



BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Specialty Doctor in Older People Community Mental Health Services (West Hub)	
Directorate	Older People & Specialties	
Base address	Community Mental Health Team for Older Adults (West Hub): Ashcroft Unit The Moorings Hockley B18 5SD	
Contract	Substantive, Full Time (10 PAs) as per Specialty Doctor for England 2021 contract	
Accountable professionally to	Roisin Fallon-Williams, CEO through Dr Fabida Aria, Medical Director	
Accountable operationally to	Dr Sue Adams, Consultant Chartered Clinical Psychologist and Clinical Director for Older Adults	
Key working relationships and lines of responsibility	Trust Chair	Phillip Gayle
	Chief Executive	Roisin Fallon-Williams
	Medical Director & Responsible Officer	Dr Fabida Aria
	Director of Operations	Vanessa Devlin
	Deputy Medical Director – Quality and Safety	Dr Sadira Teeluckdharry
	Deputy Medical Director- Medical Workforce, Professional Practice, MHA Legislation and Transformation	Dr Imran Waheed
	Associate Director for Older People & Specialties	Keisha Dell
	Clinical Director for Older People	Dr Sue Adams
	Clinical Director for Specialties	Dr Sophie Tomlin
	Line Manager	Consultant Psychiatrist

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1. Job Summary

The primary role will be as Speciality Doctor providing medical input to assessments and care of community patients aged 65 years and above. The post holder will engage in multi professional assessments and management of these patients.

2. Introduction

Thank you for expressing an interest in our Trust.

Birmingham and Solihull Mental Health NHS Foundation Trust (BSMHFT) provides a comprehensive mental healthcare service for residents of Birmingham and Solihull and to communities in the West Midlands and beyond.

Birmingham is the second largest city in the UK and as a result brings with it a whole range of cultural, social, sporting and leisure opportunities. It is one of the youngest cities in Europe which adds to the vibrancy of the area.

We operate out of more than 50 sites and serve a culturally and socially diverse population of 1.2 million spread over 172 square miles. We have an annual budget of £240 million and a dedicated workforce of over 4,000 staff – making us one of the largest and most complex Mental Health Foundation Trusts in the country. Our catchment population is ethnically diverse and characterised in places by high levels of deprivation, low earnings and unemployment. These factors create a higher requirement for access to health services and a greater need for innovative ways of engaging people from the most affected areas.

This gives us the perfect opportunity to try new ways of engaging, educating and interacting with our population. This additional creativity is essential to enable us to fulfil our ambition to ensure that all members of our population with mental illness access the care and the help that they need at the time that they need it.

We provide a wide range of inpatient, community, and specialist mental health services, including:

- Adult community and inpatient services
- Substance misuse services
- Mental health services for older people
- Services for children and young people
- Specialist and complex care, including perinatal, deaf service, eating disorders and neuropsychiatry
- Offender health, including delivery of healthcare services at HMP Birmingham
- Specialist psychological services
- Services for homeless people
- Liaison Psychiatry service within acute hospitals
- Improving Access to Psychological Therapies (IAPT)

Together, these services include elements of rehabilitation, crisis and home treatment, assertive outreach, early intervention, addictions, day services and mental health wellbeing.

The address of our Trust Corporate Headquarters is:

Birmingham and Solihull Mental Health NHS Foundation Trust
Uffculme Centre, 52 Queensbridge Road, Birmingham, B13 8QY

Tel: 0121 301 1111

Email: bsmhft.commsteam@nhs.net

Website: www.bsmhft.nhs.uk

3. Our Vision and Values

Our Vision

As an organisation, our vision describes what we want to achieve – our aspiration for the future. Our vision is at the heart of everything we do and every decision that we make.

Our vision is simple: ***Improving mental health wellbeing***

We are working in four keyways to achieve this vision which the following themes running through our strategy:

Driving change

Leading the way and encouraging collaboration across systems to develop joined up, integrated mental health services for our population.

Continuous improvement

Continually seeking to question, improve, learn and innovate through our practices, our research and our developments.

Working together

Co-producing our strategies and plans with our people, our partners and our service users, families and carers.

Reducing inequalities

Working in a way that tackles discrimination, addresses stigma, and encourages equality for all.

Our Values

Our values are core to our Trust, are integral to our strategy and who we are. They are promoted through everything we do.



