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Avon and Wiltshire
Mental Health Partnership
NHS Trust

Locum Specialty Doctor in Addiction Psychiatry

Bristol Specialist Drug & Alcohol Service (BSDAS)

Campbell House, Bristol

10 PAs

Reference – 342-LOSD008-SSC-PP



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1. Introduction



Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 5,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams across a geographical region of 2,200 miles, for a population of approximately 1.8million people.

We are passionate about promoting good mental health and wellbeing. We strive to use the expertise

and resources within our organisation, and through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of the Trust and our services.

2. Trust Details

AWP is a partner in two Integrated Care Systems (ICSs). We work closely with our partners across the Bristol, North Somerset and South Gloucestershire ICS and the Bath and North East Somerset, Swindon and Wiltshire ICS to meet the health and care needs of the local populations.

The organisations that make up an ICS – including commissioners, local authorities, hospitals and community services – take collective responsibility for managing resources, delivering care and improving the health of the population.

AWP operates under 3 divisions mirroring the ICSs areas:

- West Division: Bristol, North Somerset and South Gloucestershire
- East Division: B&NES, Swindon and Wiltshire
- Specialised, Secure and CAMHS Division

AWP provides a wide range of services which include:

- Adult acute inpatient services
- Adult recovery services
- Complete intervention
- Early intervention in psychosis
- Later life inpatient services
- Primary care liaison services
- Learning disabilities services
- Low secure services
- Medium secure services
- CARS – liaison and diversion
- Pathfinder service
- Veterans mental health service
- Community drug and alcohol
- Criminal justice services
- Deaf mental health service
- ADHD services
- CAMHS
- Anxiety services

- Mother and baby unit
- Autism spectrum services
- Personality disorders service
- Traumatic stress service
- Care home liaison services
- Eating disorder services
- Memory services
- Street triage services
- Health based place of safety
- Therapy services
- Electro-convulsive therapy
- IAPT services

Our Purpose and our values

We are committed to improving the lives of the people we serve with compassion, respect and dignity. Our purpose can only be fulfilled by staying true to our core values which underpin everything we do; they guide our behaviours and can be seen in every interaction we have with patients, staff and stakeholders. We refer to our values as PRIDE:

P	Passion	Doing our best, all of the time
R	Respect	listening, understanding and valuing what service users and carers, staff and stakeholders tell us
I	Integrity	Being open, honest, straightforward and reliable
D	Diversity	Relating to everyone as an individual
E	Excellence	Striving to provide the highest quality support to service users and their families

Our Strategy and objectives

We are currently developing a five year strategy to reflect the changing needs and strengths within our local populations.

Our strategy has four key objectives:



Provide outstanding care

We will continually improve and provide high quality, safe care to help people achieve the outcomes that are important to them.



Develop outstanding people

We will make AWP a great place to work and learn, providing an environment where a skilled, positive and motivated workforce can provide outstanding care.



Provide sustainable services

We will ensure services are properly resourced to meet rising demand and acuity, and capitalise on opportunity for innovation.



Delivered in partnership

We will deliver care as a joint endeavour with patients/service users, family, friends and carers, including the voluntary sector.

Key working relationships and lines of responsibility

Medical Lead:	Dr Panos Prevezanos
Associate Director of Operations:	Mark Arruda-Bunker
Operational Manager:	Alex Chapman
SDAS Services Manager:	Noreen Mughal
Consultant Psychiatrist:	Dr Ben Watson
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty
Medical Director and RO:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
ADME for SAS Doctors	Dr Julie Miller

3. Service Details

Bristol Specialist Drug & Alcohol Service (BSDAS)

BSDAS is an NHS drug treatment service that provides specialist interventions for drug and alcohol users in Bristol serving a population of about 500,000 people. It is part of the Avon & Wiltshire Mental Health Partnership NHS Trust, which is one of the largest specialist mental health trusts in the country.

BSDAS is part of Bristol's Recovery Orientated Alcohol and Drug Service (ROADS), which is commissioned by the Public Health department at Bristol City Council. ROADS is delivered in partnership by Bristol Drugs Project (BDP), Developing Health & Independence (DHI) and BSDAS. Primary care services for substance misuse treatment in Bristol are well developed with a very high level of GP involvement in substitute prescribing supported by a shared care scheme.

Our philosophy is for an integrated service model that provides rapid, evidence-based, individualised, recovery focused treatment to our service users. The service believes that clients have the right to high quality care for their problematic drug and alcohol misuse alongside their mental health needs. It also believes that, by addressing their problems service users are enabled to assume greater control of their lives and fulfil their own unique potential. BSDAS is committed to supporting service users in these aims through its range of psychological, pharmacological and social care interventions. Service users are integral to the service and help us drive change and innovation at BSDAS.

