

## Consultant Psychiatrist

### Job description and person specification

Post and specialty:	Consultant in Child & Adolescent Psychiatry  This is an established post. The post holder will provide Consultant input to Children & Young People's Services in Coastal West Sussex in a community setting.
Base:	c/o The Children's Centre Lyndhurst Road, Worthing, West Sussex, BN11 2DH
Contract:	Number of programmed activities: 10
Accountable professionally to:	Interim Chief Medical Officer, Dr Claire Woolcock
Accountable operationally to:	Service Director, Children and Young People's Services, Rachel Walker
Key working relationships and lines of responsibility:	<p><b>Line Manager:</b> Miranda Rose</p> <p><b>General Manager:</b> Miranda Rose</p> <p><b>Head of Service:</b> Jodie Olliver</p> <p><b>Lead Consultant:</b> Dr Sarah Jonas</p> <p><b>Clinical Lead:</b> Kate Stammers</p> <p><b>Clinical Director:</b> Alison Wallis</p> <p><b>Operational Director:</b> Rachel Walker</p> <p><b>Chief Delivery Officer:</b> John Child</p> <p><b>Interim Chief Medical Officer:</b> Dr Claire Woolcock</p> <p><b>Responsible Officer:</b> Dr Aruna Wijetunge</p> <p><b>Chief Executive:</b> Jane Padmore</p>

## 1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our partners in the Sustainability and Transformation Partnership, we have developed a compelling case for change in mental health services across the STP which is comprised of 24 organisations and strives to improve the links between health and social care to better serve our communities. In January 2018 the Trust was awarded an overall rating of *Good* by the Care Quality Commission (CQC) and was assessed as *Outstanding* for caring. This was maintained in February 2019.



## 2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

In 2015 the Trust reorganised the way it delivered services, establishing Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. In 2018 we have 7 fully established CDS's. Overall leadership of each CDS is provided by a service director and/or a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model has helped us continue to improve services for patients and carers and is supported by Clinical Academic Groups and in keeping with our Vision, Clinical Strategy and Organisational Strategy. Work continues to provide consistently high quality services, working together in partnership with each other, the people who use our services and other organisations.

<b>3.0</b>	<b><u>Service details</u></b>
<b>3.1</b>	<p><b>West Sussex</b> is situated in the south east England between the sea and the South Downs with a population of around 848,000. The county offers good access to London and is in close proximity to Gatwick Airport. West Sussex is one of the 20% least deprived counties/unitary authorities in England, however about 11% (15,500) of children live in low income families. Life expectancy for both men and women is higher than the England average. The health of people in West Sussex is generally better than the England average.</p>
<b>3.2</b>	<p>The Trust is seeking a Consultant Psychiatrist to join the Worthing CAMHS team. This is a substantive position.</p> <p>This post is an example of the commitment of the Trust to continuously develop better provision and capacity for the Worthing CAMHS team and the families and carers using the service in challenging times. This post will add to the medical establishment of the team providing a minimum of 2.00 whole time equivalent Consultant Psychiatrists for the locality area.</p>
<b>3.3</b>	<p>0-18 population in this locality, covered by Adur, Arun and Worthing is approximately 60,000.</p> <p>The children's directorate for Child and Adolescent Mental Health Service (ChYPS) aims to provide a full range of outpatient and inpatient services for children and adolescents and to manage transition between these and other services through outreach services. Currently there are integrated community teams dealing with emotional wellbeing, looked after and adopted children and there is a well-established inpatient service for adolescents based in Chalkhill, in the grounds of the Princess Royal Hospital at Haywards Heath.</p> <p>There are Tier 3 locality CAMHS in Worthing, Chichester, Horsham, Crawley and Burgess Hill. Therapeutic interventions are largely offered by CAMHS nurses, clinical psychologists, psychiatrists, child psychotherapists, and art therapists.</p> <p>By joining Sussex Partnership NHS Foundation Trust, you would be able to reap the benefits of a varied lifestyle living along the South coast. Whether it is enjoying the beaches and vibrant city of Brighton and Hove, taking in the outstanding natural beauty of the South Downs National Park, or a visit to the seaside town of Worthing, there is something for everyone to enjoy. Say goodbye to your long commute and come and join us, living and working in Sussex.</p>

