

JOB DESCRIPTION FOR THE POST OF CONSULTANT PSYCHIATRIST ADULT COMMUNITY SERVICE BRIDGWATER

TITLE:	CONSULTANT PSYCHIATRIST Adult Community Service, Bridgwater
PAYSCALE:	Consultant YC72
DIRECTORATE	Medical Directorate
ACCOUNTABLE TO:	Medical Director (via Clinical Director)
REPORTS TO:	Clinical Director, Adult Mental Health & CRHTT
RESPONSIBLE FOR:	Community Psychiatry Medical Services, Bridgwater

JOB SUMMARY:

This is a **full-time** WTE post in the Bridgwater Community Mental health service based in Glanville House. There can be some flexibility in the working time equivalent depending on successful candidate's requirements. Therefore, if an appropriate candidate who cannot work fulltime applies this application will be considered by management. This post arises due to re-location of a previous psychiatrist and expansion of community psychiatry service. Some remote working can be considered.

Somerset Foundation Trust was formed due to a merger of mental health, community health and acute care trusts (Musgrove Park Hospital and Yeovil District hospital). This has enabled more joined up care, better long-term planning for future healthcare in Somerset, stronger leadership and joint training.

This post provides senior psychiatric services to community mental health teams for three of the 12 GP surgeries in the Bridgwater and Burnham area. Patients may be under the care of the Bridgwater Adult Community Mental Health team (CMHT) and a smaller number with the Somerset Coast Assertive Outreach Team (AOT).

The post is in the Somerset Coast Locality which includes 5 Consultant Psychiatry roles - 1.0 WTE consultant (this post), 0.5 WTE (Dr Jane Hicks), 0.4 WTE (Dr Anton Muller), 0.5 WTE post (Dr Martin Eales) and 0.5 WTE post (Dr Chris Mortimore).

The community psychiatrists work together as a team, offering general support, cross cover arrangements for leave and have offices grouped together. The responsible doctor is determined by GP alignment. The medical secretaries also work closely together.

Medical input will be supported by a newly appointed full-time Advanced Nurse Practitioner working within the CMHT, who will work as a leader, completing episodes of care, prescribing, helping to run clozapine clinic and key working alongside doctors and CMHT staff.

The core CMHT works closely with the wider community mental health service and is referred to as the Community Mental Health service. This consists of therapists, psychologists, occupational therapists, social workers, mental health nurses, psychiatrists and four managers and a number of other staff with specific focuses. We work together especially in complex cases and where there is higher risk to support patients and colleagues. This working together includes within patient consultation, professionals' meetings, care planning, referrals meetings and multi-disciplinary team meetings. We also have formal liaison meetings with inpatient services planning admissions and discharges. Several months ago, the directorate replaced CPA with an electronic Dialogue plus which is followed by keyworkers within the CMHT and many parts of the organisation.

Aligned services within the CMHS include the Somerset Coast Assertive Outreach team, the Dual Diagnosis service which can include a non-medical prescriber, Relational Recovery Workers for patients with complex emotional needs/personality disorder/complex PTSD that run evidenced based individual and group therapy. We have well established employment support, carer support and family liaison services who are closely integrated within the service and attend MDT meetings.

To facilitate safe physical monitoring and prescribing all ECGs within CMHT are forwarded to a private cardiology service and appraisal sent to doctor.

The Clozapine clinic based in Glanville House is a well-functioning service which facilitates appropriate physical health monitoring and communication with psychiatrists.

Community services have expanded across the Trust with concomitant expansion in staff as we have built up a new service called Open Mental Health in the last 2 years. This service works closely with primary care, the wider community and the voluntary sector. This service includes psychologists, assistant psychologists, liaison staff, eating disorder leads and support workers. This staff body is linked in closely with CMHTs through team meetings and supervision. This affords greater skill mix and appropriate input for patients depending on risk level, diagnoses and previous mental health treatment. This gives many more options for patients referred or being discharged from mental health services. Linked software and interface meetings ensure all referrals have a considered and appropriate offer with reduced repeated assessments. We are able to provide a more holistic service with greater satisfaction for staff and patients.

There are designated consultants in the Eating disorder, Perinatal and first episode psychosis services that cover the Bridgwater area. ECT and rTMS is provided through a specialist team located at a dedicated suite on the Wellsprings hospital site in Taunton. There is specialist, centrally located ADHD and ASD services.

There are no inpatient responsibilities specifically attached to this post. There is however a requirement to provide cross cover for planned annual leave to the inpatient rehabilitation (Willow) and low secure (Ash) wards located at Broadway Park, Bridgwater. This is easily shared between colleagues and is not an onerous duty. Cross cover is also required for the Bridgwater Home Treatment Team consultant on days she does not work.

Acute admission inpatient beds for Bridgwater are in Rydon Ward 2, Wellsprings Hospital Site, Taunton. This is a 15 bedded acute ward for adults of working age from

the Somerset Coast Locality. There is a weekly liaison meeting – remotely accessed – between community and in-patient services.

Also on this site are Rydon Ward 1 (a 15 bedded ward for adults of working age from the Taunton area), Pyrland Ward, (an older person's mental health ward), Holford Ward (a 10 bedded Psychiatric Intensive Care Unit serving the whole of Somerset) and Foundation House (the community mental health team base for Taunton).

The post is subject to national terms and conditions of service.



