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Consultant Psychiatrist, Southwark CMHT (older adult), Marina House, 63-65 Denmark Hill, SE5 8RS

## Consultant Psychiatrist Job description and Person Specification

Post and specialty:	Consultant Psychiatrist in Old Age Psychiatry
Base:	Marina House, 63-65 Denmark Hill, London, SE5 8RS
RCPsych approval details:	LON SE-CO-STH-2023-01657 (Approved) 
Contract:	Number of programmed activities: 10
Tenure	Substantive
Accountable professionally to	Acting Chief Medical Officer, Dr Mary Docherty
Accountable operationally to	Associate Medical Director, Dr Nicholas Tate
Key working relationships and lines of responsibility:	Line Manager: AMD, Dr Nicholas Tate Locality Manager: Georgina Copus Clinical Director: Dr Nicola Funnell Responsible Office: Dr Rosalind Ramsay Service Director: Shorayi Nyamupanda Head of Nursing: Farida Pirani Deputy Medical Directors: Dr David Mirfin & Dr Rosalind Ramsay Director of Operations: Ade Odunlade Medical Director / CMO: Dr Mary Docherty (acting) Chief Executive: David Bradley

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## 1. Introduction

South London and Maudsley NHS Foundation Trust provides clinical services in seven London boroughs, with a combined population of nearly 2 million people covering an area of 168 square miles, rich in culture, diversity and architecture. Locally, we provide services in the boroughs of Croydon, Lambeth, Lewisham and Southwark; and substance misuse services for residents of Bexley, Lambeth, Greenwich and Wandsworth.



## 2. Trust details

### South London and Maudsley NHS Foundation Trust (SLaM)

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC). KHP is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and

a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare. See [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. It has 230 community, inpatient and outpatient-based services. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Lambeth, Bexley, Greenwich and Wandsworth, and specialist CAMHS services for Kent. We also provide tertiary specialist services to people from across the UK and have several partnerships with clinical services and educational programme in Europe, the Middle East and China.

The Trust has 4,800 staff. We treat 64,000 patients a year in the community across 74 community sites, and provide inpatient care to 3700 people a year, in 786 beds across 8 inpatient sites. The trust has an annual turnover of £381 million. It has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. It's academic links with King's College London, which also include

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the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers, our four partner local authorities, CCGs and NHS hospitals. Services are primarily focused on people with severe and enduring mental illness. However, it also promotes good mental health, early intervention to prevent more serious problems and provide support to primary care in dealing with people with less severe problems. The trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals. The Trust's core value states 'everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all - locally, nationally and internationally.'

The Executive Directors of the Trust include: Sir Norman Lamb - Chair of the Board, David Bradley - Chief Executive, Gus Heafield - Chief Financial Officer, Dr Mary Docherty – Acting Chief Medical Officer, Ade Odunlade - Chief Operating Officer, Vanessa Smith - Chief Nurse, Charlotte Hudson - Director of Corporate Affairs, Sue Smith - Chief People Officer, Nathalie Zacharias - Director of Therapies. Non-executive directors include Béatrice Butsana-Sita, Helen Edwards, Nitin Mehta, Mike Franklin, Prof Matthew Hotopf, Bandi Mbubi, Helen Evans and Vava Tampa.