3.4	<p>The current multidisciplinary team establishment is as follows:</p> <table border="1" data-bbox="280 293 1334 1122"> <thead> <tr> <th>WTE</th><th>Job Title</th></tr> </thead> <tbody> <tr> <td>1.0</td><td>General Manager</td></tr> <tr> <td>1.0</td><td>Locality Manager</td></tr> <tr> <td>2.0</td><td>Consultant - vacant</td></tr> <tr> <td>1.0</td><td>Speciality Doctor - locum</td></tr> <tr> <td>2.4</td><td>Clinical Psychologist</td></tr> <tr> <td>3.0</td><td>Nurses</td></tr> <tr> <td>0.7</td><td>Child Psychotherapy</td></tr> <tr> <td>0.5</td><td>Assistant Psychologist</td></tr> <tr> <td>0.4</td><td>Art Therapist</td></tr> <tr> <td>1.0</td><td>CAMHS Practitioner</td></tr> <tr> <td>0.4</td><td>Family Psychotherapist</td></tr> <tr> <td>4.84</td><td>Admin</td></tr> </tbody> </table>	WTE	Job Title	1.0	General Manager	1.0	Locality Manager	2.0	Consultant - vacant	1.0	Speciality Doctor - locum	2.4	Clinical Psychologist	3.0	Nurses	0.7	Child Psychotherapy	0.5	Assistant Psychologist	0.4	Art Therapist	1.0	CAMHS Practitioner	0.4	Family Psychotherapist	4.84	Admin
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3.5	<p><b>Other doctor names associated with this team and areas they cover:</b></p> <p><b>North West Sussex team</b> – Dr Birbal (<i>Consultant</i>), Dr Ahamed (<i>Specialty Doctor</i>), Dr Datta (<i>Specialty Doctor</i>) Dr Flisher – <i>currently on parental leave</i></p> <p><b>Worthing team</b> – Dr Jiwan (<i>Locum Associate Specialist</i>) Dr O'Sullivan (<i>Locum Consultant</i>)</p> <p><b>Chichester team</b> - Dr Hobkirk (<i>Consultant</i>) and Dr Chronoloupou (<i>Consultants</i>), Dr O'Sullivan (<i>Locum Consultant</i>)</p> <p><b>Chalkhill</b> - Dr Allsopp (<i>Consultant</i>) and Dr Lancefield (<i>Consultant</i>)</p>																										
3.6	<p>The post holder will be expected to develop an understanding of the role of other agencies, in particular Social Services, Education, and voluntary agencies working with young people. You will liaise with these and with other local services e.g. acute care adolescent in-patient unit, Adult Mental Health, Child Health and Primary Care.</p> <p>You will attend meetings and conferences with other agencies as required for example Child in Need meetings, Team Around the Family meetings and Care planning meetings, including Transition meetings with Adult Mental Health.</p> <p>Should the appointee have any external duties, for example Deanery or Royal College work, then time to devote to this can be discussed with the Trust.</p>																										