DATE OF JOB DESCRIPTION: July 2022

LOCAL POPULATION:

The whole population numbers for individual GP surgeries allocated to the adult community psychiatry consultant posts in Bridgwater and Burnham are as follows:

Bridgwater 0.5 WTE (Dr Jane Hicks)

- | | |
|-------------------------------------|-------|
| • Burnham and Berrow Medical Centre | 16465 |
| • North Petherton surgery | 6,389 |

TOTAL	22,854
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Bridgwater WTE (this post)

- | | |
|-------------------------------|--------|
| • Taunton Road medical centre | 13,930 |
| • Quantock Medical Centre | 3,683 |
| • Brent Area Medical Centre | 2,893 |

TOTAL	20,506
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Bridgwater 0.4 WTE (Dr Anton Muller)

- | | |
|-----------------------------|--------|
| • East Quay Medical Centre | 15,171 |
| • Cannington Medical Centre | 5,216 |

TOTAL	20,387
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Bridgwater 0.5 WTE (Dr Martin Eales)

- | | |
|------------------------------------|--------|
| • Redgate Medical Centre | 6,448 |
| • Somerset Bridge Medical Centre | 4,310 |
| • Cranleigh Gardens Medical Centre | 11,209 |

TOTAL	21,967
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Burnham 0.5 WTE (Dr Chris Mortimore)

- | | |
|-----------------------------|--------|
| • Highbridge Medical Centre | 12,184 |
| • Polden Medical Centre | 9,623 |

TOTAL	21,807
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WORKLOAD / REFERRAL RATES:

Emergency (same day) referrals including patients at risk of admission are dealt with through the Somerset Coast Home Treatment Team, which also acts as the gatekeeper for admissions to the inpatient ward. This team operates 7 days a week (9am to 9pm). Assessments are undertaken by the team, routinely without the involvement of medical staff. There is a 0.6 WTE consultant who supports the HTT. Therefore for 2 days of the week the CMHT doctors may have to offer some medical support to HTT staff.

The HTT works with Urgent Care hub, a county wide service based in Foundation House, Taunton that manages inpatient care.

Routine and urgent referrals from GPs and other sources are dealt with through the Bridgwater Adult CMHT which forms a single point of access. This team operates within office hours (Monday to Friday 9 am to 5pm). Referrals are administered through four **Local Leadership Group (LLG)** meetings. These arrangements are regularly reviewed to ensure efficient use of staff time. These meetings are attended by senior staff including managers, administrators, psychologists, Somerset Talking Therapy Service manager, personality and eating disorder leads. Exact membership varies and one doctor attends each meeting, with the meeting lasting 1 hour. A team member triages relevant cases. DNAs are discussed to ensure appropriate safeguarding. Medical staff take a proportion of referrals as clinically indicated either for joint assessment with a team member or more usually as individual outpatient assessments. Workload figures are given below.

Referrals into the single point of access are approximately 114 per month. From the LLG referrals are passed onto medical team for either OP appointment, joint OP appointment (with a member of CMHT) or write back to referrer – this varies between 15-22 per month divided between doctors based on GP alignment. Each catchment area has been divided to ensure similar referral rates. This post's group of GPs referred approximately 1450 cases to the CMHT in the calendar year of 2021. The doctors assess a percentage of the cases accepted through the Local leadership meeting and may also see cases for medical review at a later point in the assessment/treatment process.

The total number of open referrals to the Community Mental Health Team in July 2022 was 392. This number comprises those being key-worked and a small number waiting allocation. There are 20 cases open to the Assertive Outreach team.

The total number of open referrals to the Community Mental health team in January 2020 was 240. This number comprises those being care co-ordinated, average of 35 receiving a brief intervention (BIT) and a small number waiting allocation/BIT. There are 20 cases open to the Assertive Outreach team.

Additional work is generated by Mental Health Act (MHA) assessments. The post-holder will act as the primary Trust Section 12 doctor for all MHA assessments in office hours arising from their catchment area. They will also be expected to participate in MHA assessments for patients at Bridgwater Custody Centre in mutually agreed arrangements with consultant colleagues. The consultant can claim a fee for these assessments. It is rare than pre-planned appointment would have to be altered due to MHAAs.

There may be a small number of patients managed under a Community Treatment Order or under Section 37/41 and this gives rise to a requirement for reports and

occasional review hearings. There is appropriate training available for court order case management.

All teams are based at Glanville House and the CMHT and the HTT have open plan offices on the same floor, with the AOT and STEP (first episode psychosis service) teams also in a neighbouring office. All outpatient clinics associated with this post are undertaken at Glanville House. It is occasionally necessary to undertake home visits within working hours. Most patients for this post reside in Bridgwater or surrounding villages.

RESOURCES:

- Sharing a private office at Glanville House, with another part-time consultant, located in the centre of Bridgwater (accessible from Junctions 23 or 24 of the M5 motorway)
- Two medical secretaries complete work for the 5 doctors in the service.
- Landline and mobile telephone
- Dedicated use of a desktop and / or laptop computer (according to preference) with internet, email and access to the patient electronic record system (RiO)
- Access to IT and informatics support
- There are no specialty doctors or other psychiatric trainees attached to this post but the post-holder can apply to become an educational supervisor for doctors training in psychiatry. Dr Mortimore and Dr Muller are educational supervisors.

TEAM COMPOSITION

- Bridgwater Adult CMHT:
 - 2.4 Team Managers
 - 5.4 Community Psychiatric nurses
 - 1.0 Social Worker
 - 2.0 Clinical associate psychologists
 - 0.6 WTS Occupational therapist
 - 3.0 Support, Time and Recovery workers
 - 1.0 Peer Support workers (2 x 0.5)
 - 1.0 Nursing Associate
 - 4.0 Team secretaries
 - 2.0 Medical secretaries
- Somerset Coast AOT:
 - 2 Community Psychiatric nurses
 - 2 Support, Time and Recovery workers
 - 1 Occupational therapist (0.4 WTE)

ROLE OF THIS POST IN RELATION TO THE LOCAL SERVICE:

This is a community adult psychiatry job and the post-holder will work alongside four consultant colleagues providing senior medical services to the Bridgwater community mental health teams according to the arrangements set out above.

There are no specific inpatient responsibilities attached to this post (except cross cover for Willow and Ash Wards as stated above) and in-patients from Bridgwater area are managed by in-patient consultants on Rydon 2. The PICU is also based in Taunton (Holford Ward). The post-holder is expected to work closely with the inpatient teams, in particular with the inpatient consultants, to ensure smooth transition at admission to and discharge from the ward. However much of this role is now managed by HTT and Urgent care hub. Attendance at Section 117 and other CPA Review meetings at Rydon Ward are rarely required and can be done via video.