#### **Recent service reorganisation of adult mental health services in the Trust**

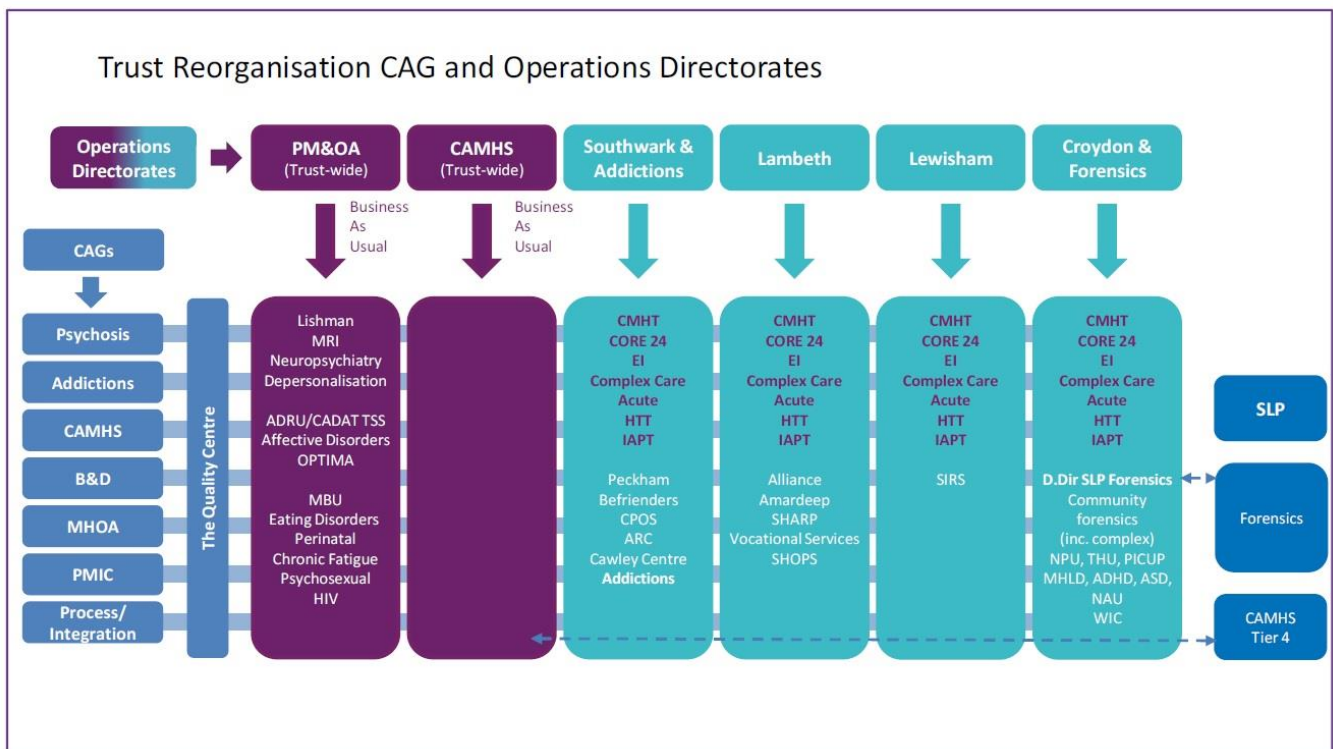
SLaM has undergone reconfiguration around the operational management of services back to borough based, localised services for adult mental health and older adult's liaison psychiatry services. Old Age psychiatry is managed within the Psychological Medicine and Older Adult Operations Directorate (PMOA). PMOA manages all the Old Age Psychiatry services: 3 in-patient wards (AL1, a functional ward on the Maudsley site, Hayworth, Ward a functional ward in Lewisham and Chelsham, an organic ward on Bethlem site), the 4 older adult CMHTs - Croydon, Lambeth, Lewisham and Southwark CMHTs, Southwark, Lambeth and Lewisham Memory Services, Croydon Memory service, Lambeth, Lewisham and Southwark Home treatment Team, Croydon HTT, Lambeth and Southwark Care Home Intervention Team, Croydon Care Home Intervention Team and Lewisham Care Home Intervention Team.

Within SLaM, each operations directorate is led by a service director to deliver the care required in each borough or trust-wide for small, national and specialist services. The operations directorates are: Child and Adolescent Mental Health Services (CAMHS), Croydon and Behavioural and Developmental Psychiatry (Croydon and BDP), Lambeth, Lewisham, Psychological Medicine and Mental Health of Older Adults (PMOA), Southwark and Addictions.

