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Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

## Job Description and Information Pack

January 2023

DIVISION OF MENTAL HEALTH AND LEARNING DISABILITIES

### Appointment of Full Time (10 Sessions)

### CONSULTANT PSYCHIATRIST - special interest Forensic Mental Health Service

Based at St Cadocs Hospital, Lodge Road, Caerleon, South Wales, NP183XQ  
<http://www.wales.nhs.uk/sitesplus/866/page/40418>

**Job Reference: (040-CON522)**

Anticipated Start Date: ASAP

#### DIVISIONAL CONTACT FOR ENQUIRIES ABOUT THIS POST

Dr Hayder Al-Hassani, Joint Clinical Director, Tel ☎ 01873 735567

Dr Gemma O'Brien, Joint Clinical Director, Tel ☎ 01633 431842

#### Links to Additional Information

[Aneurin Bevan Homepage](#)  
[Aneurin Bevan Values and Behaviours Framework](#)  
[Aneurin Bevan Demography Profile](#)  
[Medical Training/Careers in Wales](#)  
[Visit Wales](#)  
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## Introduction

The post advertised has become available as a replacement into an existing consultant complement. This is a 10-session post, providing senior medical input into community care and inpatient for the Forensic service. The post holder will be supported by secretarial and administrative staff and will have use of appropriate office space and Information Technology resource. You will also be supported by a Full Time Specialty Doctor

The post holder will join a forward thinking, motivated and enthusiastic Forensic Team, working across the inpatient units, both locked (13 bed male) and open rehabilitation (11 bed male) as well as a pan Gwent community team. The service is undergoing positive change, which is actively shaping secure care services. In addition to the team we have strong links between the members of the secondary care services including acute wards and CMHTs, multi-disciplinary/multi-agency team, GP's and voluntary agencies.

The following list indicates the initiatives currently high on the strategic agenda for the forensic service:

- a) Investment in local rehabilitation care pathways to reduce readmission rates and manage risks through transition periods.
- b) Development of secure services pathway, with the Specialist Inpatient Secure Unit (SISU) incorporated low secure, locked rehabilitation and community services.
- c) Establishing full multi-disciplinary working across service areas to ensure robust active care and treatment planning, along with diversion and prevention of harm.
- d) Establishing a clear and meaningful forum for co-production of services.

You will be working in conjunction with the following senior colleagues:

- 1.0 WTE consultant covering the other sector led service for the community and Rehabilitation services
- 1.0 WTE Specialty Doctors

### Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

#### Divisional Director

Dr Kathryn Walters  
Consultant Clinical Psychologist  
St Cadoc's Hospital  
Lodge Road  
Caerleon  
NP18 3XQ

Tel: 01633-436711

E-mail: [Kathryn.walters@wales.nhs.uk](mailto:Kathryn.walters@wales.nhs.uk)

#### Joint Clinical Director

Dr Hayder Al-Hassani  
Consultant Psychiatrist  
Hiraeth Unit  
Mandiff Court Hospital  
Abergavenny  
NP7 8NF

Tel: 01873 735567

E-mail: [hayder.al-hassani@wales.nhs.uk](mailto:hayder.al-hassani@wales.nhs.uk)

#### Joint Clinical Director

Dr Gemma O'Brien  
Consultant Clinical Psychologist  
St Cadoc's Hospital  
Lodge Road  
Caerleon  
NP18 3XQ

Tel: 01633 431858

[gemma.obrien@wales.nhs.uk](mailto:gemma.obrien@wales.nhs.uk)

Shortlisted candidates are encouraged to visit and contact:

Dr James Calvert  
Medical Director  
Aneurin Bevan University Health Board

Tel: 01633 435971

Nicola Prygodzicz.  
Chief Executive  
Aneurin Bevan University Health Board

Tel: 01633 435958

**Please note that pre-interview visits to other AAC panel members are neither required nor expected.**

## Notes

A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to shortlisting, it may reimburse the candidate's expenses provided that he or she is subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.

Applications are welcome from candidates wishing to work part time. If such a person is appointed, modification of the job content will be discussed on a personal basis.