There is an older person's mental health team with dedicated consultant medical staff based in Glanville House which accepts referrals for patients over the age of 65. Inpatient services for older people in the Somerset Coast locality are based in Taunton (Pyrland Ward). Community services for child and adolescent psychiatry (CAMHS) are based at Foundation House in Taunton; the CAMHS inpatient ward (Wessex House) is located at Broadway Park in Bridgwater. There are specialist consultant posts for inpatient rehabilitation (Willow Ward) and low secure services (Ash Ward), also based at Broadway Park, Bridgwater. The nearest District General Hospital is Musgrove Park Hospital in Taunton; however psychiatric liaison services at this hospital fall outside of the duties of the post-holder. The Bridgwater Community hospital is part of Somerset FT and they have good working relationship with the CMHT and this assists with monitoring of physical health of the patient group.

There are designated consultants in the Eating Disorders and Perinatal services that cover the Bridgwater area. In 2020 the directorate has set up an ADHD service to assess and treat adults not previously diagnosed with ADHD, and a Forensic community service is now operational since April 2022 and is fully staffed; a community Rehabilitation service is being developed over the coming few months with a community and inpatient joint model with links to accommodation providers. Bridgwater patients will have access to these services.

As a specially arranged facility all ECGs completed as part of monitoring of prescribing within CMHT are forwarded to a private cardiology service and appraisal sent to doctor.

A more detailed description of the local service can be found in Appendix 1.

KEY RESPONSIBILITIES:

The post-holder will:

- deliver direct interventions including assessment, diagnosis and treatment of mental and physical health needs through outpatient clinics at Glanville House and domiciliary visits as required.
- act as Responsible Clinician (RC) for patients subject to a Community Treatment Order and occasionally, by mutual agreement, for patients on extended Section 17 leave from Rydon Ward. This will include the preparation of Mental Health Act (MHA) Review Tribunal and other reports and attending MHA Tribunals;
- undertake MHA assessments as the Trust Section 12 doctor for patients in their catchment area and for patients in Bridgwater Custody Centre (including those detained under S136);
- attend a local leadership group meeting once a week;
- work closely with the community teams to provide effective multidisciplinary collaborative care; this will include availability for consultation, case discussion and clear clinical leadership to the mental health service both and advice at the request of team members and / or the team managers.

- work collaboratively with the inpatient consultant and team based at Rydon Ward 2 to ensure smooth transition for patients admitted and discharged from the ward;
- fulfil the duties of the mutually agreed job plan;
- contribute to the development of community mental health services in line with best practice and nationally accredited standards;
- participate in Medical Audit, including audit of their own practice and attendance at quarterly Medical Audit meetings;
- understand and participate in the maintenance, monitoring and evaluation of service specific performance indicators and targets;
- maintain good standing with the Royal College of Psychiatrists for Continuing Professional Development (CPD); the Trust actively encourages continuing professional development and appropriate study leave and expenses will be supported by the Trust (up to 30 days study leave every three years);
- join a Trust peer group for CPD purposes (a group will be identified if this cannot be easily arranged by the post-holder with colleagues locally);
- provide cross cover for planned leave with the two other consultants based at Glanville House including cover for the other two Bridgwater consultants two days a week;
- comply with all Trust policies;
- participate in the local arrangements for peer supervision with consultant colleagues, including case-based discussion;
- undertake annual appraisal and job plan reviews;
- when possible attend the weekly Postgraduate Medical Education programme;
- attend Senior Medical Staff Advisory Group and Adult Psychiatrists meetings;
- work within the financial and other constraints decided upon by the Trust; additional resources will not be committed without the authorisation of the appropriate manager/budget holder.

There are no external duties associated with this post.

If the employee has concerns about the professional performance of a member of the medical staff they have a duty to speak to the person concerned, or if the matters is potentially serious, or satisfaction is not obtained with a direct approach, to discuss such concerns with the Trust's Medical Director or relevant Clinical Director.

OUT-OF-HOURS ON-CALL DUTIES:

- On-call duties are under review and the range of commitment to this can be discussed at interview or other opportunity with clinical director. The post-holder can chose a full slot in the senior out-of-hours on-call rota (subject to availability). Alternatively reduced roles can be discussed.
- This is a 1 in 10 rota operating 5pm to 9am on weekdays; at weekends the rota operates from 9am on Saturday morning to 9am on Monday morning.
- This rota provides senior medical cover including Responsible Clinician duties to all the in-patient wards in the Trust including CAMHS and the child and adolescent ward (Wessex House). It therefore covers inpatient services for adults of working age (Rydon 1 and 2 Wards in Taunton, Rowan Ward in Yeovil and St Andrews Ward in Wells), older people (Pyrland Ward in Taunton), the PICU (Holford Ward in Taunton), and the rehabilitation and low secure wards (Willow and Ash Wards respectively in Bridgwater). Hence it includes duties for patients within the following specialties: adult general, CAMS, old age, rehabilitation and learning disability.

- The senior on-call rota also involves MHA assessments in inpatient wards, the two Hospital Place of Safety suites (located in Yeovil and Taunton), the district general and community hospitals, police custody centres and also in the community.
- The rota attracts a payment of 1.25 PA (for the S12 component) and a 3% salary enhancement for the RC / senior medical cover for inpatient wards. Section fees are also paid for assessments (excluding current Trust inpatients).
- The rota is occasionally supported by senior trainees who accept calls before the consultant, but who require consultant supervision and stop working at midnight.
- Assessments in the Hospital Place of Safety are routinely not undertaken at night for patients arriving after 1am (at the discretion of the nurse in charge).