BSDAS offers both rapid assessment and evidence-based treatment interventions to drug and alcohol users. Treatments provided by the service include pharmacological interventions, psychosocial interventions, specialist psychological therapies, group work, community and inpatient detoxification. Treatment interventions are delivered in accordance with an established set of operational policies and procedures, including detailed care pathways and structured treatment programs and prescribing policies.

Medical staff at BSDAS do not generally carry a caseload but act to support practitioners within the service by performing assessments and treatment reviews, as well as providing advice and liaison to our other ROADS partner providers and professionals across the city's healthcare system such as GPs, general hospitals and mental health services.

There is also an addictions inpatient detox and stabilization ward based on the Southmead Hospital site called the Acer Unit. There are 5 beds currently commissioned for ROADS service users in Bristol. Acer has 3 to 4 new admissions per week for inpatient detoxes from alcohol, opioids and other drugs as well as drug stabilisations for the most chaotic users.

BSDAS Community Team

The community team at BSDAS is based at Kingsdown Fort in central Bristol and delivers a range of services including:

- Weekly complex community detox clinic (up to 4 patients per week).
- Specialist prescribing for pharmacotherapy to support relapse prevention.
- Specialist key working for detox preparation and relapse prevention.
- Trauma based psychotherapeutic work and DBT skills.
- Blood Borne Virus (BBV) service with a BBV nurse who works out of Bristol Drugs Project.
- Maternity drug service for pregnant drug users and their partners, which works jointly with specialist midwives, obstetricians and neonatologists at St Michael's Maternity Hospital and Southmead Hospital.
- After Prison Prescribing Service (APPS) provides continuity of opiate substitute treatment for individuals leaving prison who don't have a GP. This service operates 3 days per week and sees up to 3 patients each day. The APPS service mainly sees patients at the Bridewell Police Station in Bristol, which is a short distance from Kingsdown Fort.
- Specialist Addictions Advice and Liaison service providing support to all primary and secondary care services across Bristol and to staff in our other ROADS partnership organisations. This is mainly delivered by a Consultant Addiction Psychiatrist, a Clinical Psychologist and a Lead Social Worker, however medical staff at BSDAS also provide clinical advice to healthcare services in Bristol.

4. The post and local working arrangements

Post and specialty:	Specialty Doctor in Addiction Psychiatry
Base:	Campbell House, Bristol
Total Number of PAs:	10 PAs per week
Accountable professionally to:	Medical Director
Accountable operationally to:	Medical Lead

The Trust is seeking a Specialty Doctor to join the Specialist Drug and Alcohol Service (SDAS) in Bristol, which is part of the city's commissioned Recovery Orientated Alcohol and Drug Service (ROADS). This fixed-term post is a replacement for an existing Specialty Doctor post to support a transition period while the prescribing needs of the specialist service are reviewed. The post has

been developed to extend the medical support offered by the service, which is developing rapidly in response to national and local treatment strategies with the aim of providing a more seamless service to problematic drug and alcohol users in Bristol.

BSDAS Community Team Members

Noreen Mughal	1.0 WTE Service Manager
Claire Hoggans	0.7 WTE Acting Team Manager (Band 7)
Dr Nitin Chandra	1.0 WTE Associate Specialist
Vacant	1.0 WTE Specialty Doctor
Band 6 Nurses / Practitioners	4.0 WTE
Band 5 Nurses	4.0 WTE
Band 4 Recovery Worker	1.0 WTE
Band 4 Admin	2.0 WTE

Specialist Addictions Advice & Liaison Team

Dr Ben Watson	0.75 WTE Consultant Addiction Psychiatrist
Dr Konstantinos Gazis	1.0 WTE Clinical Psychologist
Leanne Ellaway	0.4 WTE Social Worker (Band 8)

5. Clinical duties

- To provide medical support to the BSDAS teams at the Kingsdown Fort base, the Acer Unit, and the After Prison Prescribing Service (APPS) at the APPS hub in the Bridewell.
- Tasks will include assessing new referrals, prescribing opiate substitute treatment (OST), supporting community detoxes and conducting patient reviews.
- Patient assessments are primary for problem opioid or alcohol use but could also include other drugs such as cocaine, cannabis, ketamine and any other novel psychoactive substances.
- Ensure effective and timely documentation and communication of clinical decision making and management plans.
- Write up all their notes using the ROADS commissioned electronic record system Theseus which also records time and date of entry. The post holder is personally responsible for entering their notes onto the system themselves.
- To participate in Strategic Care Plan Review meetings with patients.
- Undertake urgent assessments when necessary.
- To attend weekly multi-disciplinary team meeting at Kingsdown Fort and to support the team with medical input as required.

