

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 North West Sussex in a community setting.
Base:	New Park House North St Horsham West Sussex RH12 1RJ
Contract:	Number of programmed activities: 10
Accountable professionally to:	Interim Chief Medical Officer, Dr Claire Woolcock
Accountable operationally to:	Service Director CHYPS Rachel Walker
Key working relationships and lines of responsibility:	Line Manager : Sara Slinger General Manager : Miranda Rose Head of Service : Jodie Oliver Associate Medical Director and Psychiatry Professional Lead: Dr Sarah Jonas Clinical Lead: Kate Stammers Clinical Director: Alison Wallis Service Director : Rachel Walker Chief Delivery Officer : John Child Interim Chief Medical Officer : Dr Claire Woolcock Interim Responsible Officer : Dr Aruna Wijetunge Chief Executive : Jane Padmore

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.

The Trust delivers services via 5 Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. Each CDS is led by an operational director and 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 supports continuous service improvement for patients and carers, is supported by Clinical Academic Groups and aligns with our Trust Values, Organisational Strategy and Clinical Strategy. The Trust strives to provide consistently high-quality services, working in partnership with each other, the people who use our services and other organisation

3.0	Service details																										
3.1	<p>West Sussex 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>																										
3.2	<p>The Trust is seeking a Consultant Psychiatrist to join the North West Sussex CAMHS Team. This vacancy has arisen due to an internal career move and the Trust regards this as an opportune moment to develop the functioning of the team.</p> <p>This post is one example of the commitment of the Trust to develop better provision and capacity for the North West Sussex Team and the families and carers using the service in challenging times. This post completes the medical establishment of the team providing a minimum of 2.2 whole time equivalent Consultant Psychiatrists for the locality area.</p>																										
3.3	<p>Geographical area(s) the post covers The North West area of Sussex includes Crawley, Horsham and Mid-Sussex.</p>																										
3.4	<p>The current multidisciplinary team establishment is as follows:</p> <table border="1"> <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>2.2</td><td>Consultant</td></tr> <tr> <td>1.6</td><td>Speciality Doctor</td></tr> <tr> <td>4.0</td><td>Clinical Psychologist</td></tr> <tr> <td>4.3</td><td>Nurses</td></tr> <tr> <td>0.6</td><td>Psychotherapist /Psychotherapy</td></tr> <tr> <td>1.0</td><td>Assistant Psychologist</td></tr> <tr> <td>0.4</td><td>Art Therapist</td></tr> <tr> <td>0.5</td><td>CAMHS Practitioner</td></tr> <tr> <td>1.5</td><td>Family Psychotherapist</td></tr> <tr> <td>2.6</td><td>Admin</td></tr> </tbody> </table>	WTE	Job Title	1.0	General Manager	1.0	Locality Manager	2.2	Consultant	1.6	Speciality Doctor	4.0	Clinical Psychologist	4.3	Nurses	0.6	Psychotherapist /Psychotherapy	1.0	Assistant Psychologist	0.4	Art Therapist	0.5	CAMHS Practitioner	1.5	Family Psychotherapist	2.6	Admin
WTE	Job Title																										
1.0	General Manager																										
1.0	Locality Manager																										
2.2	Consultant																										
1.6	Speciality Doctor																										
4.0	Clinical Psychologist																										
4.3	Nurses																										
0.6	Psychotherapist /Psychotherapy																										
1.0	Assistant Psychologist																										
0.4	Art Therapist																										
0.5	CAMHS Practitioner																										
1.5	Family Psychotherapist																										
2.6	Admin																										

3.5	<p>Psychiatry doctor names associated with this team and areas they cover.</p> <ul style="list-style-type: none"> • There are 3 consultants currently in the team Dr Chopra, Dr Marconi and this post (currently covered by a locum) • There are two specialty doctors currently in the team Dr Sadia Tahsin and Dr Margub Ahamed.
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.</p> <p>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. 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>Give details of inpatient service facilities and if the post holder will carry any responsibility for inpatients.</p> <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>There are a range of teams in Sussex that provide specialist support for this post including, a specialist Eating Disorders team (SFEDS) a specialist Forensic FCAMHS team, an EIP service offering specialist input from (14-35) and the CYPRUS service for children with Learning disabilities. There is a complex neurodevelopmental service for more complex diagnostic assessments.</p> <p>There is an urgent help service for Children and Young People who are at risk of admission and an inpatient and day patient unit situated in Hayward's Health.</p>
3.9	<p>Details of Trust-wide specialty Consultant network.</p> <p>Consultants, Specialist and Speciality Doctors meet regularly (once a month) to discuss:</p> <ul style="list-style-type: none"> • Providing and developing excellent evidence-based services • Providing clinical leadership to MDT • Service transformation • A possibility for supervision of difficult clinical cases, • Development and training for consultant and SAS doctors in Children and Young People Service (ChYPS) Care Delivery Service (CDS). • Professional support <p>There is also a well-established peer group of CAMHS Specialty Psychiatrists who meet together to address business issues, provide peer support, CPD and learning. In addition, there is a monthly academic session for all CAMHS Psychiatrists.</p>