JOB PLAN:

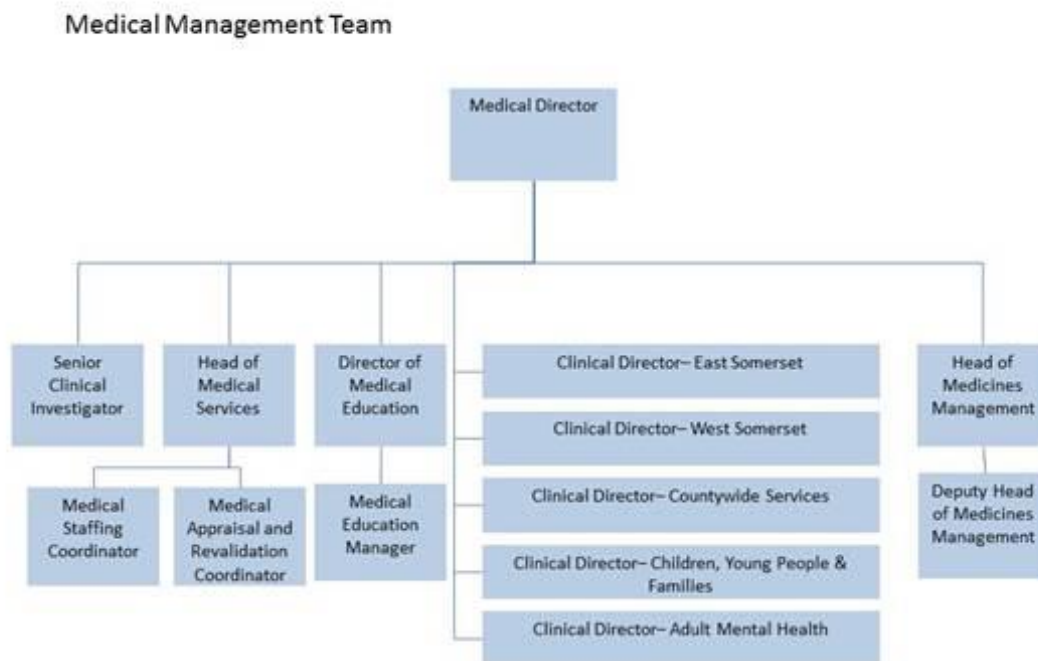
The Service is currently based within the Adult Mental Health Division. The Divisional Clinical Director is Jane Yandle. Dr Lucy Knight is medical director. The Associate Medical Director for Community Adult Mental Health and LD services is Dr Andreas Popadopolous. The Clinical Director for west somerset Community mental health is Dr Michael Campbell who will be this post-holder's line manager. The post-holder is expected to fulfil the duties of the weekly timetable. The following is a provisional timetable to be negotiated during job planning with the Clinical lead.

There is a Local Leadership meeting (main role being to process referrals appropriately at point of entry), team MDT and a liaison meeting, with inpatient ward, within the job plan. Attendance at CMHT business meetings is desirable for Governance and leadership reasons.

Day	Time	Location	Work
Wednesday	9.00-13.00	Glanville House/other sites	Postgraduate Education Meeting/CPD/Audit meeting (1.0 SPA)
Thursday	09.00-13.00	Glanville House	Outpatient Clinic (1 new and 4 follow up cases)
	13.00-17.00	Glanville House	CMHT meeting Clinical Admin
Friday	09.00-13.00	Glanville House	Outpatient Clinic (1 new and 4 follow up cases)
	13.00-17.00	Glanville House	Out –patient follow ups/administration

* The post-holder will have 1.5 SPA PA. There are many opportunities to take on a specific role (e.g. medical appraisal, chair of a governance group, participation in service development) depending on clinical needs of CMHT. This will be discussed in job planning. With expansion of medical management within the trust and recent merger with Musgrove Park Hospital there are a wider range of important and interesting roles available. Extra roles can lead to a change in job plan and increase in SPA PAs.

MEDICAL MANAGEMENT STRUCTURE



CLINICAL LEADERSHIP:

Medical staff are professionally and operationally accountable to the Medical Director (Dr Lucy Knight) through the Associate Medical Director Dr Andreas Popadoplous and Clinical Director, Dr Michael Campbell. The Head of the Mental Health Division is Neil Jackson. Operational Management of the Trust is led by the Chief Operating Officer through the Heads of Division.

The post-holder will be expected to attend the Senior Medical Staff Advisory Group which meets quarterly and includes all medical staff in the Trust. This meeting provides an opportunity for consultants to offer professional advice to the Executive Team and for senior managers to consult medical staff and inform them of key Trust business.

STUDY, TRAINING AND EDUCATION:

The Trust is supportive of Continuing Professional Development and will expect the post-holder to take part in CPD relevant to their specialty, to be registered with the Royal College of Psychiatrists and to maintain good standing for CPD with the College.

There is a newly devised induction course for senior doctors.

The Trust has a system of peer groups for consultants in line with the Royal College CPD process. Membership of a peer group is usually arranged mutually between consultant colleagues, but a group can be allocated by the Clinical Director if required. Peer groups approve CPD plans and provide an opportunity for Case-Based Discussions and peer clinical supervision with consultant colleagues.

Consultants are expected to seek peer supervision as required and to submit evidence of this in their annual appraisal portfolio. They can access supervision as required through the Clinical Director and through the Senior Clinical Review Panels, which include consultant colleagues.

Study leave entitlement, subject to the approval of the Clinical Lead, is up to 10 days per year or 30 days in any three-year period. Study leave will be granted to meet identified learning objectives agreed through the peer group.

There are no training posts attached to this job as yet, but the post-holder will be supported in applying to become an educational supervisor to allow training posts to be considered in the future as part of the postgraduate training scheme for psychiatry provided through the Severn School of Psychiatry.

Medical students on attachment from Bristol University are based in Taunton. The post-holder is encouraged to become involved in their teaching in discussion with the DME.

There is a medical library at the Wellsprings Hospital site in Taunton, with extensive journals, information technology and dedicated library staff.

RESEARCH / ACADEMIC RESOURCES:

The Trust Postgraduate Medical Education programme takes place on most Wednesday mornings. The post-holder is entitled to attend any of these teaching sessions. These normally occur at a venue in Taunton close to Foundation House. Dr Amanda Hoar is the Clinical Tutor responsible for this teaching. The tutor for Specialty Grades organises regular teaching which is also open to other medical staff in the Trust.