3.7	<p>The post holder will provide input to the multi-disciplinary community team and has no responsibility for inpatients</p>
	<p>The Children and Young People Service has an Adolescent inpatient unit which is based at Chalkhill, Haywards Heath. All patients are overseen by the inpatient Consultant Psychiatrists.</p>
3.8	<p><b>Teams that support the post holders' team:</b></p> <p>There is a CAMHS A and E Liaison service at Worthing Hospital and St Richards in Chichester and an Urgent Help Service covering West Sussex. There is also a West Sussex Home treatment Service.</p>
	<p>There is also a dedicated Forensic CAMHS service for Sussex.</p>
3.9	<p>Sussex Partnership is a large Trust covering West Sussex, East Sussex, Brighton and Hove and Hampshire. There is a wide Consultant network within the Trust. Consultants meet regularly both locally and in wider network meetings.</p>
	<p>Consultants and Speciality Doctors in the Children and Young People Service meet regularly (once a month) to discuss:</p>
	<ul style="list-style-type: none"> <li>• Providing and developing excellent evidence-based services</li> <li>• Providing clinical leadership to MDT</li> <li>• Service transformation</li> <li>• A possibility for supervision of difficult clinical cases,</li> <li>• Development and training for consultant and SAS doctors in Children and Young People Service (ChYPS) Care Delivery Service (CDS).</li> <li>• Professional support</li> </ul>
	<p>This meeting is for all Doctors to attend, details of this meeting will be emailed to you upon starting.</p>
3.10	<p>The Child and Young People Service (ChYPS) Care Delivery Service (CDS) provides a full range of outpatient and inpatient services for children and adolescents. The CDS's aim is to manage transition between outpatient and inpatient, and other services through outreach services. Currently there are integrated community teams working with young people with mental health, looked after and adopted children and there is a well-established inpatient service for adolescents based in Chalkhill, which is located in the grounds of the Princess Royal Hospital at Haywards Heath.</p>
	<p>There are 3 specialist community teams in Worthing, Chichester, Horsham and a satellite clinic in Haywards Heath. Therapeutic interventions are largely offered by CAMHS nurses and social workers, OT's, clinical psychologists, psychiatrists, Family and Systemic child psychotherapists, and art therapists.</p>
	<p>We also provide Community Mental Health Liaison services to the locality, who offer consultation advice and support to schools, Early Help Forums and who also work in conjunction with the Local Authority and CCG commissioned services</p>
3.11	<p>The Consultant will be a member of the Sussex CAMHS Consultant group and will be expected to engage in specific locality meetings between managers and Consultants as agreed with the Lead Consultant.</p>

<b>3.12</b>	<p>A normal working week comprises of 7.5PAs of direct clinical care and 2.5PAs of supporting professional activities (this varies for part time employees). The post holder will be expected to act in a consultative capacity to other members of the multi-disciplinary team.</p> <p>The post holder's main objective would be to provide psychiatric input to the Child and Adolescent Mental Health Service and partnership agencies. Please see section 11.0 for a full list of duties.</p> <p>It is desirable that the post holder is registered as an approved clinician, and trained and registered for Section 12 (2) of the Mental Health Act.</p>
<b>3.13</b>	<p><b>Summary patterns of referral and the systems in place for caseload flow.</b></p> <p>Referrals into Specialist CAMHS are triaged daily by the CAMHS duty worker. There is a weekly central referral panel where there are also discussed. Referrals into West Sussex CAMHS vary from 75-110. Consultants may be approached to discuss high risk or complex referrals into the team</p>
<b>3.14</b>	<p>West Sussex referrals average between 75 - 110 a week.</p> <p>All young people are allocated to the duty worker system unless they require an individual lead practitioner. Young people are informed at the initial assessment should they require discussion whilst waiting for therapy or review that they contact the duty worker. This is written into their care-plans.</p> <p>Types of cases -</p> <ul style="list-style-type: none"> <li>• Depression</li> <li>• Anxiety</li> <li>• OCD</li> <li>• ADHD</li> <li>• Learning disability with co-morbid MH</li> <li>• Crisis response</li> <li>• Eating Disorder</li> </ul> <p>Following assessment; young people are discussed at the weekly MDT meetings. Psychiatry allocation is discussed in this forum and agreed.</p>
<b>3.15</b>	<p>An indicative workload for this post would be approximately 100 open cases at any one time and approximately 2 new cases seen per week. There are good multi-disciplinary team structures, to discuss referrals via formal and informal contact. There are also systems for team members to meet with Consultant colleagues to discuss risk and complexity, whilst care co-ordinating remains the responsibility of the clinician.</p> <p>There is also a commitment to attend the weekly specialist CAMHS discussion and allocation meeting shared between the two Consultants on a regular basis, as a part of the role.</p>
<b>3.16</b>	<p>In January 2018 we were awarded an overall rating of 'good' by the Care Quality Commission (CQC) and assessed 'outstanding' for being caring. This new rating follows an inspection of the Trust's services in Autumn 2017.</p> <p>The organisation had previously been assessed as 'requires improvement' in September 2016.</p>