Compassionate

- Supporting recovery for all and maintaining hope for the future
- Being kind to ourselves and others
- Showing empathy for others and appreciating vulnerability in each of us

Inclusive

- Treating people fairly, with dignity and respect
- Challenging all forms of discrimination
- Valuing all voices so we all feel we belong

Committed

- Striving to deliver the best work and keeping service users at the heart
- Taking responsibility for our work and doing what we say we will
- Courage to question to help us learn, improve and grow together
-

4. Our Operating Structure and Services

The Trust Chair is Phillip Gayle and the Chief Executive is Roisin Fallon-Williams. Our Trust Board currently comprises our Chair, six Non-Executive Directors, the Chief Executive and four Executive Directors. The Board has collective responsibility for the direction and performance of the Trust and to ensure that the Trust meets its obligations to the current independent regulator for Foundation Trusts, Monitor.

We work beyond our borders to support our neighbouring trusts as part of the Mental Health Alliance for Excellence, Resilience, Innovation and Training (MERIT). This is made up of the local Trusts in the West Midlands working in partnership to transform the way acute mental health services are provided to service users, patients and their carers across the region.

BSMHFT is a Digital Exemplar trust and as such we have an ambitious programme of improving patient care and efficiency using digital technology and systems. This has already seen tremendous success with digital records and digital prescribing and will be extended further in the future.

Quality is an important focus for our Trust. These innovations help to raise the quality of care our service users and families receive, we are keen to improve the quality of care further in collaboration between service users, clinicians and academics. The aim is to ensure quality is embedded in every aspect of our work.

The Trust has the following Service Directorates:

Integrated Community Care and Recovery (ICCR)

Includes Community Mental Health Teams, Assertive Outreach Teams, Inpatient Rehabilitation Units, Solihull CAMHS SOLAR, Solihull Addictions SIAS, Specialist Psychotherapy Service, Homeless CMHT, Homeless Primary Care and Recovery Near You Wolverhampton

Acute Care and Urgent Care

Acute care includes Crisis and Home Treatment Teams, Acute Adult Inpatient Units and Psychiatric Intensive Care Units;

Urgent care includes Liaison Psychiatry, Street Triage, Place of Safety, Psychiatric Decision Unit

Older People and Specialties

Adult Services - Older Adult CMHTs and OA Inpatient Units and Specialist Services including Neuropsychiatry, Eating Disorders, Perinatal Services and Specialist Mental Health Services for the Deaf

Secure and Offender Services

Includes Community Forensic Teams, FIRST Team and Inpatient Forensic Services

Each of these Directorates is led by an Associate Director and a Clinical Director. The Directorates are further supported by Heads of Service and Clinical Service Managers who work closely with the Team Managers and Clinicians of the relevant teams.

5. Our Academic Links – Undergraduate and Postgraduate Medical Education

BSMHFT has teaching status, and this reflects the close relationship between the Trust and Birmingham University's in all aspects of education, research and development. The Department of Psychiatry of the University of Birmingham is currently located within the National Centre for Mental Health in the Barberry building which itself lies in close proximity to the medical school and main university campus. The current Head of the Department of Psychiatry is Professor Femi Oyeboode. The department is part of a wider Division of Neurosciences at the University.

We are the largest teaching Trust for medical undergraduate psychiatry training with over 450 students enjoying placements with the Trust each year. Students are received from both the University of Birmingham and Aston University Medical Schools. Clinical teaching of psychiatry occurs during the fourth and fifth years. We have a thriving teaching community and there are opportunities for Consultants and SAS doctors to teach on lecture programmes and to supervise medical student projects.

The Trust also delivers high quality post-graduate training at foundation, core, and higher specialist training levels. The Associate Medical Director for Medical Education is Dr Ruth Scally who leads a dynamic postgraduate medical education department. Creativity and innovation in teaching is encouraged with an emphasis on simulation and the use of digital technology.

All trainee doctors receive one hour of education supervision time per week, over and above day to day clinical supervision.

There is a weekly postgraduate programme of case conferences, journal clubs and audit meetings which the post holder may participate in.

In addition to our educational links with Birmingham and Aston, we have a strong partnership with the University of Warwick Medical School primarily through Associate Clinical Professor Vivek Furtado, in Forensic Psychiatry. The School of Mental Health and Wellbeing at the university offers a unique combination of experts in psychiatry, public health, cardiovascular health, psychology, social sciences and community paediatrics. Their research activities include epidemiology, trials of complex interventions at individual, family and community levels, and understanding socio-cultural and environmental determinants of mental health and wellbeing. For forensic psychiatry, Associate Professor Furtado leads on research spanning forensic psychiatry, long term care in forensic psychiatry, old age psychiatry, prison psychiatry, old age forensic psychiatry, systematic reviews and health economics.