Somerset Partnership is committed to supporting research and development activities and has an active central research department based at Mallard Court in Bridgwater. The Trust is currently participating in a number of studies covering a range of specialties (Mental Health, Community Health, Learning Disabilities, Diabetes, Stroke, Dementia and Musculoskeletal Physiotherapy). The Trust has a Clinical Research Group and there are biannual Research Seminars to highlight research opportunities, promote research activity and to provide a forum for the presentation of research findings. The post-holder can become involved in research or volunteer to become a research champion by contacting the Head of Research and Clinical Effectiveness (Research@sompar.nhs.uk).

The post-holder will be expected to comply with the requirement of the Research Governance Framework and seek ethical approval for all research conducted in the Trust.

APPRAISAL / REVALIDATION ARRANGEMENTS:

The Trust has appointed a group of trained medical appraisers (who are all consultant and specialty doctor medical staff working within the Trust) that undertake annual appraisal reviews with all doctors. This is separate from line management arrangements. The process is supported by an electronic appraisal system provided by Allocate Software, which includes functionality for 360 multisource feed-back.

The Medical Director is the Responsible Officer for revalidation.

JOB PLANNING ARRANGEMENTS:

This job description will form a composite part of a job plan/timetable, which will be subject to periodic review jointly between the post-holder and Divisional Clinical Director. Job plans are routinely reviewed on an annual basis.

CLINICAL GOVERNANCE AND AUDIT:

The post-holder will be expected to comply with the Trust Clinical Governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit and review of outcomes working towards achievement of National and local performance management targets, complying with risk management policies, and participating in the Consultant appraisal process. Audit of one's own practice is a requirement for medical appraisal and the post-holder will be supported in achieving this.

Medical audit meetings are held quarterly. There are also a range of Best Practice Groups that promote evidence-based practice. These report to their Divisional Governance meetings.

PERSON SPECIFICATION

CONSULTANT PSYCHIATRIST, ADULT COMMUNITY SERVICE

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>MB BS or equivalent medical qualification</p> <p>Mental Health Act Approved Clinician / Section 12 approval or plans to achieve this status as soon as possible.</p> <p>Entry on GMC Specialist Register; eligible for entry on Register or within 6 months of receipt of Certificate of Completion of Training (CCT) at time of interview or CESR</p>	<p>MRCPsych</p> <p>Accredited for the training of junior doctors.</p> <p>Postgraduate thesis</p>
Knowledge and Experience	<p>Clinical training and experience required for gaining UK CCT/CESR including widespread and detailed experience of assessment and management of patients in adult community psychiatry.</p> <p>Ability to offer expert clinical care of patients.</p> <p>Previous experience of working in general adult psychiatry</p>	<p>3 years supervised training in an appropriate ST4-6 equivalent training programme.</p>
Skills and Abilities	<p>Compassionate - Exceptional interpersonal skills with the ability to communicate effectively with patients, carers and relatives remaining sensitive and empathetic.</p> <p>Listens to others' views respecting and valuing individual patient needs.</p> <p>Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members.</p> <p>Excellent organisational skills, ability to manage own time and plan timed activities for staff and patients.</p>	<p>Experience of teaching basic clinical skills to undergraduates</p> <p>Publications in peer-reviewed journals</p>

	<p>Ability to recognise and manage challenging situations in a calm and professional manner.</p> <p>Able to take instruction and direction and work effectively as part of a team.</p> <p>Ability to record and retrieve information on charts/paper and electronic patient records.</p> <p>High standards of written communication skills with the ability to use email and internet.</p> <p>Ability to undertake PMVA training to required level for role.</p> <p>Ability to advise on efficient and smooth running of a department.</p> <p>Ability to organize, manage and lead.</p> <p>Experience of audit management.</p> <p>Ability and willingness to work within the Trust and NHS performance framework and targets.</p>	
Personal Qualities	<p>Commitment to continuing medical education and the requirements of Clinical Governance and Audit</p> <p>Compassionate - Open minded, treats colleagues, patients, carers and relatives with dignity and respect. Accepting of Trust values.</p> <p>Intuitive and caring nature</p> <p>Able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion.</p> <p>Flexible and adaptable to meet the needs of the patients.</p> <p>Ability to inspire hope, support recovery and make a difference.</p> <p>Act in ways that support equality and diversity.</p>	

Other	Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance to travel throughout the Trust, to meet the needs of the service.	

EXPECTATIONS OF THE POST-HOLDER

CHANGES TO THE JOB

This post may be subject to changes/review as the needs of the service/department /unit change. Any changes will be made following consultation with the individual before the changes are made.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of this post. Disclosures of confidential information or disclosures of any data of a personal nature can result in prosecution for an offence under the Data Protection Act 1998 or an action for civil damages under the same Act in addition to any disciplinary action taken by the Somerset Partnership NHS Foundation Trust, which might include dismissal. Data Protection applies even after staff have left their employment with the Trust. It is the responsibility of each member of staff to be aware of and to comply with, the Confidentiality and Data Protection Policy, which highlights your responsibilities in respect of service user (patient) confidentiality. Staff who are governed by a professional Code of Conduct are expected to uphold their professional body's provisions relating to confidentiality.

INFORMATION GOVERNANCE

All staff must keep up to date with Trust requirements and changes in this area. Your attention is drawn specifically to: *Information Technology*: correct, professional and safe use of computers and digital data storage solutions. *Data Protection*: Confidentiality of service user and staff information either verbally or in writing and including IT solutions, e.g. secure e-mails, paper records and other media. *Freedom of Information*: All NHS staff may receive an FOI request and must be aware of who to contact. Senior Managers will be responsible for ensuring information governance is complied with by staff they are responsible for. Each Head of Service or Senior Manager will report any performance issues in relation to information governance to the Director they are accountable to.

Employees are individually responsible for the quality of data, which they input to Trust systems and documents.

FREEDOM OF INFORMATION

Staff must also be aware of the Freedom of Information Policy because they may be asked for confidential personal and/or corporate information under the Freedom of Information Act, which can only be disclosed if approved. Failure to adhere to this policy may result in dismissal.