	<p>The CQC said that patients and carers all gave positive feedback about the care they received, that they felt involved in decisions about their care and that staff considered their wellbeing and experience as a patient.</p> <p>They note that there were outstanding examples of practice such as clinical leadership and service user involvement. They also commented that our new leadership team brought an invigorated and open approach to the direction.</p>
3.17	<p>For further information on the Sussex ChYPS please visit our website which can be accessed here: <a href="https://sussexcamhs.nhs.uk">https://sussexcamhs.nhs.uk</a></p>
3.18	<p>Sussex Partnership NHS Foundation Trust provides specialist CAMHS teams and for Looked After Children, Adopted Children, Children with a Learning Disability and young people in the Youth Justice System. There are also integrated Mental Health School Support Teams in Crawley and Bognor and CAMHS A&amp;E liaison services.</p> <p>The trust also provides a forensic CAMHS service, forensic services for adults, early intervention in psychosis (EIP) teams and Adult Mental Health Services.</p> <p>There are clear transition protocols for individuals moving between these services and teams collaborate to develop specific pathways or projects.</p>
3.19	<p>The Care Delivery Service regularly set and review clear service objectives. Teams are also encouraged to develop individual, locally focused projects.</p>
3.20	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p><b>Continuing professional development (CPD)</b></p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Consultants are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement is £650 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk</p> <p>Clinical supervision is provided by peers at regular monthly Consultant meetings pan-Sussex and also monthly Consultant meetings within the West Sussex area. Line management is provided by the Clinical Director, in conjunction with the Lead Psychiatrist and General</p>



	<p>Manager.</p> <p>All Consultants have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. Consultant peer groups are established which the post holder will be expected to join. The Trust is committed to supporting CPD activities both internally and externally.</p>
<b>5.0</b>	<p><b>Clinical Leadership and medical management</b></p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>The post holder (in common with all Consultants in the Trust) will be expected to develop a medical leadership role within the multidisciplinary team and across the service as a whole which will include:</p> <ul style="list-style-type: none"> <li>• Working with colleagues and managers to ensure that systems for maintenance of adequate quality standards, including waiting times, are in place.</li> <li>• Working with colleagues and managers to oversee patient pathways including case allocation and day to day standards of care.</li> <li>• Monitoring clinical risks and supporting staff in detecting and managing such risks</li> <li>• Working with the team coordinator or leader, to ensure that adequate team functioning and communication take place</li> </ul> <p>The Trust has a comprehensive 1, 2 and 3 yearly audit programme and the post holder will be expected to participate in this. Audit time is factored into the job planning and administrative time is made available. There is a central director of audit within the Trust whose team provides support for the statistical analysis of data.</p> <p>The post holder is expected to take on a significant role in the strategic development of child and adolescent mental health services. It is anticipated that the increased national focus on children's services will continue to provide enhanced opportunities for funding service developments and the post holder will be expected to work in tandem with the consultant colleagues, clinical psychologists, nurses and managers in CAMHS team and to provide a high profile in the county wide representation within the working parties and task forces set up by the commissioners or the trust.</p>
<b>6.0</b>	<p><b>Appraisal &amp; Job Planning</b></p> <p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Rick Fraser, Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p>