3.10	<p>The operations of the local services to which this consultant post relates</p> <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>The post holder will be expected to work in partnership with children, young people and their carers so that they are fully involved in and empowered to make decisions about their treatment and care. It remains a priority to establish and maintain good communication and effective working relationships with referrers and to work closely with other agencies e.g. Health, Children's Services, Police and YOS in relation to individual patients and service development. It will be important for the post holder to build a knowledge of and links with voluntary and independent service providers locally.</p> <p>All Consultant Psychiatrists, senior clinicians of other professions, and clinical managers will be expected to embrace the multi-disciplinary working culture of the Service. In addition the post holder will be expected to participate in integrated multi-disciplinary leadership development programmes which support multi-disciplinary team and inter-agency partnership working.</p>
3.11	<p>Care Delivery Service management and governance arrangements.</p> <p>The Doctor will be a member of the Sussex CAMHS Psychiatry group and will be expected to engage in specific locality meetings between managers and Psychiatrists as agreed with the Lead Consultant.</p> <p>The Trust is committed to a strong management and professional partnership to manage and govern all services and this is reflected in the management structure at all levels within the organisation</p>
3.12	<p>Detail clinical input and service development time.</p> <p>A normal working week comprises of 7.75PAs of direct clinical care and 2.25PA 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><u>Special clinical interests:</u> In partnership with the Clinical Director, General Manager and clinical colleagues, the post holder will be expected to develop a specialist clinical interest which contributes to the priorities of the care group.</p> <p><u>Clinical audit:</u> Doctors are expected to participate actively in clinical audit, selecting relevant subjects for audit and supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>The post holder will be expected to be trained and registered to be an Approved Clinician under the Mental Health Act or be able to achieve this within 6 months.</p>

3.13	<p>Detail summary patterns of referral and the systems in place for caseload flow.</p> <p>Referrals into Specialist CAMHS are triaged daily by the CAMHS duty worker. There is a weekly team meeting where they are also discussed. Referrals into North West Sussex CAMHS vary from 75-110. Doctors may be approached to discuss high risk or complex referrals into the team</p>
3.14	<p>Detail new referral numbers per week; how the team assesses and allocates referrals; expectation of team members and the Consultant including types of cases.</p> <p>North West Sussex referrals average 80 a week.</p> <p>All young people are allocated to the duty worker system unless they require an individual lead practitioner or specific care pathway. 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"> • Depression • Anxiety • OCD • Neurodevelopmental Disorders • Learning disability with co-morbid MH • Crisis response <p>Following assessment; young people are discussed at the weekly MDT meetings. Psychiatry allocation is discussed in this forum and agreed.</p>
3.15	<p>Expected caseload numbers per team member and the role expected of the psychiatrist within the team.</p> <p>An indicative workload for this post would be approximately 80-100 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 psychiatric 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 three Consultants on a regular basis, as a part of the role.</p>
3.16	<p>Examples of good clinical Trust practice or local services that provide extra resource.</p> <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</p>

	<p>service user involvement. They also commented that our new leadership team brought an invigorated and open approach to the direction.</p>
3.17	<p>References to Trust, NHS England/CCG websites; for example, local specialist services and beacon sites.</p> <p>For further information on Sussex ChYPS please visit our website which can be accessed here: https://sussexcamhs.nhs.uk</p>
3.18	<p>Other teams and resources that relate to this service (to show how this post fits within the larger Trust service strategy).</p> <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.</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>Involvement in strategic development of team and services.</p> <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>Continuing Professional Development (CPD)</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>Peer supervision is arranged between the consultants and SAS grade doctors working in the locality; West Sussex, East Sussex, Brighton and Hove monthly, multidisciplinary supervision is arranged in the local teams, and ability to discuss cases and service problems occur on a</p>