- Supporting multi-disciplinary team members in their practice by being available for 1:1 advice.
- Prescription management as a shared responsibility with keyworkers.
- To liaise with other parts of the ROADS treatment system, GP's and secondary care services as well as non-NHS organisations where applicable.
- To provide medical support to SDAS teams at other bases, if required.
- Clinical supervision of any junior medical staff and non-medical prescribers.
- Informing the SDAS management team regarding the operational delivery of services.

6. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between medical colleagues and the medical director and in accordance with the Trust's personnel policies and procedures.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Junior Doctor Contract 2016 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 via AWP's electronic clinical record system.
- To participate in annual appraisal for Specialty Doctors.
- 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 (if applicable), 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 all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- To participate in continuing medical education and maintain good standing for Royal College of Psychiatrists CPD. Specialty doctors are expected to become members of a peer group and will be signposted to the appropriate group on appointment.
- The post holder will be encouraged to develop an area of special clinical interest in line with service needs.

7. Continued professional development (CPD)

The Trust is committed to training and development as it is recognised that trained and motivated staff are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development.

Specialty Doctors are expected to participate in Continued Professional Development and are supported in this by the Trust. They are expected to keep abreast of current good practice and be aware of important developments within the fields of medicine in general and psychiatry in particular.

All substantive Specialty Doctors should join a peer study group to facilitate personal development plans in line with Royal College Guidance. These are informally configured but advice can be provided by Medical Education as to groups available within the Trust. The Director of Medical Education is Dr Angelika Luehrs and the Associate Director of Medical Education for SAS Doctors is Dr Julie Miller.

Medical Education provides a range of training opportunities (leadership, e-learning etc). Protected time will be made available for participation in an Academic Programme which takes place once a week at varied sites across the Trust and which includes case conferences, lectures (with a wide range of high-quality invited speakers). The case conferences are led by Consultants, but non-Consultant doctors are responsible for presenting a patient of the team's on a rotational basis. There is a regular Journal Club which all doctors are expected to attend and to contribute to on a rotational basis. Encouragement will be given to take protected time for audit and research projects.

The Trust is committed to supporting those Specialty doctors who aspire to obtain consultant status in psychiatry via the CESR route. AWP has a defined, active support programme to support doctors with this process, and protected SPA time can be provided for these individuals. The CESR candidates' support working group is led by Dr Julie Miller.

The post holder is entitled to study leave in accordance with the Medical and Dental Terms and Conditions of Service which is 30 study days over 3 years. Encouragement will be given to attend courses and meeting relevant to the specialty.

Study leave will be supported by the supervising consultant and liable to approval by the Director for Medical Education in the Trust.

8. Clinical leadership and medical management

The responsibility for all medical staff within the Trust lies with the Medical Director, Dr Sarah Constantine. She is supported by Dr Pete Wood, Deputy Medical Director for Professional Standards and Dr Suchitra Sabari Girivasan, Deputy Medical Director for Clinical Effectiveness.

Each Directorate is led by a Clinical Director and an Associate Director of Operations. Operational accountability for the post holder lies with the Medical Lead and the Operational Manager for the service. The post-holder will be clinically accountable to Dr Ben Watson who has line management responsibility,

The post-holder will be expected to attend the Trust's Medical Advisory Group (TMAG), which meets quarterly and includes all medical staff within AWP. This meeting provides a dual function of both education and information sharing. It enables medical staff to extend professional advice to the Executive team and for the Executives to consult and inform medical staff of key Trust business.

9. Appraisal and revalidation

All Specialty Doctors within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the supervising Consultant or an approved Trust appraiser. This is in line with our medical appraisal policy and the good medical practice and guidance from the General Medical Council in preparation for revalidation. The appraisal lead for the Trust, and the Medical Education Department hold a list of recognised appraisers within the Trust.

The appraisal process requires all Specialty Doctors to use Edgumbe 360 and to provide an on-going portfolio of supporting evidence which conforms to national, General Medical Council and Royal College standards and guidance.

Appraisals link to the job planning process in line with all Trust medical staff. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition all medical staff must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is Dr Sarah Constantine.

The Trust uses PReP (Premier IT Revalidation e-Portfolio) to organise the appraisal process and facilitate revalidation recommendations by the Responsible Officer. All medical staff will be required to use PReP.

10. Job planning

The post holder will be expected to participate in Job planning in accordance with the standards identified in Job Planning Standards of Best Practice for Associate Specialist and Speciality Doctors.