	<p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p> <p>The Trust operates an active mentorship programme and learning set for new Consultants.</p>
<b>7.0</b>	<p><b>Teaching and training</b></p> <p>There is a well-established medical school in Brighton. The post holder will have ample opportunities to form strong links with the medical school. The undergraduate medical students from years 2, 3 and 5 undertake psychiatric placements. For years 3 and 5 there are 4-week long psychiatric placements during which fixed days will be spent in CAMHS clinics. The post holder is expected to provide teaching for medical students within the clinical setting and this involves; clinics, tutorials and emergency assessments and providing students with opportunities to learn from multidisciplinary colleagues. There are ample opportunities also provided by the medical school to do topic based teaching to medical students, undertake teaching sessions in the local MRC Psych course, get involved as a medical student examiner and undertake research projects involving medical students.</p> <p>The Trust is the local education provider for HEKSS (Health Education Kent Surrey and Sussex). In April 2014 KSS Deanery became HEKSS who are involved in the governance of post graduate medical education of trainee doctors placed and being trained within the trust. The post holder will have an opportunity to develop their skills as an education supervisor for postgraduate trainee psychiatrists placed within CAMHS, be involved in teaching at the weekly postgraduate medical education programme being held in the postgraduate medical centre, facilitate and supervise audit projects undertaken by the trainee doctors and get involved as a mock CAS examiner in the local MRC Psych post.</p> <p>Worthing CAMHS has educational approval for placement of higher specialist trainee in child and adolescent psychiatry. The higher specialist trainee is governed by the London Deanery via St. George's Hospital. The post holder will have an opportunity to train and supervise a higher specialist trainee whenever they are placed in the team.</p> <p>The post holder will be expected to attend and contribute to postgraduate medical education meetings, be involved in the teaching and training of junior doctors placed in the locality, present their audit and contribute to the internal teaching programme organised within CAMHS. There are child pharmacology meetings held at St. Thomas's Hospital for all CAMHS psychiatrists in the KSS region and for London Deanery covering the South East regions. The post holder will have opportunities to present complex cases at these meetings.</p> <p>There are good post graduate educational facilities in Brighton. CPD is supported by a consultant child psychiatry peer group which reviews personal development plans (PDPs) and training needs of its members. The Consultant will have access to training and study leave as agreed with the lead consultant and/or the service manager.</p>

	<p>Additionally, staff are able to apply for funding for completion of professional training which if awarded will be supported by a Learning Agreement.</p> <p>The Trust is committed to encouraging CPD/CME for all medical staff and has agreed to fund a sum of up to £650.00 per person per year for CPD/CME. The post-holder will be expected to have a plan for such education as is deemed appropriate, taking into account their own needs and those of the service. Basic entitlement for professional development is 10 working days per annum (30 days per 3 year period).</p>
<b>8.0</b>	<p><b>Research</b></p> <p>Sussex Partnership is committed to the design, delivery and translation of high quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the regional Clinical Research Partnership Board.</p> <p>It is expected that the post holder will become involved in local research projects and will be able to contribute to the Trust's Research and Development Programme.</p>
<b>9.0</b>	<p><b>Mental Health Act and Responsible Clinician Approval</b></p> <p>The post holder will 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.</p>
<b>10.0</b>	<p><b>Secretarial Support and office facilities</b></p> <p>The post holder will be located in a communal/open plan office area (current arrangements in place for consultant colleagues in the team). Each area has different arrangements depending on building configuration, however dedicated space is available with an allocated desk and IT equipment and locker space will be provided.</p> <p>Private space, when required, is readily bookable for medical staff, as it is recognised that clinical consultations or staff discussions need, often, to take place in a private space.</p> <p>Consideration will be given for the post holder to be given storage space for books, paper and</p>

	<p>other resources where required.</p> <p>Clinical space is booked separately for on-site clinics and is readily available but the post holder will be expected to carry out some clinical work in the community.</p> <p>They will have access to allocated secretarial time. Patient data collection is currently done via CIS.</p> <p>The appointee will be given training in CIS and there is a comprehensive IT support network available within working hours. This is via ready access to the IT help desk which is available 24 hours a day, 7 days a week. In addition, the Trust IT consultants/engineers are happy to visit clinics to provide support/trouble shooting and training.</p>
<b>11.0</b>	<p><b>Clinical duties of post holder</b></p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> <li>• Take a lead in the identification of cases for psychiatric assessment and intervention, which will form a crucial part of care planning</li> <li>• To contribute to the subsequent assessment, diagnosis and formulation of care plans for children and young people in need of specialist intervention</li> <li>• To offer advice about the appropriate management of young people within healthcare, education, and/or social settings</li> <li>• To develop a clinical advisory relationship to clinicians/practitioners within the health, social care and educational setting as services for children moving towards integrated provision</li> <li>• To provide clinical supervision and consultation to colleagues within the team and to partner agencies as appropriate</li> <li>• To ensure that clinical practice reflects quality and effectiveness as determined by evidence based research as far as possible</li> <li>• To take responsibility along with other consultant colleagues for aspects of the work of the multi-disciplinary teams</li> <li>• To develop close and effective working relationships with colleagues across specialist teams and to work together with other members of multi-agency, multi-disciplinary teams, services and allied agencies, notably acute services, children's services and education</li> <li>• To provide clinical advice and liaison as required to colleagues in primary care, community services and acute specialties</li> <li>• To support face to face clinical work with high quality recording and communication practices</li> <li>• To provide educational input to our own staff and external agencies or adult mental health colleagues</li> </ul>
<b>12.0</b>	<p><b>Clinical governance and quality improvement</b></p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data</p>