	<p>monthly basis in the monthly Pan-Sussex meeting for consultants and SAS grade doctors and (first Wednesday of each month, 2pm-5pm). The Trust is currently developing an individual supervision plan for consultants.</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>
5.0	<p>Clinical Leadership and medical management</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"> • Working with colleagues and managers to ensure that systems for maintenance of adequate quality standards, including waiting times, are in place. • Working with colleagues and managers to oversee patient pathways including case allocation and day to day standards of care. • Monitoring clinical risks and supporting staff in detecting and managing such risks • Working with the team coordinator or leader, to ensure that adequate team functioning and communication take place <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. Quality Improvement is the chosen improvement methodology for this organisation. 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> <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</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 Aruna Wijetunge, 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>
7.0	<p>Teaching and Training</p> <p>The post holder will be supported via group and individual job planning processes to provide dedicated time in their job plan to:</p> <ul style="list-style-type: none"> • Provide training to junior medical staff, and to other professionals on a multidisciplinary basis, and with other mental health organisations where appropriate. • Participate in the Trust's core education and training programme on Wednesday afternoons, which take place at various sites across the Trust, as well as regional Foundation and Speciality doctor training schemes as required. • Remain in good standing in relation to CPD & revalidation. • Provide supervision to junior medical staff in line with the Trust's supervision strategy. • At times be responsible for individual supervision of a GP vocational Trainee. • Ensure that the post holder and supervised junior staff are regularly updated on professional developments as required by their professional body. • Contribute to corporate training initiatives within the Trust.
8.0	<p>Research</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,</p>

	<p>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>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
9.0	<p>Mental Health Act and Responsible Clinician Approval</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>
10.0	<p>Secretarial Support and Office Facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing as much administrative time as possible and a clear structure for admin support has been developed.</p> <p>The service benefits from an established administrative support team and the post holder will be assigned 0.5 WTE of admin support.</p> <p>The consultant will have access to their own laptop, mobile phone and functioning of both devices are supported by a centralised IT service.</p> <p>The consultant will be located in a communal/open plan office area (current arrangements in place for consultant colleagues in the team), 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. Consideration will be given for the post holder to be given storage space for books, paper and other resources where required.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space as well as a locker.</p>
11.0	<p>Clinical duties of post holder</p>

	<p>The post holder is required to:</p> <ul style="list-style-type: none"> • To provide medical psychiatric assessment and intervention, including pharmacology and mental health act assessments to the CAMHS in North West Sussex ensuring best quality and most effective psychiatric care, working within a multi-disciplinary team. The Trust is committed to implementation of New Ways of Working. • To provide neuro-developmental assessments i.e. ASD, ADHD in partnership with multi-disciplinary team colleagues working within the agreed care group wide care pathways. • To provide medical psychiatric advice and consultation to colleagues in CAMHS, health, social care, education and other staff across a range of agencies. • To deliver training across care groups and agencies, as agreed, to improve the knowledge and capacity of other professional colleagues. To engage in improving the quality of mental healthcare locally. • To work as part of the multi-professional team providing high quality specialist CAMHS clinical advice, assessment and intervention to children and young people in the area in a range of settings. • To engage families/carers in planning and provision of care. • To provide timely advice and consultation to GP's, social services and other referrers, facilitating appropriate access to services. • To be available to colleagues within the multidisciplinary team to provide advice and assistance on both routine and urgent clinical matters. • To participate in the team's referral and allocation system. • To participate in the multi-professional rota available to administrative staff to advise on suitable care pathways for referrals screened/received daily. • To participate in the CAMHS Psychiatrists daytime cover rota. • To be participate in the responsible clinician rota (with the other consultants) for patients detained in settings other than the inpatient unit (Acute paediatric wards, s136 suites) • To operate within guidelines, policies and procedures relevant to the post. • To engage in the monthly consultation meetings with colleagues in social services and education to facilitate partnership working for the benefit of the children and young people known to both services. • To provide clinical leadership in partnership with other senior colleagues to the multidisciplinary team, contributing to supervision and care management systems within the team. • In collaboration with the multidisciplinary team, the post holder will endeavour to assess all emergencies referred to them on the same day of referral. When necessary this will include responsibility for Mental Health Act assessments of young people. • To participate in planning and developing local Mental Health Services and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Trust. • To engage in the future development and planning of services for children and young people.
12.0	<p>Clinical Governance and Quality Improvement</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</p>

	<p>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 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>
<p>13.0</p>	<p>General Duties</p> <ul style="list-style-type: none"> • 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. • 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 undertake the administrative duties associated with the care of patients. • To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department. • 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. • 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 take into account 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.