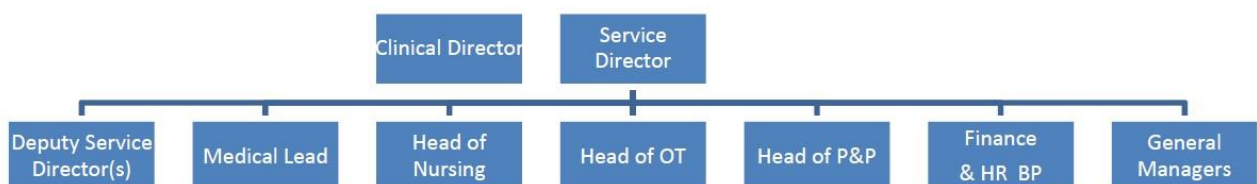
Also within SLaM, the Quality Centre, including seven Clinical Academic Groups (CAGs), are led by academic and clinical directors and focus on quality improvement, education and training, evidence and research to enable the development of new clinical pathways.

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Each Operations Directorate has a new management team structure with standardised roles across all the teams. Each structure is led by a service director and a clinical director supported by a senior management team as shown below. Naming conventions have been standardised, so all 8c operations managers will be referred to as Deputy Service Directors and all 8b operations managers will be referred to as General Managers.



### The Institute of Psychiatry, Psychology and Neuroscience (IoPPN)

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN) is a School of King's College London and the largest academic community in Europe devoted to the study and prevention of mental illness and brain disease. The IoPPN broadens the remit of the former Institute of Psychiatry to consolidate King's neurosciences, with the addition of the Wolfson Centre for Age-Related Diseases and the MRC Centre for Developmental Neurobiology. The IoPPN has a long and productive association with the South London and Maudsley NHS Foundation.

The complementary roles of the IoPPN are:

- To pioneer research into new and improved ways of understanding and treating mental illness and brain disease;
- To offer advanced research training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers.



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The IoPPN's greatest strength is the interdisciplinary nature of both its research strategy and educational activities, providing unique opportunities for students and staff.

The IoPPN comprises three world class divisions: Neurosciences, Academic Psychiatry and Mental Health & Psychological Sciences. These encompass researchers with interests in addictions, biostatistics, child and adolescent psychiatry, basic and clinical neuroscience, forensic mental health sciences, health service and population research, neuroimaging, psychology, psychological medicine, old age psychiatry and psychosis studies.

The Institute has approximately 500 students and 640 staff and has an annual budget of approximately £26 million. The Institute comprises ten Academic Departments, a Research Centre, a library and several service units.

### **King's Health Partners Academic Health Sciences Centre (AHSC)**

The links between Clinical and Academic components have been strengthened by the creation in April 2009 of an Academic Health Sciences Centre (AHSC) Kings Health Partners (<http://www.kingshealthpartners.org>) comprising South London & Maudsley, Kings College Hospital, Guy's and St Thomas' Hospitals and Kings College London. Clinical Academic Groups (CAGs) are being created across the hospitals and Kings College London to foster teaching, training and research. Within South London and Maudsley NHS Trust there are 7 Clinical Academic groups.

### **3. Service details**

This is a 10PA substantive Consultant Old Age Psychiatry post to provide medical leadership to the north part of the Southwark Older Adult CMHT. This is an existing post to replace a consultant who is leaving. The team is based at Marina House, Denmark Hill, London SE5 8RS and the employing Trust is The South London and Maudsley NHS Foundation Trust (SLAM). The post holder will be professionally accountable to the Associate Medical Director for the PMOA Directorate (community services), Dr Nicholas Tate. Annual job planning will take place with either the Clinical Director or the Associate Medical Director for PMOA.

The successful candidate will be part of the SARD electronic appraisal system. Annual appraisal will take place with one of the Trust's approved appraisers. This will be reviewed and signed off by the Trust Deputy Medical Director. The trust has a revalidation and appraisal team who are responsible for ensuring the necessary documents are sent to the GMC revalidation committee.

The post holder will be based at Marina House, 64 - 65 Denmark Hill, SE5 8RS. They will have their own office and PC. The team has three WTE administrators who provide administration support to the consultant.

Older Adult Psychiatry Services take on the care of patients aged 65 or older with a first episode of functional and/or organic mental disorder, and patients with progressive dementias (most commonly Alzheimer's disease) under the age of 65. Older Adult Psychiatry Services do not automatically take over care of patients under the care of General Adult Services when they turn 65 but these patients can be referred to Older Adult Psychiatry Services and will be taken on depending on their needs. The Southwark Older Adult CMHT provides care and treatment to older adults with a Southwark address

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with both functional and organic mental health problems requiring secondary care input. The hours of operation are Monday to Friday 9am to 5pm.