HEALTH AND SAFETY

All staff have a responsibility and duty of care to operate safe working practices to prevent injury to themselves and others affected by their acts or omissions whilst undertaking duties and activities for the Trust. Individuals may find themselves liable to action if they fail to report health and safety/risk issues. All staff are required to make themselves aware of and comply with the Health and Safety policy.

Smoking is prohibited on all Trust sites.

FITNESS TO PRACTISE & TO UNDERTAKE JOB ROLE

The Trust has an obligation to ensure that employees do not start work without careful examination of their fitness to undertake the post for which they applied.

Employees should also be honest and trustworthy, acting with integrity at all times. In order to demonstrate that they are fit to practise, employees should: -

- act quickly to protect the safety of patients if you have reason to believe that you or a colleague may not be fit to undertake the duties within their job role.
- take effective action if they have concerns about the honesty of others.
- be honest and trustworthy when writing reports, completing and signing forms and using the RiO electronic patient record system.
- be honest and trustworthy in any financial dealings, especially if you are managing finances, and make sure that any funds are used for the purpose they were intended for.
- co-operate with any formal inquiry by your professional body or the Trust into your health, behaviour or performance, or that of anybody else.
- comply with the regulations of your professional body and all Trust policies and procedures.
- If the ability to perform Control and Restraint (C&R) or Prevention of Violence, Management of Aggression (PVMA) techniques is a requirement of the role the individual must declare physical fitness to undertake such a role.
- All members of staff are required to undertake the level of mandatory training and personal safety training appropriate to their role and work area, and to keep this training up to date.

APPRAISAL

Employees are entitled to an annual appraisal identifying learning needs and reflecting on performance. Each employee should agree a personal development plan and ensure that they access mandatory training on an annual basis.

This job description is designed to identify principal responsibilities only. The post-holder is required to be flexible in developing the role in accordance with changes in the Trust's organisational objectives and priorities.

INFECTION CONTROL

The Trust regards infection control as an essential requirement in the provision of a safe service to all its patients. All members of staff will be expected to follow the Trust policies in relation to infection control and staff have a duty to make themselves aware of the policies and how they affect them. Decontamination of hands is regarded as an integral part of the provision of the service and in particular staff in clinical areas who are in patient contact must decontaminate their hands following all examinations or treatment and before dealing with another patient. Similarly, ensuring the cleanliness of equipment is the responsibility of all staff, with staff in clinical areas expected to decontaminate equipment in line with Trust policy. Staff who are observed not complying with any infection control policy should be expected to be challenged and action may be taken in line with the Trust's Disciplinary, Capability and Grievance policies.

EMERGENCY STAFFING

The trust reserves the right to move staff between units within a (25 mile radius) to cover emergency staffing situations or to facilitate improved quality of care or skill mix for the benefit of its patients. The trust does not deem a short-term change of base, for example to cover a shift, as a material change in contract or terms of employment and the banding of the post will not change.

If a longer-term change is required, this arrangement will be made by mutual agreement.

SAFEGUARDING

It is a requirement that all staff undertake both the mandatory Level 1 Children and Adults Safeguarding training. These are combined for all staff and form part of the Trust's induction programme. The Trust has clearly defined structures for Safeguarding Adults and Children; these are underpinned with policies, procedures and additional training where appropriate depending on individual roles. Each team has a Lead for Safeguarding who will receive additional role specific guidance and training from the Safeguarding Lead and Named Nurse. The Trust's Safeguarding intranet pages provide all staff with up to date policies, procedures and guidance that must be adhered to as well as other useful information and contact details for the Safeguarding Team.

EQUALITY AND DIVERSITY

Somerset FT is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the trust

Sun Sander-Jackson is the trust's Inclusion lead and works with the multi-cultural network and is part of Induction. The multi-cultural lead is James Esleyer.

SAFEGUARDING ADULTS AT RISK

All staff must have an understanding of their roles and responsibilities in relation to Safeguarding Adults at Risk. Staff must be familiar with the specific policies and associated procedures, and understand the responsibility relevant to their position within the organisation.

Staff must be familiar with and understand the correct safeguarding reporting process.

SUSTAINABILITY/CARBON FOOTPRINT

The Trust, as one of the largest public organisations in the county, is committed to promoting sustainable development and reducing the harmful effects of its activities on the environment. Staff are expected to promote and embrace the principles of sustainable development in their daily duties; specifically to ensure that they use energy and other natural resources as efficiently as possible to minimise their carbon footprint.

We are committed to being an Equal Opportunities Employer and operate a Job Share Policy.

We welcome applications from people who have personal experience of mental health difficulties.

This document is available in other formats, including easy read summary versions and other languages upon request. Should you require this please contact the Information and Records Officer on 01278 432000

BACKGROUND INFORMATION AND DESCRIPTION OF HEALTH SERVICES

GENERAL DESCRIPTION OF THE AREA

Somerset is a largely rural county of 3452 km² with a GP registered population of approximately 525,000. Whilst tourism and agriculture are important, the county has a number of industrial concerns and Army and Naval bases.

It is a picturesque county with a long northern coastline from Burnham in the East to near Lynmouth in the West, and inland has a wide range of attractive scenery with the Mendip and Quantock Hills and the grandeur of Exmoor contrasting with the flat wetlands and peat areas of the Somerset levels.

The county town is Taunton which has an estimated population of 88,000 and is primarily an administrative centre. The other main towns are Bridgwater in the North West and Yeovil in the East of the county. Bristol is within easy reach by road and there is a fast train service to London from Castle Cary and Taunton.

Somerset has ready access to the M5 and easy access to the A303/M3 route to London.

MENTAL HEALTH AND LEARNING DISABILITY DIRECTORATE

The Mental health and LD Directorate is a part of the Somerset Foundation Trust and provides a wide range of integrated community health, mental health, learning disability and social care services to people of all ages. The Trust provides services from 13 community hospitals and 4 psychiatric hospital sites across the county. People are seen in Trust community team bases, GP surgeries and local clinics, in a range of non-NHS community settings and at home.