6. Research and Innovation

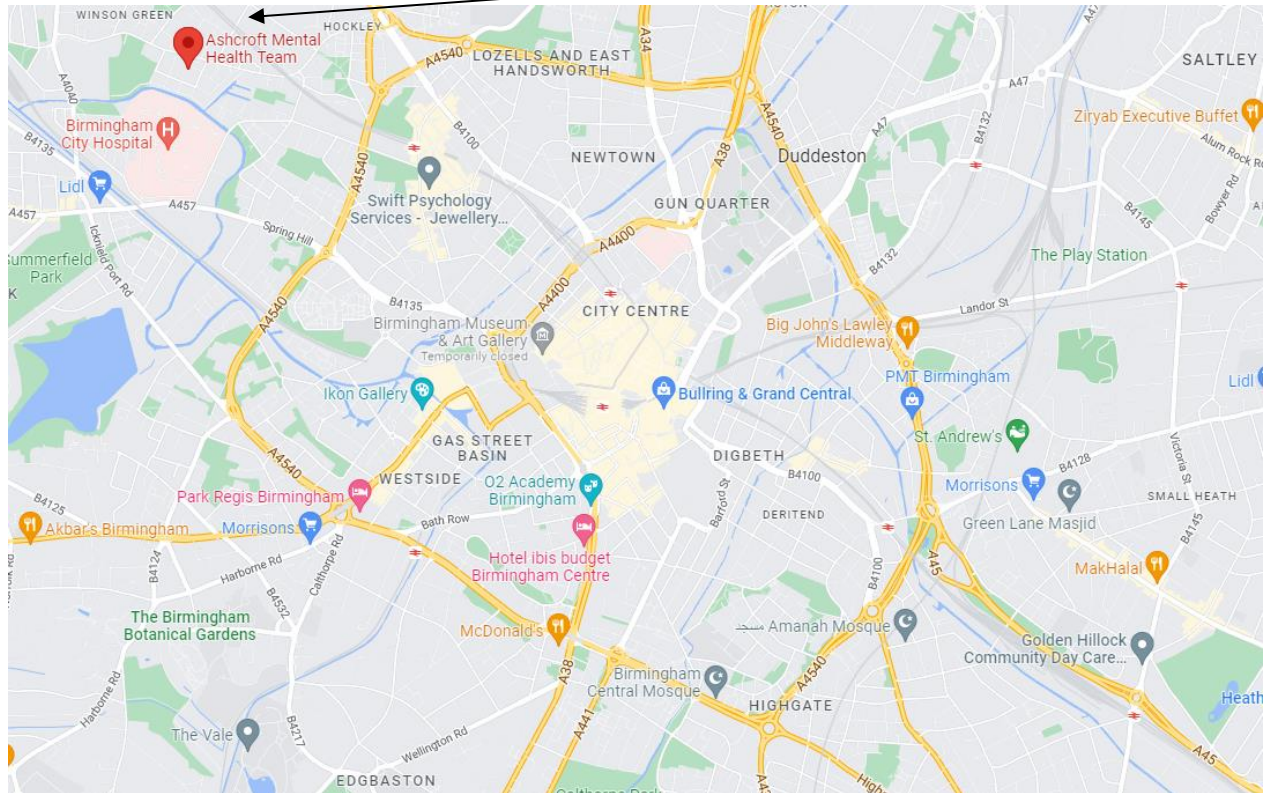
The Trust has an approved Research and Development (R&D) strategy, which aims to make BSMHFT one of the most research active mental health trusts in the UK and internationally, while also aiming to ensure that our service users benefit from this locally. The Trust is an active participant in local and national Clinical Research Networks (LCRN). A number of academic psychiatrists employed by the University undertake clinical activities within BSMHFT and some BSMHFT staff have honorary positions with the University in research or teaching roles.

We see the expansion of our research capacity, capability and activity as key to ensure service users and families receive the very best care. We want our clinicians to operate at the cutting edge of research and innovation, to ensure that we provide the highest quality services to our patients. We believe that this will enable us to recruit and retain the highest calibre of healthcare professionals which will bring about the best outcomes for our population.