#### Population

Borough	Southwark	Lambeth	Lewisham	Croydon
Total Population	325,917	314,000	303,536	385,346
% BME	38	35	34	40

The PMOA directorate covers the four boroughs of Croydon, Lambeth, Lewisham and Southwark. All the boroughs are multicultural and ethnically diverse with GLA projections that there will be a population increase of 5 to 10 % over the next 10 years

The population show that Lambeth, Lewisham and Southwark have similar older adult populations while Croydon have a significantly higher numbers over a larger geographical area.

	Croydon	Lambeth	Southwark	Lewisham
Total population	325,917	314,000	303,536	385,346
Over 65 population	47012	22,486	27,318	27,000
% over 65s	12.2	7.7	7.7	9.5

#### Current Case Loads

The Southwark Older Adult CMHT receives approximately 40 new referrals per calendar month, of which approximately 30 are taken on for assessment by the team. The team caseload is approximately 300 patients at any one time, the majority of whom are on the care programme approach (CPA). A robust duty and triage system is in place to ensure appropriateness and allocation of referrals and to deal with urgent matters arising. The Consultant will be part of the senior duty team to support duty decision making.

There are close working relationships with the other teams within the directorate, including the home treatment teams, liaison teams, memory services and the care home intervention teams who provide specialist input for care home residents.

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### Current team Staffing of Southwark CMHT for Older Adults

Post	W.T. E
Consultant Psychiatrist [South]	1.0 (8 sessions in CMHT, 2 sessions as Associate Medical Director)
Consultant psychiatrist (North, this post)	1.0 (this post)
Team manger band 7	1.0
Band 7 clinical nurse specialist	1.0
Band 7 OT specialist	1.0
Band 6 community psychiatric nurses	8.0
Band 6 OTs	2.0
Band 4 administrators	4.0 [2 job share]
Junior Medical Staff	2STs and 2 CTs [WTE]

Psychology input is provided by a directorate-wide phycology and psychotherapy service, which provides a wide range of therapies including CBT, psychodynamic psychotherapy and family therapy. There are 2 link psychologists (band 7 and band 8) who sit within the CMHT and provide clinical input and advice.

### 4. Continuing professional development (CPD)

- The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.
- The post holder must, according to RCPsych OP98 'Continuing Professional Development: Guidance for Psychiatrists', be part of a peer group, develop a personal development plan and regularly be involved in case-based discussion.
- The post holder will have access to the multi-professional library and all other library resources within SLaM.
- There is a requirement for the post holder to take part in mandatory training as specified by the Medical Director.
- The Trust offers a wide-ranging teaching and training programme and the post holder is encouraged to attend other training and teaching sessions offered within the Trust in line with their professional development plan and continuing professional development needs. For example, there is a weekly Grand Round in the trust, which the post holder might wish to attend.
- The post holder can apply through the Associate Medical Director for study leave funded by the Trust (£750 per annum) in line with their professional development plan. The Trust study leave policy allows up to 30 days of study leave over three years.

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- There is support for newly appointed consultants in the StartWell group. As part of this the post holder will have the opportunity of having a senior consultant as a mentor.