The job planning process links to appraisals. Job planning and appraisal will be agreed on an annual basis. There will be bilateral consultation and negotiation in the event of job content changing. Should there be a proposed change in the workload, a timely job plan review will be offered to support safe working and identify the need for any additional support.

Job plans are submitted electronically using PReP (Premier IT Revalidation e-Portfolio) the same software that manages the appraisal process.

11. Teaching and training

- To participate in teaching (MDT, medical students, medical colleagues)
- To contribute to medical audit or research.
- Presentation at the Journal Club, Balint Group and academic meetings at the site
- Undertake and maintain mandatory training requirements.

The Director of Medical Education; Dr Angelika Luehrs, is supported by 4 Associate DMEs, one Senior Teaching Fellows, 16 Undergraduate and Postgraduate Tutors and 7 FY Leads across the footprint of the Trust.

Junior Doctors in Training

The Trust is the largest provider of Postgraduate Psychiatric Training in the Southwest. The Trust has 51 Core Trainees, 37 Advanced Trainees, 35 FY1 and FY2 Doctors, and 18 Vocational Training Scheme posts for General Practice (GPVTS) across 9 training locations within the Trust.

Medical Students

Within the University of Bristol's Faculty of Medicine, Psychiatry is an Academic unit within the Department of Community Based Medicine. The clinicians within the Trust are responsible for delivering Undergraduate Medical training in Psychiatry of the majority of students at Bristol Medical School, and also provides undergraduate placement for medical students from the University of Southampton. This takes place at six Trust sites, which overlap with five clinical academies set up by the University.

There are lots of opportunities to get more experience in teaching and assessing medical students, psychiatry trainees and Foundation doctors. All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee.

12. Research

Research is an area of strength in AWP, with the primary source of income being the West of England Clinical Research Network delivering NIHR portfolio research. In recent years AWP has been nationally commended by NIHR for increasing our level of research activity, and supports circa 1,000-2,000 participants to take part in research each year.

The vision for research within AWP is to shape ourselves towards clinical excellence by conducting research that improves our services and makes a difference to service users, carers and staff. Whilst ensuring we provide as many opportunities for everyone to reduce health inequalities and provide evidence based services. The priority areas for research in AWP are; Research into clinical interventions that have the greatest impact on outcomes and advance services, visible leadership for research trust-wide, research being at the centre of all services, and linking with local, national and government priorities to make things better for service users, carers and staff.

AWP benefits from good collaboration with three local universities (Bristol, UWE and Bath) and is one of the major national centres for research into suicide prevention. Over recent years, AWP has worked with its partner universities and NHS trusts in the region to form Bristol Health Partners, a collaboration of NHS organisations, universities and councils. The Partners' mission is to generate significant health improvements in service delivery in Bristol by integrating, promoting and developing Bristol's strengths in health services, research, innovation and education. AWP has good representation on all health integration teams (HITs) relevant to the Trust.

13. Administrative support and office accommodation

The post holder will have access to administrative support through a named Administrator based at Kingsdown Fort.

The post holder will have access to a desk, computer, and lockable drawer in open plan office space at Kingsdown Fort. The computer will have access to the trust intranet and to electronic patient records (Theseus and RIO). A mobile phone will be provided.

14. Clinical governance, audit & quality improvement projects

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees. It seeks to support Clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.

The post holder will take part in audit, quality improvement projects, evidence based medicine Journal clubs, appraisal, peer support groups.

The Clinical Governance programme in every aspect is co-ordinated by the Clinical Director for the service and supported by a range of multi-professional groups which co-ordinates Policies and Procedures, Clinical Audit, Education and Training, Research and Development and similar. The postholder will be encouraged to be an active participant in the full range of Clinical Governance activities.

15. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

16. Other duties

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

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.

17. Supervision

The post holder will receive one hour's clinical supervision from Dr Ben Watson as detailed in the timetable for the post.

18. On-call

There are no out of hours on-call arrangements for this post.

19. Leave and cover arrangements

The basic entitlement will be 28 days per annum (less than 2 years' service in that grade) or 33 days per annum (more than 2 years' service in that grade) or 34 days per annum (after 7 years' service in that grade) based on a whole-time working week. In addition there is an entitlement of 8 Public/Bank holidays. Annual leave, including Public/Bank holidays will be pro rata to the contracted hours.

Cover will be provided by arrangement with one of the other Specialty doctors, Consultant or trainee psychiatrists in the team.