	<p>whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
<b>13.0</b>	<p><b>General Duties</b></p> <ul style="list-style-type: none"> <li>• 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. This may include assessing competences under the Modernising Medical Careers framework.</li> <li>• 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.</li> <li>• To undertake the administrative duties associated with the care of patients.</li> <li>• To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.</li> <li>• To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.</li> <li>• To participate in annual appraisal for consultants.</li> <li>• To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.</li> <li>• To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.</li> <li>• 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 take into account changes in service configuration and delivery associated with modernisation.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<b>14.0</b>	<p><b>External duties, roles and responsibilities</b></p> <p>The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>
<b>15.0</b>	<p><b>Other duties</b></p>

	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.																																																		
16.0	<p><b>Work Programme</b></p> <p>It is envisaged that the post holder will work x programmed activities over x days. Following appointment a meeting will take place no later than three months from appointment 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 Royal College of Psychiatrists recommendation).</p> <p>1.5 programmed activities are allocated for CPD and 1.0 programmed activity for audit, teaching, educational supervision, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.</p> <table><tr><th></th><th>AM/ PM</th><th>LOCATION</th><th>TYPE OF WORK</th><th>DCC/SPA</th></tr><tr><td rowspan="2">Mon</td><td>AM</td><td>Worthing CAMHS</td><td>Outpatient clinic and supervision team members, junior doctors &amp; other agencies</td><td>DCC</td></tr><tr><td>PM</td><td>Worthing CAMHS</td><td>Assessment and follow-up clinic</td><td>DCC</td></tr><tr><td rowspan="2">Tues</td><td>AM</td><td>Worthing CAMHS</td><td>Out Patient Clinic</td><td>DCC</td></tr><tr><td>PM</td><td>Worthing CAMHS</td><td>Liaison community session</td><td>DCC</td></tr><tr><td rowspan="2">Wed</td><td>AM</td><td>Worthing CAMHS</td><td>Team meeting &amp; Admin</td><td>SPA</td></tr><tr><td>PM</td><td>Worthing CAMHS</td><td>Admin/SPA Time</td><td>SPA</td></tr><tr><td rowspan="2">Thurs</td><td>AM</td><td>Worthing CAMHS</td><td>Outpatient clinic</td><td>DCC</td></tr><tr><td>PM</td><td>Worthing CAMHS</td><td>SPA flexible session, to include audit research</td><td>DCC</td></tr><tr><td rowspan="2">Fri</td><td>AM</td><td>Worthing CAMHS</td><td>Outpatient clinic</td><td>DCC</td></tr><tr><td>PM</td><td>Worthing CAMHS</td><td>Admin/SPA Time</td><td>DCC/SPA</td></tr></table> <p><b>Note:</b> It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.</p>		AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA	Mon	AM	Worthing CAMHS	Outpatient clinic and supervision team members, junior doctors & other agencies	DCC	PM	Worthing CAMHS	Assessment and follow-up clinic	DCC	Tues	AM	Worthing CAMHS	Out Patient Clinic	DCC	PM	Worthing CAMHS	Liaison community session	DCC	Wed	AM	Worthing CAMHS	Team meeting & Admin	SPA	PM	Worthing CAMHS	Admin/SPA Time	SPA	Thurs	AM	Worthing CAMHS	Outpatient clinic	DCC	PM	Worthing CAMHS	SPA flexible session, to include audit research	DCC	Fri	AM	Worthing CAMHS	Outpatient clinic	DCC	PM	Worthing CAMHS	Admin/SPA Time	DCC/SPA
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17.0	<p><b>On call and leave cover arrangements</b></p> <p>The post holder will take part in the team based daily rota for emergencies, together with the rest of the Consultants and the speciality doctor in the team. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be approached if needed.</p>																																																		