# Job Description

## The Job Itself

<u>Title:</u>	Consultant Psychiatrist (Replacement Post)
<u>Professionally responsible to:</u>	The Medical Director
<u>Managerially accountable to:</u>	The Divisional Director, with ultimate accountability to the Chief Executive
<u>Responsibility for Staff as Part of this Post:</u>	Junior Medical Staff
<u>Base:</u>	Forensic Mental Health Services, St Cadoc's Hospital, Caerleon, South Wales, NP4 5YA

Other hospitals at which duties are performed: In view of the fact that the organisation is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change, and the place(s) of duties modified.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

## Purpose of the Post and General Responsibilities

The post holder will be a senior member of the Forensic Mental Health Service, which is a pan-Gwent service. They will work alongside the recently strengthened multi-disciplinary team and together will provide senior medical input to the community teams and the forensic rehabilitation inpatient wards. They will take a leadership role in the transformation of both inpatient and community-based services through the development of intensively-focused, holistic, interventions delivered by an enhanced MDT approach. This necessitates a focus on developing directed forensic rehabilitation programmes, derived from evidence-based practice and linking across service areas (e.g. inpatient through to community) thereby requiring intensive, flexible and specialist skills to hold people in the least restrictive environment (both clinically and statutorily). The post-holder will positively respond to requests from Team Members who need advice in the day-to-day medical management of the service in any setting within Gwent and contribute to the development of general and specialist adult mental health services.

Specific responsibilities of the post are listed in the next section.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision of a high-quality clinical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Division's and Health Board's service plans

- To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Health Board

## Specific Responsibilities of the Post

The post holder will take the lead in providing a service to adults of working age within the forensic service, alongside consultant and specialist psychiatrist colleagues, progressing their areas of clinical interest and service need. The forensic mental health service sector operates a traditional service model leading the community service within Gwent and leading the inpatient care for sector patients admitted to the rehabilitation units (Pillmawr and Ty Skirrid).

Pillmawr is a locked rehabilitation ward (based on the St Cadoc's Site, in Caerleon). It consists of 13 male locked rehabilitation beds with the addition of two 3 bed houses for step down. Ty Skirrid is an 11-bedded male unit (based in Abergavenny), with a 3-bed step down house on site.

The post holder will conduct outpatient clinics within the community including CTP review/117 review meetings. They will also undertake ward round, which has a full multi-disciplinary team complement. As an integrated team member of the team, they will foster close working relationships with other members of the community team and with partner organisations. The post holder will be expected to contribute to the ongoing redesign of mental health services both locally and within the wider service. Special interest sessions are encouraged, and particular interests will be accommodated wherever possible and in line with the needs of the service.

The Health Board are currently in the final planning stages for the development of a new Specialist Inpatient Service Unit (SISU) programmed for completion in 2026. This service includes expansion of the locked rehabilitation provisions for males and a new low secure unit for males. It is anticipated that the post holder would contribute actively to the develop of this programme, leading in not only developing the medical workforce, but also the clinical model of care that aims to transform mental health services.

Cover for study leave, annual leave and sick leave is provided by other medical staff covering the forensic team.

### Clinical

- All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision

### Teaching/Training (as agreed with Clinical Director)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, STs and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

### Audit (as agreed with Clinical Director)

- To promote evidence-based clinical practice
- To undertake regular audit

### Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "The Duties of a Doctor"
- To undertake all work in accordance with the Health Board's procedures and operating policies

### Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

### Patient Experience

- To monitor and respond to measures of patient experience

### Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the 1000 Lives Plus Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board's Clinical Incident Policy

### Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process
- The Health Board will provide support for CPD in accordance of the Royal College

### Management (as agreed with Clinical Director)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Aneurin Bevan University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

## Location

The principal place of work for this post is currently St Cadoc's Hospital, Lodge Road, Caerleon, South Wales NP18 3XQ. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost-effective approach is expected, and is included in the DCC sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

## Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

## Provisional Job Plan

(As required under paragraph 30a of the Terms and Conditions of Service)

Day	Time	Location	Work	Category	No. of Sessions
Monday	AM	St Cadocs	Ward Review: Pillmawr	DDC	1
	PM	St Cadocs	Special interest/Admin	SPA/DDC	1
Tuesday	AM	St Cadocs	Senior Staff Meeting (Monthly) Admin (MOJ, CTPs, Reports)	DDC	1
	PM	St Cadoc's	Gwent Psychiatry Postgraduate meeting	SPA	1
Wednesday	AM	St Cadocs	MDT meeting	DDC	1
	PM	St Cadocs	Ward Round: Pillmawr	DDC	1
Thursday	AM	St Cadocs	Audit/ SHO Supervision	SPA	1
	PM	Maindiff court	Ward Round: Ty Skirrid	DDC	1
Friday	AM	St Cadocs	Admin (MOJ, CTPs, Reports)	DDC	1
	PM	St Cadocs	Admin (MOJ, CTPs, Reports)	DDC	1