The Trust provides its services as part of the local Somerset health and social care economy, working closely with the local authority social services, primary care and local acute hospitals to deliver integrated care to the population of Somerset and the wider south west.

The Trust's Mental Health Services are provided on four main sites and in many smaller centres of population within the county, providing a comprehensive range of services. Mental Health Services have been developed to provide crisis resolution/home treatment and early intervention of psychosis in all areas.

Forensic services covering the county are based in Bridgwater and comprise of a psychology led community team. The Trust currently contracts with Bristol for medium secure beds at the Fromeside Clinic. Liaison Psychiatry services are in place at Musgrove Park Hospital in Taunton and at Yeovil District Hospital. Neuropsychiatry consultation is available through referral to Rosa Burden centre in Bristol.

There is an inpatient Rehabilitation Service based in Bridgwater. Since October 2010 this has been provided in 2 wards based in Broadway Park. On this development there is a male low secure ward, a mixed open rehabilitation ward and the site also includes a specialist inpatient child and adolescent ward.

Somerset Foundation Trust has well established psychological therapy services across the Trust with patients able to access CAT, CBT, Family Systemic and other therapies including DBT skills and Art Therapies. The Trust is a national leader in providing CAT training and for family interventions in psychosis. A part-time medical psychotherapist provides advice and supervision for doctors in training across the Trust.

Specialist Community Drugs and Alcohol Services are provided by the Somerset Drug and Alcohol Service (SDAS) with the Trust providing inpatient detoxification. There is a dual diagnosis works closely with the SDAS and there are weekly meetings on Teams where joint complex cases can be discussed.

The Somerset-Wide Integrated Sexual Health (SWISH) Service brings together what was the Contraceptive and Sexual Health Service (CASH) and Genito-Urinary Medicine (GUM) in Somerset. SWISH offers free confidential testing and treatment for all sexually transmitted infections, including HIV, and offers a full range of contraception and a Psychosexual Medicine Service, from venues across the county. It is open to all ages including under 16's.

The Trust uses an Electronic Patient Record [RiO] for mental health and social care. The system is operational throughout the Trust and the electronic record is the prime record of clinical activity.

MENTAL HEALTH UNITS

Taunton	Older Persons	28 Beds (Pyrland Wards)
	PICU	10 beds (Holford)
	Adult Acute	30 Beds (Rydon 1&2 Wards)
Wells	Adult Acute	14 Beds (St Andrews)
Yeovil	Adult Acute	18 Beds (Rowan Ward)
Bridgwater	CAMHS Tier 4	12 Beds (Wessex House)
	Rehabilitation	10 Beds (Willow Ward)
	Low Secure	12 Beds (Ash Ward)

COMMUNITY RESOURCE CENTRES AND TEAM BASES

The Trust provides Community Mental Health Teams across the county that cater to adults of working age. The teams provide assessment and treatment for adults with acute mental health problems. Teams include for Mendip, South Somerset, Bridgwater

and Taunton/Minehead.

Taunton – Foundation House	Minehead – Barnfield Unit
Bridgwater – Glanville House	Frome – Frome Medical Centre
Wells – The Bridge, Priory Park	Chard – Bracken House
➤ Yeovil – Holly Court	

The Community Teams for Adults with Learning Disabilities (CTALD's) provide specialist health care for people over the age of 18 years. Until recently, the CTALD's were managed by the Local Authority, with the healthcare professionals co-located and closely joint working cases. After the colocation arrangements ended in 2016, there has been a re-organisation of community Learning Disability services which have been reconfigured into two teams, one each catering for the east and west of the county.

The Trust has specialist old age psychiatry services for the over 65's, both for functional and organic illness. There are acute assessment units for older people in Taunton, Wells and Yeovil and a wide range of day and community services across the Trust, including specialist memory clinics.

Child and Adolescent Psychiatry Services are provided from bases in Taunton, Bridgwater, Yeovil and Frome with the Wessex House Adolescent Inpatient Ward which also takes referrals from the South West Region as a whole for specialist adolescent admissions, increasingly meeting the needs of young people with very challenging and disruptive behaviour. CAMHS provide mental health services for children with Learning Disabilities

Each general Psychiatric team covers its area for most rehabilitation work but the Trust has one psychiatrist whose role is to provide a trust-wide specialist rehabilitation service to those with the most complex problems – this service is based in Bridgwater.

COMMUNITY HOSPITALS

There are 13 Community Hospitals across the county that provide inpatient services, and there are 7 Minor Injury Units. Somerset Partnership NHS Foundation Trust took over the management of these services when it acquired Somerset Community Health as part of recent NHS reforms to expand the number of Foundation Trusts and Social Enterprise organisations.

Bridgwater Community Hospital - 30 Beds + MIU

Burnham on Sea Community Hospital - 22 Beds + MIU

Chard Community Hospital - 20 Beds + MIU

Crewkerne Community Hospital - 20 Beds

Dene Barton Community Hospital - 18 Beds

Frome Community Hospital - 28 Beds + MIU
Minehead Community Hospital – 20 Beds + MIU
Shepton Mallet Community Hospital - 11 Beds + MIU
South Petherton Community Hospital - 24 Beds
Wellington Community Hospital - 11 Beds
West Mendip Community Hospital - 36 Beds + MIU
Williton Community Hospital - 20 Beds
Wincanton Community Hospital - 34 Beds

SOMERSET FOUNDATION TRUST - DIRECTORATE STRUCTURE

Our clinical services are organised into six directorates supported by corporate services.

The clinical directorates are:

- ☐ Integrated and urgent care – including A&E, minor injuries services, community hospital beds and medical beds at Musgrove Park Hospital
- ☐ Mental health and learning disability services.
- ☐ Primary care and neighbourhoods
- ☐ Surgical care
- ☐ County wide clinical support and specialist services
- ☐ Families and paediatric care - including Child and Adolescent Mental Health Services and maternity services.

Each directorate is led by a service director, associate medical director and an associate director of patient care.

The MH and LD directorate provides community, mental health and disability services across Somerset and acute hospitals services from Musgrove Park Hospital in Taunton.

