The Trust cannot accept liability for loss or damage to personal property on official premises by burglary, fire, theft or otherwise. Staff are advised to provide their own insurance cover.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> - Primary Medical degree. - Full GMC registration. - MRCPsych or equivalent. - Included on the GMCs Specialist Register or eligible for such inclusion (or a higher psychiatry trainee within six months of completing their CCT). - Section 12 & Approved Clinician status under the Mental Health Act, or willing to apply for such approval once in post. 	<ul style="list-style-type: none"> - CCT in General Adult Psychiatry, or sub-specialty CCT in Liaison Psychiatry and significant experience of General Adult psychiatry at a senior level. - Experience of working in liaison psychiatry at Consultant/Higher Specialist trainee for at least a year - Other higher degrees or further training relevant to the post.
Knowledge: Critical Expertise in Specialty	<ul style="list-style-type: none"> - Completed minimum of three years full time training in approved higher psychiatric training scheme. - Engage in continuing professional development and join a Peer Group to gain approval for CPD done. 	
Ability to enhance specialty of mental health care provided Management/Audit	<ul style="list-style-type: none"> - Commitment to developing practice through clinical audit, quality improvement, and working with colleagues in the liaison psychiatry team, the acute trust, and managers. 	<ul style="list-style-type: none"> - Experience of service planning - Management or leadership experience or training
Research and Publications		<ul style="list-style-type: none"> - Evidence of publications or research experience
Teaching	<ul style="list-style-type: none"> - Experience of teaching undergraduate and postgraduate psychiatry 	<ul style="list-style-type: none"> - Willingness to teach at undergraduate and postgraduate level
Personal Skills	<ul style="list-style-type: none"> - Ability to provide clinical leadership. - Willingness to supervise junior medical staff and staff from other disciplines. - Willingness to work flexibly in an integrated team providing services to working age and older adults. - Willingness to take on fair share of Trust-wide duties where necessary. 	



	- Commitment to personal and service development.	
Personal Circumstances	- Able to participate in Consultants' on-call rota.	