We will support post holders to be involved in research and innovation at the Trust by ensuring that they are up to date with the creation of the latest evidence base.

7. The Service, Demographics and Caseload numbers

Location of base : Ashcroft Unit, The Moorings, Hockley, B18 5SD



West Hub CMHT has an experienced Band 8 team manager, 7 CPNs, 1 clinical psychologist, and other professionals. There are 2 Specialty Doctors, 2 Senior Psychiatry Trainees and 2 FY trainees.

West Hub CMHT manages a caseload of around 35,000 patients. There is an average of 10 new referrals each week

Current Medical staff:

- 2 WTE Consultant
- 2 SAS Doctors
- 1 Higher trainee
- 2 FY Trainees
- 1 Core Trainees

It is anticipated that the Specialty Doctor holds a case load of around 150 patients whose needs are of low to moderate complexity.

At least 50% of the working time should be dedicated to face-to-face contact with patients and it is anticipated that there shall be at least 20 - 25 such contacts per week.

There will be 2 out-patient clinics per week which are attended by the consultant, SAS and FY2 trainee. A total of 12 patients are seen in the clinic with a maximum of 2 new patients each, shared between the 3 doctors. Clinical supervision is provided if needed.

8. The Post

Specialty Doctor in Older People Community Mental Health Services (West Hub)

This is a replacement post due to the retirement of the previous post holder.

Responsibilities of the posts will include assessing new referrals from GPs and other referrers, including transfers from Home Treatment Teams and internal transfers from other teams within the Trust, in patients over the age of 65 years, making an appropriate diagnosis, formulating management plans in the short term and long term. Although predominantly patients for this CMHT will be older adults over the age of 65 there will be occasions when younger individuals will also be assessed and would need similar service as others. This post deals with the assessment and management of individuals with severe and enduring mental disorders.

The post holder will work with the consultant, team manager, CPNs and support workers to ensure integrated care of all patients. The post holder will provide medical input to the multidisciplinary teams with attendance at care coordination reviews and weekly multidisciplinary review meetings.

9. Role of post in terms of strategic service development and business planning

There is a strong Clinical Governance framework including service and overall programme committees, which report to the Trust CGC. Doctors are expected to regularly attend their local CGC and audit meetings and to supervise and participate in clinical audit usually with colleagues. There is a programme Clinical Governance Facilitator who supports governance activities.

Doctors are also expected to participate in Quality Improvement activities and can access Quality Improvement training if required.

Active involvement in audits and CQC inspection and action plans is expected of the Specialty Doctor.

10. Duties & Responsibilities

1. Provide assessments for patients with mental health difficulties referred by General Practitioners from the designated catchment area or transferred from other services within the Trust e.g., Home treatment, and formulate care plans informed by best evidence-based practice.
2. Develop risk assessment and management plans in conjunction with the Multidisciplinary team, service user, carers and other involved agencies and facilitate maximum empowerment of the service user and carer in developing informed choice of treatment interventions.
3. Identify and advocate for resource.
4. Prescribe antipsychotic medication and regularly review patients to ensure symptomatic recovery on lowest possible dose.

5. Oversee the physical health care of patients and in particular screen and intervene for metabolic syndrome.
6. Undertake assessments to include Mental Health Act assessments where appropriate.
7. Complete all documentation following each clinical contact using our electronic notes system (RIO) in a timely manner. The Trust policy requires input of all notes within a maximum 3 days, although normally clinicians aim to input notes on the same or the next day.
8. When a patient is discharged from services, complete a full and comprehensive discharge summary.
9. Proactively liaise with other mental health teams and primary care to ensure continuity of care and appropriate information sharing.
10. Contribute to the teaching of medical students and junior doctors attached to the teams and members of the MDT.
11. Participate in Clinical Governance reporting processes, developing audits of practice and ensuring compliance with basic standards of care.
12. Promote equality of access to Community Services, ensuring services are provided in a culturally sensitive manner
13. Take positive steps in working practices to counter stigma in Mental Health.
14. Liaise closely with other functional teams and Trust services, as well as with General Practitioners within the locality to ensure provision of consistent and appropriate treatment services.
15. Maintain links, as appropriate, with the various statutory and non-statutory services involved in the care of individuals under your care.
16. Provide reciprocal cover for annual, study and sick leave of colleagues.
17. Remain registered for CPD and maintain up to date knowledge and expertise.