## 5. Clinical leadership and medical management

- The trust Medical Director is Mary Docherty (acting), and there are two deputy medical directors Rosalind Ramsay and David Mirfin. The medical lead for Old Age Psychiatry are the Associate Medical Directors, Dr Nicholas Tate (community services) and Dr Peter Ocansey (inpatient services). Dr Nicholas Tate will be the line manager for this post.
- The post holder will actively contribute to, and implement, the strategic aims of the Trust's Senior Management committee and SLAM community services, with the aim to improve of the quality of care within the service and contribute to improving quality across the system.
- The post holder will help promote the financial success of the service including ensuring adequate numbers of funded referrals and running the service within budget. The post holder will take an active role in business planning with senior managers
- The post holder will shape, support and develop a culture which develops and improves mental healthcare for patients with complex care needs, and promotes independence
- The post holder will be expected to keep themselves informed (and to inform) re. developments in commissioning, as well as NHS strategy e.g. Five-Year Forward View, and to attend London-wide and National Older Adult Psychiatry meetings as appropriate
- **Appraisal and job planning**
  - The trust has a commitment to the implementation of annual consultant appraisal, outlined in the NHS Executive Advance Letters (MD) 6/00 and (MD) 5/01.
  - The named Responsible Officer is Deputy Medical Director, Rosalind Ramsay.
  - Consultants will be offered an induction programme and mentoring, and coaching is available.
  - Job planning will be carried out on an annual basis and will set out how, when and where the consultant's duties and responsibilities will be delivered. A standard whole-time job plan will contain 10 Programmed Activities (PAs) 7.5 PAs dedicated for direct clinical care (DCC) and 2.5 PAs for supporting professional activities (SPA). These Programmed Activities are subject to formal appraisal together with the job plan.
  - The job plan will be developed further in consultation with the Medical Lead. The Personal Development Plan will form part of the annual appraisal process, which all consultants are expected to undertake with the Clinical Director or the agreed nominee. All consultants are expected to sign up with the Royal College of Psychiatrists for CPD and participate actively in a peer review group as part of the process.
  - All consultants will adhere to Trust Policy and Procedure, GMC Good Medical Practice and related regulatory documents, and 'Good Psychiatric Practice' published by the Royal College of Psychiatrists, and this will form a part of the appraisal process. In addition, there will be an expectation to sign up for the trust requirements of revalidation arrangements by the General Medical Council.
- **Teaching and training**
  - We are proud of our strong training record for doctors in postgraduate training, and the post holder will be encouraged to build an educational portfolio, in order to participate in postgraduate training for Foundation doctors, core and higher trainees in psychiatry.



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- The team takes an active part in the Maudsley training programme for postgraduate psychiatry trainees.
- There are also opportunities to participate in multi-professional teaching to other healthcare professional students placed within the team.
- **Academic/Research**
  - The trust is linked to Kings Health Partners Academic Health Sciences Centre, so the post holder will have excellent opportunities to undertake research projects as well as teach undergraduates and post-graduate trainees.
  - The post holder will be encouraged to engage in research in Older Adult Psychiatry and be expected to support any team-based research or audit activity and to undertake audit work themselves as needed for revalidation. Support is available through the QI team and PMOA Directorate Clinical Governance teams.
  - The post holder will be encouraged to work with academic leads to develop a strategy for research in the CAG, and to participate in grant applications and academic activities such as writing papers and dissemination of results.
- **Mental Health Act and Responsible Clinician approval**
  - The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.
- **Secretarial support and office facilities**
  - The post holder will have office space at the Marina House and will have administrative support.
  - Marina House is networked to the Trust Intranet with IT support from the central services of the Trust.
  - The post holder will have his or her own computer/laptop and trust mobile telephone.
  - The post holder will be expected to keep an electronic diary to which the Team manager and admin will have access.
- **Supervision of post holder**
  - Medical consultants' supervision is compliant with the guidance of the Royal College of Psychiatrists and is monitored through revalidation. This requires Consultant Psychiatrists and other non-consultant career grade psychiatrists to be a member of a peer group (generally 4-8 psychiatrists per group) who should meet at least 4 times a year and individuals should carry out 2 case based discussions a year (10 in 5 years for revalidation purposes). Supervision arrangements also includes annual job planning and access to the Associate Medical Director.

## 6. Clinical duties of post holder

Clinical responsibilities will be to provide senior medical leadership to the north sector of the Southwark Older Adult CMHT. Senior leadership to the south sector is provided by the other

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consultant, with reciprocal cover arrangements in place as required. The north sector covers the areas of Borough, Bermondsey, Newington, Southwark Park and Walworth wards.

The post holder will provide Responsible Clinician for the patients under the care of the north sector of Southwark Older Adult CMHT.