Programmed Activity	Sessions
Direct Clinical Care (including unpredictable on-call)	7
Supporting Professional Activities	3
<b>Total Sessions</b>	<b>10.00</b>

On-Call Availability Supplement	
Agreed on-call rota	1:24
Agreed Intensity Supplement	Band 1

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Director and the appointee.

## Person Specification

### CONSULTANT PSYCHIATRIST - special interest forensics mental health service (040-CON522)

Requirements	Essential	Desirable	Measurable by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>- Full GMC Registration and Licence to Practise</li> <li>- On the GMC Specialist Register (including via CESR/European Community Rights) or will have a CCT/CESR(CP) date within 6 months of interview</li> <li>- Valid Certified Basic Life Support Skills (or equivalent international qualification)</li> </ul>	<ul style="list-style-type: none"> <li>- Relevant Higher Degree e.g., MD; PhD; MSc</li> <li>- Specialist qualifications in forensic mental health</li> <li>- Specialist qualifications in mental health rehabilitation</li> </ul>	Application
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>- Broad based experience in psychiatry including the Mental Health Act</li> <li>- Specialist knowledge and skills in forensic rehabilitation</li> <li>- Knowledge of UK hospital systems (or equivalent)</li> <li>- Knowledge and participation in CPD</li> <li>- Understanding of child protection procedures</li> <li>- Good knowledge of clinical risk assessment and management</li> <li>- Able to apply knowledge</li> <li>- Safe and effective written and verbal communication skills</li> <li>- Meet the requirement of the GMC's "Good Medical Practice"</li> </ul>	<ul style="list-style-type: none"> <li>- Experience of NHS</li> <li>- Wider experience, research and training in acute inpatient mental health care</li> <li>- Evidence of above average performance</li> </ul>	Application/ Interview
<b>Clinical Governance</b>	<ul style="list-style-type: none"> <li>- Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>- Comprehension of core philosophy and building blocks of Clinical Governance</li> </ul>	<ul style="list-style-type: none"> <li>- Knowledge of risk management</li> </ul>	Application/ Interview
<b>Research</b>	<ul style="list-style-type: none"> <li>- Experience and knowledge of critical appraisal of evidence</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of initiating, progressing and concluding research projects with publication</li> <li>- Research degree</li> </ul>	Application/ Interview
<b>Teaching</b>	<ul style="list-style-type: none"> <li>- Evidence of organising programmes and teaching medical students and junior doctors</li> <li>- Willingness to teach medical undergraduates and postgraduates</li> </ul>	<ul style="list-style-type: none"> <li>- Organisation of further teaching programmes in medical education</li> <li>- "Training the Trainers" experience</li> </ul>	Application/ Interview
<b>Management</b>	<ul style="list-style-type: none"> <li>- Knowledge of the management and structure of the NHS</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of management training</li> </ul>	Application/ Interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>- Ability to cope with stressful situations and undertake responsibility</li> <li>- Excellent interpersonal skills and team-working skills</li> <li>- Ability to work as part of a multidisciplinary and multi-agency team</li> <li>- Ability to work flexibly in response to the changing needs of the service</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of leadership attributes</li> <li>- Motivational skills</li> </ul>	Interview
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>- Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>- Satisfactory pre-employment checks compliant with National Standards</li> <li>- Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post</li> </ul>	<ul style="list-style-type: none"> <li>- Ability to speak Welsh or willingness to learn</li> </ul>	Application/ Interview

## The Specialty

### Senior and Consultant Members of the Service Group

#### The Specialty and Service

This is a 10-session post, serving an adult (aged 18-65) population in a pan-Gwent service.

The post holder will be based with the Community Mental Health Team at St Cadoc's, Lodge Road, Caerleon, NP183XQ. You will be supported clinically by a Speciality Doctor within the CMHT and an additional Consultant Psychiatrist within the service.