11. Job Plan and Timetable

An indicative job plan:

8.5 PAs Direct Clinical Care (DCC)

1.5 PAs Supporting Professional Activities (SPA)

Job plans are developed and agreed jointly with the clinical lead and are reviewed regularly or as the need arises.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	MDT	Outpatient Clinic	PGME Teaching (9.15am-10.30am) Supervision (0.5 SPA)	Outpatient Clinic	Home Visits
PM	Home Visits	Admin	Home Visits	Admin	CPD (1 SPA)

Job plans are recorded electronically and will be reviewed annually or if there are any significant changes. Workload will be adjusted during job plan reviews. The job plan takes into account of travel time between sites.

SPAs provide ring-fenced time for supervision, CPD, audit and non-clinical admin.

12. On Call arrangements

There is no contractual requirement to participate in an on call rota. However, if the candidate is Section 12(2) approved, there may be opportunities to participate in the StR rotas.

13. Support to the post holder and for the role

We know that moving to a new trust or a new role can be stressful and difficult. We will provide support to make this as easy as possible.

We offer a Trust and local induction programme and support the West Midlands RCPsych Mentorship scheme and encourage all new doctors to identify a mentor to support with transitional steps. As a trust we want all staff members to reach their full potential, and we want to support with every step of your development. We recognise challenges post Covid-19 pandemic and hope that our well-established wellbeing offer is able to support during difficult times. We want the best for our local population and to achieve this we strive to do the best for our staff.

There is a monthly peer-group meeting of Specialty Doctors (which includes teaching sessions), which the post holder will be encouraged to attend. There is also an MRCPsych course for trainee doctors which the Specialty Doctor will be welcome to join if they wish.

We have an established process to support Specialty Doctors who wish to explore career progression in terms of Acting Up opportunities and support of CESR applications.

There is a Trust Postgraduate Academic Programme which the candidate will be welcome to join.

The supervising Consultant is Dr Abdul Patel who will provide weekly protected supervision.

SAS tutor: Ishtiaq Ahmed, SAS peer group lead

Support from medical and non-medical colleagues:

The postholder will be supervised by the Consultant and supported by the local team (including a Team Manager, Clinical Service Manager).

Secretarial and admin support:

There will be access to a medical secretary and team administrative support.

Office Arrangements and access to IT equipment:

The administrative base will be well-equipped and the Specialty Doctor will have office accommodation, single or shared, depending on location. A personal computer will also be provided

In addition, support for remote working will be provided with laptop connected to RiO and other Trust systems, along with a mobile phone, according to the requirements of the post. This can support flexible working and efficient on call work where applicable.

14. Continuing Professional Development (CPD)

The post-holder will be expected to remain in Good Standing for Continuing Professional Development. Time and resources will be made available for the post holder to effectively participate in CPD activities. The post holder will have access to a local CPD peer group.

Study Leave:

Specialty Doctors are entitled to 10 days of study leave per year with pay and expenses (for UK based events), in accordance with the study leave policy that requires appropriate cover to be arranged and an application form to be completed detailing the objective of the study leave, its connection to the applicant's PDP and the benefits of the leave to the applicant and the service area.

CESR Programme:

The Trust has a great CESR programme and has committed to the SAS Charter to help doctors progress in their career and gain Specialist Registration. SAS doctors are supported by the Trust SAS Lead and are encouraged to gain Approved Clinician status. A number of SAS doctors have been supported to obtain Consultant posts within the Trust.

15. Appraisal and Revalidation

The post-holder will be required to participate in annual appraisal. This will be undertaken by a trained appraiser and provides a supportive framework to ensure all Consultants and Specialty Doctors have a personal development plan which supports their CPD activities. In addition, participation in multi-source feedback/360 appraisal is required as part of the GMC revalidation process.

16. General Terms and Conditions**Employer**

The post-holder will be employed by Birmingham and Solihull Mental Health NHS Trust.

Remuneration

The salary will be in accordance with the Terms and Conditions – Specialty Doctors (England 2021). The salary scale from 1 April 2023 is £52,530 per annum to £82,400 per annum, based on a full time contract of 10 programmed activities (PAs) per week. The salary on commencement will depend on a Specialty Doctor's seniority.

Progression through the thresholds will be dependent upon satisfactory performance, as assessed through the job planning and appraisal mechanisms.