The post holder will provide senior medical input to the multi-disciplinary team, take part in regular meetings of the team, and provide senior psychiatric advice regarding diagnosis and the development of appropriate treatment plans. Most of the new assessments are undertaken by other members of the MDT, but the post holder will undertake new assessments when required, typically of those patients with a more complex presentation likely to require a consultant opinion.

The post holder will undertake reviews and joint working with other members of the team as and when clinically indicated. Most of the assessments and reviews take place within patient's homes although there is clinic space at Marina House or the Maudsley Outpatients, and there is a time tabled weekly outpatients' clinic. The post holder may hold a small caseload of up to 10 outpatients not subject to CPA.

The post holder will help ensure continuity of care for the patients between different teams by liaising with other consultants and other team members when necessary.

The post holder will be expected to take an active role in helping to facilitate links with primary care, social services, the voluntary sector and acute services.

The post holder will be expected to participate in the teaching programmes of the services. They will also participate formally and informally with multi-disciplinary teaching and audit and with the clinical governance of the directorate.

The post holder will be expected to take an active role in the teaching of mental health in older adults to higher trainees, junior medical staff, members of other disciplines and medical students. The post holder will be expected to provide supervision to the other medical members of the sector team in line with Royal College of Psychiatrists requirements and the Trust's Supervision policy.

The post holder will use the electronic patient record system (ePJS) for medical record documentation.

The post holder will be expected to take part in the directorate wide rota for helping with serious incident investigations and Section 49 report requests from the Court of Protection. The rota is pro rata, such that a half time consultant has half the number of slots on the rota as a full-time consultant.

- The successful candidate will be supported in maintaining CPD both within the Trust and externally.

The post holder will participate in the MHOA consultant on-call rota, providing consultant advice/input to on call core or specialist trainees for older adults across the 4 boroughs. The rota is approximately 1 in 22 and attracts a category B, 1% payment.

- The post holder will be expected to be part of reciprocal consultant cover arrangements in Southwark.
- There will be opportunities for the post holder to develop a clinical leadership role in the team and support will be provided by the directorate to develop leadership skills for a post holder interested in this area.
- There are no external or other duties attached to this post unless this is something that the successful candidate wishes to develop as part of their job plan.

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### Training duties

- An integral part of the post holder's duties will be the educational supervision and clinical supervision of junior medical staff. The post holder will act as clinical supervisor to core trainees and higher trainees attached to the north sector of the team. They will also act as educational supervisor to an older adult or dual old age / working age higher trainee throughout the trainee's time attached to the scheme.
- The post holder will be expected to take an active part in education and teaching in relation to Old Age Psychiatry.
- The post holder will be expected to take a leadership role, with other senior members of the team, in planning for, delivering and coordinating training for the multidisciplinary team.
- The post holder may also contribute to medical student teaching when there are medical students from GKT attached to the team or other students on a placement with the team.
- The current Director of Postgraduate Psychiatric Training is Dr Gopinath Ranjith
  
- **Clinical governance and quality improvement**
- To design and implement QI initiatives relevant to the team – quality improvement projects are regularly conducted within the service and the post holder will be expected to undertake one QI project during each year, pro rata to a full-time post, using Supporting Professional Activities (SPA) time. The quality improvement (QI) department within the trust will be able to support, and the post holder will have access to trust QI training.
- To participate in the framework of Clinical Governance, including assessment of Untoward Incidents and Complaints management for the PMOA Directorate
- To deliver on the quality and outcomes set by the central SLaM 'Quality Centre' and Pathway Integration CAG care pathways.
  
- **General duties**
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To record clinical activity accurately and comprehensively using SLaM's ePJS (electronic patient journey system)
- To undertake the administrative duties and record-keeping associated with the care of patients
- To carry a 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
- To work flexibly and creatively as part of a multidisciplinary team promoting informed risk taking and anti-discriminatory practice
- To communicate clearly and effectively with staff of all major disciplines concerned with the provision of mental health care
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service
- To participate in annual appraisal for consultants

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- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to consider changes in service configuration and delivery associated with modernisation
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services