	<p>The post holder will be expected to take part in the out of office hours on call rota, supported by the Urgent Help Service CAMHS, who work 9am-8pm Monday to Friday and 10am-6pm on weekends and bank holidays. Local A&amp;E services that contact us are manned by a SHO doctor, and the rota is second on call.</p> <p>This is a 1 in every 9 weeks commitment, undertaking a week at a time with appropriate allowance for compensatory rest being agreed during office hours, during every on-call week. An availability supplement of a category A, 3% of basic salary is paid for this commitment. The averaged hours commitment is not onerous and is taken by arrangement from the office hours job-plan. There is a telephone line, Sussex Mental Health Line that can be accessed by patients, weekdays 5pm-9pm and 24-hour weekends for support and information, staffed by nurses and support worker colleagues.</p> <p>There is always a manager on call within the Trust.</p>
<b>18.0</b>	<p><b>Leave and cover arrangements</b></p> <p>The post holder will be entitled to 32 days of annual leave + Bank holidays for the first 7 years of their service and 34 days + Bank holidays thereafter. This is pro rata for part time employees.</p> <p>Annual leave, study and special leave are expected to be covered within the pool of consultants and must be agreed and authorised using an electronic leave management system in operation across the Trust.</p>
<b>19.0</b>	<p><b>Contract Agreement</b></p> <p>The post will be covered by the terms and conditions of service for consultants - England (2003), as amended from time to time.</p> <p>The contract is the national consultant model contract which has been agreed with the BMA, but individuals may wish to discuss this further before acceptance.</p>
<b>20.0</b>	<p><b>Wellbeing</b></p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p>
<b>20.1</b>	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> <li>• Discussion with Team Leader/Service Manager</li> <li>• Discussion with the Clinical Lead or Clinical Director</li> <li>• Team Debrief</li> <li>• All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings</li> </ul>

	<ul style="list-style-type: none"> <li>• Reflective discussion during the annual appraisal meeting</li> </ul>
<b>20.2</b>	The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.
<b>20.3</b>	A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.
<b>20.0</b>	<p><b>Visiting arrangements</b></p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Dr Sarah Jonas, Lead Consultant Psychiatrist. Email: <a href="mailto:Sarah.Jonas@spft.nhs.uk">Sarah.Jonas@spft.nhs.uk</a></p> <p>Further details about our Trust can be obtained via our website <a href="http://www.sussexpartnership.nhs.uk">www.sussexpartnership.nhs.uk</a></p>
<b>21.0</b>	<p><b>Approval of job description by the Royal College of Psychiatrists</b></p> <p>This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on <b>TBC</b></p>



## Person specification/selection criteria for Consultant Psychiatrist

<b>ASSESSMENT STAGE</b>	<b>SCR</b> Screening prior to short-listing	<b>AAC</b> Advisory Appointments Committee	<b>PRES</b> Presentation to AAC panel
<b>ABBREVIATIONS</b>	<b>SL</b> Short-listing from application form	<b>REF</b> References	

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	MB BS or equivalent medical qualification.	SCR	Qualification or higher degree in medical education, clinical research or management.	SL
			MRCPsych	SCR
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	SCR	In good standing with GMC with respect to warning and conditions on practice	SCR
	Included on the GMC Specialist Register OR within six months.	SCR		
	Approved clinician status OR able to achieve within 3 months of appointment	SCR		
	Approved under S12 OR able to achieve with 3 months of appointment	SCR		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	SCR		

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

	Able to use and appraise clinical evidence.	SL, AAC, PRES		
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, PRES		
	Ability to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.	SL, AAC, PRES		