Relocation expenses may be reimbursed subject to eligibility. The policy provides for reimbursement up to £8,000.

Annual Leave

The post-holder will be entitled to the annual leave provision outlined in the Terms and Conditions – Specialty Doctors (England 2021) with additional leave approved at Trust level. Entitlements are:

33 days per annum rising to 35 days after 7 complete years of service.

Requests for annual leave should be submitted to the Consultant supervisor for authorisation. Adequate cover arrangements are the responsibility of the post-holder and should be in place prior to leave being taken.

In addition there is an entitlement to 8 public/statutory holidays as follows:

New Year's Day
Good Friday
Easter Monday
May Day
Spring Bank Holiday
August Bank Holiday
Christmas Day
Boxing Day

Cover for Colleagues

The post-holder will be expected to provide reciprocal cover for colleagues during annual, study and short-term sick leave.

Health Clearance

The successful applicant will be required to complete a health questionnaire and obtain clearance from the Occupational Health Department as a condition of employment.

Health and Wellbeing

All staff have access to a range of initiatives across the Trust. See Appendix 2 for full information.

Health and Safety

Staff must ensure that they are familiar with the requirements of the Health and Safety at Work Act (1974), the Trust's Health & Safety policies/codes of practice or regulations applicable to the workplace.

No Smoking

This Trust acknowledges its responsibility to provide a safe, smoke free environment, and to ensure that it makes provision for its employees, service users and visitors. The Trust therefore actively discourages smoking on Trust property.

SAS Charter

BSMHFT has fully signed up to the SAS Charter, a process developed by the British Medical Association for Specialist, Associate and Specialty Doctors, in relation to pay, working conditions and career development.

Rehabilitation of Offenders Act

Because of the nature of the work of this post, it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974

(Exempt Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those which are 'spent' under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in disciplinary action including dismissal being taken by the Trust. Any information provided will be treated with confidence.

Confidentiality

It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The postholder must ensure that the confidentiality of personal data remains secure and the terms of the Data Protection Act are met in respect of information held on the Trust's computerised systems.

Equal Opportunities

The Trust is committed to equality of opportunity. Equal opportunities is an important part of the human resource function and all staff are required to ensure that all policies and practices are in accordance with current legislation, good practice and the NHS Executive's Planning & Priorities Guidance 1996/7.

17. Contact details for further Information

For further information or to make arrangements to visit the Trust, please contact:

Dr Sue Adams
Consultant Chartered Clinical Psychologist; and
Clinical Director
Juniper Centre
Alcester Road
Moseley
Birmingham
B14 8AQ
Tel: 0121 301 5836 (PA Joy James) or 07985 883 458
Email: Sue.Adams14@nhs.net

Dr Abdul Patel,
Consultant Old Age Psychiatry
Ashcroft Unit, West Hub CMHT
The Moorings, Lodge Road
Hockley, Birmingham
B18 5SD
Phone: 0121 3016191
Email: Abdul.Patel1@nhs.net

Appendix 1 - PERSON SPECIFICATION:		
Specialty Doctor in Older Adult Community Mental Health Team (West Hub)		
	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> Recognised medical degree Full GMC registration with a licence to practice Eligible for approval under Section 12(2) of the Mental Health Act. 	<ul style="list-style-type: none"> MRCPsych or equivalent Approved under Section 12(2) of the Mental Health Act (1983)
TRAINING	<ul style="list-style-type: none"> Completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be within a psychiatry training programme or as a fixed term specialty trainee within psychiatry; or have equivalent experience and competences. Commitment to personal programme of Continuing Professional Development. 	<ul style="list-style-type: none"> Broad clinical training in psychiatry including both inpatient and community service
EXPERIENCE	<ul style="list-style-type: none"> At least two years experience in Old Age Psychiatry. At least two years experience of working in psychiatry, including working with people suffering from severe mental illness, preferably in a community setting Experience of teaching and training at an undergraduate/postgraduate level 	<ul style="list-style-type: none"> Experience serving a multi-cultural, multi-ethnic population. Experience of providing psychological and/or social interventions Experience of contributing to or completion of a service improvement project
RESEARCH & AUDIT	<ul style="list-style-type: none"> Commitment to clinical audit and quality improvement within multi-disciplinary team. 	<ul style="list-style-type: none"> Completed clinically relevant audit projects
PERSONAL SKILLS	<ul style="list-style-type: none"> Flexibility and adaptability to respond to changing service needs. Excellent communication skills. Ability to work creatively within multi-disciplinary team. 	<ul style="list-style-type: none"> Skills in working with individuals who are difficult to engage.
OTHER	<ul style="list-style-type: none"> Demonstrable interest in the provision of gender sensitive mental health service 	
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> Able to travel across the community base area 	