#### **Terms and Conditions for all Trust Consultants**

- The Consultant appointment will have continuing responsibility for the care for patients in his/her charge. He/she will also undertake the administrative duties associated with the care of his/her patients and contribute to the efficient management of the service
- Consultants currently have 32 days annual leave per annum. After seven years as a consultant this rises to 34 days of which a maximum of five working days can be carried over from one year to the next with the agreement of the Medical Lead. Part time Consultants annual leave will be calculated as pro rata.
- Consultants have access to 10 study leave days per annum. Part time Consultants will have equivalent to their PAs.
- The post holder is required to sign up to the Royal College CPD program, participate in a peer review group according to College guidelines.
- Consultants are expected to participate in the appraisal process through the trust revalidation arrangements.
- Consultants are expected to participate fully in Quality Improvement and the extended program of Clinical Governance through their professional group and their clinical team(s) and broader service. Through SLAM job planning, one QI project, one serious incident investigation and one complaint investigation are expected per year for a full-time consultant (or pro rata for part time consultants).
- The terms and conditions of the post are in accordance with the Terms and Conditions of Service –Consultants (England) 2003 and the General Whitley Council Conditions of Service
- The post holder will be an employee of South London and Maudsley NHS Trust and is subject to the policies and procedures of the Trust.
- Appointment will be subject to satisfactory Occupational Health and Enhanced Disclosure Clearances.
- It is a condition of your employment that you are, and remain, a fully registered medical practitioner and are included on the Specialist Register held by the General Medical Council (GMC), and continue to hold a licence to practice.
- The salary range for this post is in accordance with the NHS consultant salary scale (whole time), plus London Weighting (whole time).

#### **General conditions for all Trust Employees**

- All employees are subject to the requirements of the Health and Safety at Work Act 1974. The post holder is required to ensure, as an employee, that their work methods do not endanger other people or themselves, and maintain a safe working environment for service users, visitors and employees.

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- All employees are subject to the requirements of the Data Protection Act and must maintain strict confidentiality in respect to patient and staff records.
- Equal Opportunities: all employees must comply with the Trust Equal Opportunity Policy and must not discriminate on the grounds of race, colour, nationality, ethnic or national grounds, marital status, disability or any other grounds.
- Smoking: South London and Maudsley Foundation NHS Trust, and the Lambeth Alliance partners we work with, operate smoke free environments. Staff are not permitted to smoke, nor to use electronic 'vaping' equipment on site. Smoking cessation support is available to staff.
- The Trust aims to maintain the goodwill and confidence of its own staff, service users and the general public. To assist in achieving this objective it is essential that, always, employees carry out their duties in a courteous and sympathetic manner.
- Those who have a managerial/supervisory post must ensure that there is compliance with agreed Infection Control (IC) policies and procedures within their service. Each employee must be aware and comply within his/her own role. This includes adherence to prevention of infection. The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers. Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- Employees are expected to participate in the performance review process and maintain consistently high professional standards and act in accordance with the relevant professional code of conduct.
- Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

## 7. External duties, roles and responsibilities

SLaM staff are encouraged to take an active role regionally and nationally in-service development, research and education and training. External duties might include participation in pan-London or national roles, for example within the Royal College of Psychiatry, as part of the agreed job plan, and subject to discussion and approval with the medical lead, clinical director and, as necessary, the chief executive and medical director.

## 8. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make. The job description/duties may need to be reviewed to meet the evolving needs of the team as these arise.

## 9. Work programme

It is envisaged that the post holder will work 10 programmed activities. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. The detailed formal job plan will be developed and agreed with Dr Nicholas Tate Medical Lead, and job plan objectives reviewed three months after commencing the post and at least annually thereafter. Timely job planning reviews with



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the Associate Medical Director are also possible during the course of the year if there are proposed workload changes.

#### **10. On-call and cover arrangements**

On call is currently 1 in 22 with prospective cover (Category B, with 1% availability supplement). When on call the consultant covers all four boroughs for MHOA and Dementia patients. There is a MHOA&D ST trainee and manager on call with the consultant.

#### **11. Contract agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

#### **12. Leave**

The post holder is entitled to leave and cover arrangements in accordance with the Trust procedures. The annual and study leave allowances are calculated pro rate for part time Consultants.