14.0	<p>External Duties, Roles and Responsibilities</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>																																									
15.0	<p>Other Duties</p> <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.</p>																																									
16.0	<p>Work Programme</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). 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>New Park House</td><td>Outpatient Clinic, supervision of team members, junior doctors and other agencies</td><td>DCC</td></tr><tr><td>PM</td><td>New Park House</td><td>Outpatient Clinic Assessment and follow up</td><td>DCC</td></tr><tr><td rowspan="2">Tues</td><td>AM</td><td>New Park House</td><td>Outpatient Clinic</td><td>DCC</td></tr><tr><td>PM</td><td>New Park House</td><td>SPA - flexible session to include Audit/research</td><td>SPA</td></tr><tr><td rowspan="2">Wed</td><td>AM</td><td>New Park House</td><td>Team meeting & Admin</td><td>DCC</td></tr><tr><td>PM</td><td>New Park House</td><td>Psychiatry Monthly meeting and audit/Quality Improvement/CPD</td><td>SPA</td></tr><tr><td rowspan="2">Thurs</td><td>AM</td><td>New Park House</td><td>Out Patient Clinic</td><td>DCC</td></tr><tr><td>PM</td><td>New Park House</td><td>Admin/SPA</td><td>DCC</td></tr></table>		AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA	Mon	AM	New Park House	Outpatient Clinic, supervision of team members, junior doctors and other agencies	DCC	PM	New Park House	Outpatient Clinic Assessment and follow up	DCC	Tues	AM	New Park House	Outpatient Clinic	DCC	PM	New Park House	SPA - flexible session to include Audit/research	SPA	Wed	AM	New Park House	Team meeting & Admin	DCC	PM	New Park House	Psychiatry Monthly meeting and audit/Quality Improvement/CPD	SPA	Thurs	AM	New Park House	Out Patient Clinic	DCC	PM	New Park House	Admin/SPA	DCC
	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA																																						
Mon	AM	New Park House	Outpatient Clinic, supervision of team members, junior doctors and other agencies	DCC																																						
	PM	New Park House	Outpatient Clinic Assessment and follow up	DCC																																						
Tues	AM	New Park House	Outpatient Clinic	DCC																																						
	PM	New Park House	SPA - flexible session to include Audit/research	SPA																																						
Wed	AM	New Park House	Team meeting & Admin	DCC																																						
	PM	New Park House	Psychiatry Monthly meeting and audit/Quality Improvement/CPD	SPA																																						
Thurs	AM	New Park House	Out Patient Clinic	DCC																																						
	PM	New Park House	Admin/SPA	DCC																																						

	Fri	AM	New Park House	Duty/Admin	DCC
		PM	New Park House	Outpatient Clinic/admin	DCC
<p>Note: 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>					
17.0	<p>On Call and Leave Cover Arrangements</p> <p>The post holder will take part in the team based daily rota for emergencies, together with consultant colleagues and the team speciality doctor. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be contacted if required.</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, who work 9am-8pm Monday to Friday and 10am-6pm on weekends and bank holidays. The SHO doctor is first on call with the rota providing second on call. This is a 1 in 9 commitment, with allowance for compensatory rest agreed during contracted hours during each on-call week.</p> <p>An availability supplement of a category A, 3% of basic salary is paid for this commitment. The average commitment in hours is not considered onerous and is taken by arrangement from the contracted hourly job plan.</p> <p>The Sussex Mental Health Line telephone service accessed by patients is available on weekdays between 5pm-9pm and 24-hours at weekends. It provides support and information and is staffed by nurses and support workers.</p> <p>The Sussex CAMHS Urgent Help Service (UHS) are available until 8pm on weekdays and 6pm weekends and bank holidays.</p> <p>The Family Eating Disorder Service (FEDS) is also available for telephone support to referred patients 10am-6pm weekends.</p> <p>A Trust operational manager is on call each day.</p>				
18.0	<p>Leave and Cover Arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of consultants and is agreed and authorised using electronic unavailability management software.</p>				
19.0	<p>Contract Agreement</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,</p>				

	but individuals may wish to discuss this further before acceptance.
20.0	<p>Wellbeing</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>For more information on the Trust Occupational Health Department please contact Medical Staffing team on 0300 304 0393.</p> <p>For more information on our ongoing wellbeing initiatives please see section 20.3 below.</p>
20.1	<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"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • 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 • Reflective discussion during the annual appraisal meeting
20.2	<p>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.</p>
20.3	<p>A list of our ongoing wellbeing activities across the Trust can be found on our careers portal: Working for Us Sussex Partnership NHS Foundation Trust</p>
21.0	<p>Visiting Arrangements</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, Children and Young People's Services. Email: Sarah.Jonas@spft.nhs.uk</p> <p>Miranda Rose - Transformation Lead, West Sussex CAMHS & Specialist Services Email: Miranda.Rose@sussexpartnership.nhs.uk</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>

22.0	Equality, Diversity & Inclusion Statement <p>We recognise that every person is different and we welcome, value and respect these differences. We aim for equality and fairness in everything we do, both as an employer and a healthcare provider. People from all backgrounds are welcome to work here and use our services.</p> <p>At Sussex Partnership, we care deeply about hiring, retaining, and developing a workforce that reflects the communities we serve. Our staff networks play a crucial role in exploring relationships trust-wide and advancing opportunities for all staff, helping underrepresented communities continue to feel they belong here.</p> <p>More information on our staff networks can be found on our careers portal using the following link: Diversity and Inclusion SPFT Recruitment (sussexpartnership.nhs.uk)</p>
23.0	Approval of Job Description by the Royal College of Psychiatrists <p>This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.</p>

Person specification/selection criteria for Consultant Psychiatrist

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