Appendix 2 – HEALTH AND WELL-BEING OFFER

Health and well-being support is available to all BSMHFT staff in a variety of forums and formats. We have a specific calendar of activities taking place throughout the year and toolkits available to support managers and staff. Further information on services available are provided below:

PAM Occupational Health support

People Asset Management Ltd (PAM) is our provider of occupational health and wellbeing services. They offer a number of services to help us take care of our physical and mental health. Referrals can either be made through your line manager or through self-referral.

Employee Assistance Programme (EAP) ‘PAM Assist’

A free, 24/7 confidential service, created to help you access guidance and support when you need it. Support is available via telephone, online, app or face to face, in a variety of areas, including:

Personal Life	Health	Growing Older
<ul style="list-style-type: none">• Buying a new Home• Getting Married• Raising Children• Family Friction• Bereavement• Pregnancy• Addictions• Infertility• Miscarriage• Parents at Home• Abuse• Anxiety• Discrimination• Legal Problems• Housing• Neighbours	<ul style="list-style-type: none">• Health Advice• Health Terminal Illness• Drug / Alcohol Abuse• Long term illness• Accident & Injury• Post natal depression• Nurse Helpline	<ul style="list-style-type: none">• Retirement planning• Life after work activities• Early retirement• Relationships• Keeping healthy• Estate Planning• Loneliness
	At Work	Money Management
	<ul style="list-style-type: none">• Employment disputes• Starting a new job• Returning to work• Redundancy• Dealing with Conflict• Flexible working rights• Mediation	<ul style="list-style-type: none">• Debt management• Budgeting• Reduced income• Identity theft• Credit cards• Interest rates and finance• Court proceedings

Physiotherapy

Whether your injury or discomfort has been caused by work or not, our occupational health provider (PAM) provide a comprehensive service and interventions to help you recover. Telephone advice and initial assessment is completed through the Physio Health Information Line which is PAM's physiotherapy service

Workstation Assessments

PAM (our Occupational Health Provider) offer Ergonomic Workstation Assessments as part of their wellbeing service. An Ergonomic assessment are for staff with more complex issues or diagnosed conditions and are completed by specialist staff either from PAM or Posturite.

Staff physical spaces : Take a moment rooms

These rooms give colleagues a safe space to unwind, relax and take time out. We currently have four sites within the Trust with this provision at Juniper, Ardenleigh, Reaside and Rookery Gardens.

Compassionate Mind Training Sessions

Training to help us understand how our brains can lead us to feeling a sense of threat, which can make us very self-critical. Through learning to understand our bodies and minds and developing ways to bring compassion to our experiences, we can be better equipped to deal with life's difficulties.

Post incident support toolkit

Provides various support mechanisms and resources for staff or managers following and incident including how to access ongoing/longer term support and for staff who are required to give evidence in court or legal processes. Includes peer groups, Balint Groups and access to Mentoring and Coaching.

Needle Stick Helpline

We have a dedicate helpline available 24/7 for staff if they sustain a needle stick injury.

Menopause toolkit

As part of the Trust's wellbeing strategy a toolkit has been developed to support women and help managers to have conversations with staff about any support they need and to create an open and inclusive culture.

Financial wellbeing

As a valued NHS colleague you have access to a range of discounts and offers via a Blue Light Card and Vivup. In addition, whether you drive, take the bus or cycle, we have schemes and discounts available to support you in getting around.

Vaccination clinics

Flu and Covid-19 vaccination clinics provided to staff covering the majority of our Trust sites in line with the national calendar of vaccinations.

Caring Minds

Caring Minds is our Trust charity and raises funds to provide resources to enhance our wellbeing

Recovery College

Open to all staff, service users, families and carers. Provides a range of courses including *Beginning Mindfulness*, *Caring in a Crisis* and *Five Ways to Wellbeing*.

Staff Wellbeing Courses

Developed by our Learning and Development team to include *Mind Managing Mental Health Awareness at Work* and *Psychological First Aid*