Staff are expected to book leave in a timely way, considering colleagues, with the post holder responsible for arranging for cross cover from the other Southwark CMHT consultant.

Annual leave will be agreed with the Associate Medical Director, 6 weeks in advance, unless there are extenuating circumstances or cover can be arranged.

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### 13. Visiting arrangements

For further information/informal visits please contact:

- Service Director Sorayi Nyamupanda, [Shorayi.Nyamupanda@slam.nhs.uk](mailto:Shorayi.Nyamupanda@slam.nhs.uk) Tel 0203 228 .....
- Associate Medical Director, Dr Nicholas Tate , [nicholas.tate@slam.nhs.uk](mailto:nicholas.tate@slam.nhs.uk), Tel 0203 228 8030
- Clinical Director Dr Nicola Funnell, [Nicola.funnell@slam.nhs.uk](mailto:Nicola.funnell@slam.nhs.uk)

**14. Occupational Health** is provided by SLAM Occupational Health, Client Services Administration Team, Phone: 01227 286288

**15.** At South London and Maudsley, we believe that the **health and wellbeing** of our staff is vital to ensure those we work with get the best support available. We are currently promoting an extensive health and wellbeing programme which can be found on the dedicated health and wellbeing page of the trust intranet, alongside information on various other resources and materials to support you. Staff support available after a critical incident:

- Critical Incident Staff Support (CISS) is a structured and well evidenced group-based intervention for staff who have experienced a potentially traumatic event in the workplace
- The first CISS session is offered between 72 hours and 2-week post-incident depending usually on the availability of the team who experienced the trauma. The second session takes place a month after the first.
- CISS is also now available for individual support.

### 16. Draft timetable

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	Marina house	9am – 11am Liaison with colleagues and other professionals (DCC) 11am – 1pm CPD (SPA)	DCC / SPA	0.5 SPA/ 0.5 DCC
	PM	Marina house	1pm to 2pm Clinical supervision 2pm to 3pm Admin 3pm to 5pm Duty senior, advice to colleagues	DCC	1
<b>Tuesday</b>	AM	Marina house	9am – 1pm MDT meeting	DCC	1
	PM	Marina house	1pm – 5pm Patient reviews / home visits	DCC	1
<b>Wednesday</b>	AM	Marina house	9am – 1pm Mandatory and other training, special interest	SPA	1
	PM	Marina house	1pm – 2pm Admin 2pm – 5pm CPA reviews/ joint visits with team members	DCC	1
<b>Thursday</b>	AM	Marina house	9am – 1pm MDT meeting	DCC	1
	PM	Marina house	1pm – 5pm Patient assessments/ reviews/ home visits	DCC	1
<b>Friday</b>	AM	Marina house	9am – 1pm Research, teaching, audit, special interest	SPA	1
	PM	Marina house	1pm to 4pm Ad hoc emergency work 4pm to 5pm Admin	DCC	1
<b>Unpredictable / emergency on-call work</b>			The post holder will participate in the MHOA consultant on-call rota, providing consultant advice/input to on call core or specialist trainees for		

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			older adults across the 4 boroughs. The rota is approximately 1 in 22 and attracts a category B, 1% payment.		
<b>Total PAs</b>	Direct clinical care				7.5
	Supporting professional activities				2.5

### Location of post

Marina House is on Denmark Hill. There is very limited parking but there are several other public transport options.

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## Appendix 1: Person specification

**Abbreviations for when assessed:** Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to assessment centre

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	Membership or Fellowship of the Royal College of Psychiatrists or equivalent qualification (in accordance with Royal College of Psychiatrists guidelines)	Scr	Qualification or higher degree in medical education, clinical research or management  Experience in other relevant specialties such as in-patient psychiatry, liaison psychiatry, home treatment or addictions	SL Scr SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment  Included on the GMC Specialist Register for Old Age Psychiatry, OR Dual Old Age and General Adult OR within six months of award of CCT.  Approved clinician status and under S12 OR able to achieve within 3 months of appointment	Scr  Scr  Scr		

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	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>SL, AAC</p>
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led quality improvement projects leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>