Our vision is to be an organisation that gets it right for our patients, carers, colleagues and communities through an inclusive culture of partnership, learning and continuous improvement.

MENTAL HEALTH AND LEARNING DISABILITY SERVICES

- Associate Medical Director – Andreas Papadopolous
- Service Director – Jane Yeandle
- Associate Director of Patient Care – Alison Van Laar

CHAIR

Stephen Ladyman

CHIEF EXECUTIVE

Peter Lewis

DEPUTY CHIEF EXECUTIVE AND CHIEF OPERATING OFFICER

Andy Heron

CHIEF NURSE

Hayley Peters

DIRECTOR OF MENTAL HEALTH AND LEARNING DISABILITY PATIENT CARE

Paul Townsend

MEDICAL DIRECTOR

Dr Lucy Knight

CLINICAL DIRECTOR, OMPH AND PRIMARY CARE

Dr Antony Christopher

CLINICAL DIRECTORS

Dr Sathya Cherukuri, Clinical Director, East Somerset Community Adult Mental Health Services

Dr Michael Campbell, Clinical Director, West Somerset Community Adult Mental Health Services

Dr Miranda Suddard, Inpatient, Home Treatment and Liaison Services

Dr Michelle Butterworth, Specialist Services

Dr Anthony Christopher, Older Person's Mental Health Services

Dr Reenee Barton, Child and Young People and Families/CAMHS

DIRECTOR OF FINANCE & BUSINESS DEVELOPMENT

Pippa Moger

DIRECTOR OF GOVERNANCE AND CORPORATE DEVELOPMENT

Phil Brice

DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT

Isobel Clements

CONSULTANT PSYCHIATRISTS

OLD AGE CONSULTANTS

Victor Aziz – Sedgemoor

Antony Christopher – Mendip & South Somerset

Colin Cowan – Mendip

Tiff Earle – Sedgemoor

Lucy Knight – South Somerset – Medical Director Community Services

Stefan Kolowski – Taunton & West Somerset

Raji Makena – County Wide IDSS

Kim Porter – Mendip & Central MAS

Shahpoor Sadid – Taunton & West Somerset

Mark Upton – Taunton & West Somerset

Stephen De Souza, Pyrland ward, Taunton

LEARNING DISABILITY CONSULTANTS

Dr Sunil Ram, Learning Disability West Somerset

Dr Nathan Maynard, Learning Disability South Somerset, Holly Court

Dr, Learning Disability Frome, East Somerset

CAMHS CONSULTANTS

Dr Louise Richards, Child and Adolescent Psychiatry, East, Wells

Dr Arjuna Pattapola (Locum), Child and Adolescent Psychiatry, Outreach, Wessex House Bridgwater

Dr Nabeel Helal (Locum), Child and Adolescent Psychiatry, Wessex House

Dr Clair Henry, Child and Adolescent Psychiatry Outreach, Bridgwater

Dr Clive North, CAMHS Community Eating Disorders Service (CEDS), Bridgwater

GENERAL ADULT CONSULTANTS IN SOUTH SOMERSET

Dr, Community, Yeovil West

Dr, Community, Yeovil East

Dr Roberta Orton, Inpatients, Yeovil

Dr, Community, Chard

GENERAL ADULT CONSULTANTS IN EAST SOMERSET

Dr Fatin Hussein – General Adult Community, Frome

Dr Philip Van Driel, General Adult Community, Wells

Dr Linda Heaney, General Adult Community, Wells

Dr Spooner, General Adult Community, Frome

Dr Andreas Papadopoulos, Home Treatment team, Wells

GENERAL ADULT CONSULTANTS IN WEST SOMERSET

Dr Wajid Iqbal, General Adult Inpatient (PICU), Holford, Taunton
Dr, General Adult In-patient, Taunton
Dr, General Adult In-patient, Taunton
Dr La Donna Nelson-Pitman, Home Treatment team, Taunton
Dr Michael Campbell, General Adult Community, Taunton/Minehead
Dr Sathya Cherukuri, General Adult Community, Taunton
Dr Amanda Hoar, General Adult MOD, Taunton
Dr Martin Eales, General Adult Community, Bridgwater/Burnham
Dr Anton Muller, General Adult Community, Bridgwater
Dr Chris Mortimore, General Adult Community, Bridgwater
Dr Jane Hicks, General Adult Community, Bridgwater
Dr, General Adult Community, Bridgwater

LIAISON CONSULTANTS

Dr Lucy Knight, Liaison Psychiatry East, Yeovil District Hospital
Dr Peter Park, Liaison Psychiatry East, Yeovil District Hospital
Dr Sian Hughes, Liaison Psychiatry West, Musgrove Park Hospital
Dr Ben Wood, Liaison Psychiatry West, Musgrove Park Hospital

OTHER SPECIALIST CONSULTANTS

Dr Nick Airey, Adult Rehabilitation, Willow ward, Bridgwater
Dr John Barnes, Low Secure unit, Ash ward, Bridgwater
Dr Adrian Hayes, Psychological Therapies, Yeovil
Dr in Forensic community psychiatry
Dr in Perinatal services
Dr John Parker, General Adult Community, STEP West (first episode psychosis)
Dr Michelle Butterworth, West Somerset Eating Disorders Psychiatrist

ACUTE NHS HOSPITALS IN SOMERSET

Musgrove Park Hospital

Approximately 700 beds – providing general surgery, general medicine, orthopaedic surgery, ophthalmology, younger chronic disabled, ENT, oral surgery, gynaecology, obstetrics, pathology, paediatrics, intensive therapy unit, major accident centre, post-graduate centre, cardiology, rheumatology, endocrinology, neurology and neurophysiology and diagnostic imaging with appropriate access to CT and MRI scanning.

Yeovil District Hospital

Approximately 345 beds – opened in 1973 and provides general surgery and general medicine, orthopaedic surgery, gynaecology, obstetrics, geriatrics, pathology, paediatrics, intensive therapy, major accident centre, post-graduate centre, rheumatology, EEG and access to CT and MRI scanning. There are also visiting consultants in a number of other specialities.