#### Work of the Service Group

The Adult Mental Health Directorate aims to deliver high quality clinical care in an environment where clinicians and managers work together. Our current priorities are improving Care Planning, improving risk assessment and management and ensuring the highest standards are applied when dealing with detention of patients. We have a robust system for managing untoward incidents and learning from those incidents. Our service development priorities for the coming year are consultation-liaison psychiatry to the general hospitals, development of a forensic rehabilitation service, enhancing joint work with the Medical Directorate for older adults and continued development of specialist services and teams in line with the National Service Framework for Wales.

#### Medical Leads for the Division

Divisional Director for Mental Health ..... Dr Kathryn Walters  
Joint Clinical Director for Adult Mental Health ..... Dr Hayder Al-Hassani  
Joint Clinical Director for Adult Mental Health ..... Dr Gemma O'Brien

#### Clinical Tutors for the Specialty

Clinical Tutor ..... Dr Maryam Afzal

#### Resources in the Forensic Mental Health Team

Consultant..... 2 WTE  
Specialty Doctor ..... 1 WTE  
Core Trainees (CT's) ..... 1 WTE  
Team Leader ..... 1 WTE  
Senior Social Worker..... 3 WTE  
Community Psychiatric Nurses ..... 4 WTE  
Clinical and Forensic Psychologists ..... 3 WTE  
Community Occupational Therapist ..... 1 WTE  
Specialist nurse complex... ..... 1 WTE  
Support workers ..... 2 WTE  
Advanced Nurse practitioner ..... 1.WTE  
Admin ..... 3 WTE  
Senior Nurse..... 1 WTE  
Team Lead CJLS ..... 1.WTE  
CJLS practitioners ..... 4.WTE

#### Structure of the forensic services:

##### In-Patient Facility

Pillmawr is a locked rehabilitation ward (based in Caerleon) consisting of 13 male locked rehabilitation beds with the addition of two 3-bed houses for step down. Ty Skirrid is an 11-bedded male unit (based in Abergavenny), with a 3-bed step down house on site. All the accommodation in the forensic services is single occupancy.

##### Community Mental Health Teams

The forensic community team is a pan-Gwent service that is based in Caerleon. The CMHT is a multidisciplinary team working in partnership with the Local Authority to provide a holistic recovery-focussed service. Our Team is made up of Social Workers, Nurses, ANP, Specialist Clinician, Occupational Therapist, Psychiatrists, Clinical and Forensic Psychologists and Administrators.

##### Centralised Referral Point

This provides a single point of contact for all referrals from Primary Care (Mental Health 111 Service). This is staffed by CMHT clinicians and provides a consistent and timely response to urgent requests for assessment and intervention from primary care, and other agencies.

#### Primary Care Mental Health Service (PCMHS)

The Team provides a range of time limited psychological therapies, with the aim of enabling service users with mild to moderate mental health problems to receive a timely and outcome focussed intervention without need of receiving input from the CMHT. Medical responsibility for PCMHS service users remains within Primary Care.

#### Crisis Resolution/Home Treatment Team

Providing a gate keeping service and alternative to hospitalisation through intensive home treatment. This team is medically supported by the senior medical staff of the CMHTs.

#### Assertive Outreach Team

Intensive and assertive community treatment team for service users with complex need and limited previous engagement with secondary Mental Health Services. The Assertive Outreach Team is medically supported by the senior medical staff of the CMHTs.

#### Early intervention Service

Provides phase specific intervention and support for young people experiencing a psychotic illness, through peer support, psycho-social intervention and psycho education for carers and families. This is a pan ABUHB service supported centrally by a core "hub" of senior clinicians (Consultant Psychiatrist, nursing and psychology), who provide supervision and clinical direction. The service has a dedicated consultant psychiatrist.

#### Work of the Service Group

All consultant psychiatrists in Aneurin Bevan University Health Board are members of the Gwent Senior Psychiatrists Committee (GSPC) which meets monthly. Services are configured around the five boroughs in Gwent. Each borough is responsible for its own operational planning under the strategic direction set by the adult directorate as part of the overall umbrella of the Mental Health and Learning Disabilities Division.

#### CPD/ Appraisal/ Audit

The new consultant will be expected to engage in reflective practice, appraisal and to participate in the audit programme. There is a full time Audit Lead. The new consultant will be invited to join a peer group with colleagues from the specialty. Study leave will be granted in line with the terms and conditions of the Consultant Contract (Wales) to the maximum extent consistent with maintaining essential services and in line with identified areas for development.