20. Wellbeing

Effective local occupational support

As part of our Health and wellbeing program AWP work in partnership with People Asset Management (PAM OH) to provide our staff with a high quality occupational Health services. PAM OH are SEQOHS accredited (Safe, Effective, Quality, Occupational health Service) and provide a full range of OH services including new employee health assessments, access to a full workplace immunisation programs and manager referrals to support staff and managers during periods of ill health. Staff also have access to a 24/7 "sharps" telephone advice line, and a wealth of health and wellbeing information and resources via both the PAM OH website and the AWP health and wellbeing pages on ourspace.

As a mental health Trust AWP recognise the importance of supporting staff mental wellbeing, a free employee assistance program (EAP) provided by PAM assist gives staff access to 24/7 confidential counselling service, which can be accessed online, via the telephone or face to face, additionally we have our own in-house staff Traumatic stress service which can provide support to staff following a traumatic incident.

Proactive local organisational systems to support doctors' wellbeing following serious incidents

AWP has a range of sources of psychological wellbeing support that would be available to doctor's following an incident. Following a serious incident a Staff Support Debrief Meeting can be requested for all staff involved and are facilitated by trained AWP staff. In addition, further wellbeing support is available through our Occupational Health service and psychological interventions for post-traumatic stress disorder are available from AWP's Traumatic Stress Service for staff.

Availability of local initiatives/resources that promote workforce wellbeing

AWP has several ways to support the Health and Wellbeing of staff. There are policies that cover the approach to work life balance such as flexible working and retire and return the flexible approach to retirement. AWP also supports psychical wellbeing through schemes like the cycle to work scheme, our health and wellbeing booklet, vulnerable person's risk assessment and events like the Walking Challenge. Psychological wellbeing is also important and AWP has a range of interventions starting with wellbeing conversations with line manager to a pathway of interventions such as reflective practice, staff support debriefs and the AWP Traumatic Stress Service for staff. We

have an active coaching network and doctors can take part in reciprocal mentoring. There is also peer group support and Balint groups for Consultant/SAS doctors. There are active Health and Wellbeing Groups in each area that you can connect in with and have your voice heard.

21. Contract agreement

The post will be covered by the terms and conditions of service Specialty Doctor (England) 2021 as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

22. Visiting arrangements

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. To discuss the post further or to arrange a visit to the hospital or community facilities please contact:

Dr Ben Watson, Consultant Addiction Psychiatrist at BSDAS (Tel: 0117 919 2345)

23. Suggested timetable

The timetable below is an example only. The job plan and timetable will be agreed with the Medical lead and Service Manager after appointment, and will be reviewed annually.

Day	Time	Location	Activity	Category	No. of PAs
Monday	AM	Kingsdown Fort	Complex Prescribing Service	DCC	1
	PM	Kingsdown Fort	Complex Prescribing Service	DCC	1
Tuesday	AM	Kingsdown Fort	Complex Prescribing Service	DCC	1
	PM	Kingsdown Fort	Job planning, Appraisal and Revalidation	SPA	1
Wednesday	AM	Bridewell	APPS Service	DCC	1
	PM	Bridewell	APPS Service	DCC	1
Thursday	AM	Kingsdown Fort	Complex Prescribing Service	DCC	1
	PM	Kingsdown Fort Kingsdown Fort	BSDAS MDT Meeting Audit	DCC SPA	0.5 0.5

Friday	AM	Southmead	Acer Unit	DCC	1
	PM	Southmead	Acer Unit	DCC	1

Programmed activity	No of PAs
Direct clinical care (DCC)	8.5
Supporting professional activities (SPA)	1.5
Total Programmed Activities	10

24. Population and attractions of area

Population

Bristol has a population of 472,400 making it the largest city in the South West of England and the 7th largest city in England. It is one of England's eight 'Core cities', meaning it is one of the eight largest city economies outside of London. It is one of the UK's leading green cities. Bristol has a unique population, which brings with it a diverse range of challenges.

Some wards of Bristol are amongst the most deprived in the country. A few are among the most affluent. 16% of Bristol's population belongs to a Black & Minority Ethnic (BME) group, including a large immigrant Somali population. The Office of National Statistics (ONS) estimate that around 7,500 people per year access NHS specialist mental health services in Bristol. 49.6% of the Bristol population are Male and 50.4% are female. The 2021 Census reflected and increase in all age groups within Bristol except 0-4, reflecting a decade of falling birth rates, and people aged 80 and over.

Attractions of area



Named best place to live in the UK in 2017 and described as 'a small city that feels like a big city', Bristol is an ideal combination of extraordinary culture, impressive schools, buzzing culinary scene, exciting redevelopment and community spirit." (*The Sunday Times*).

Bristol is lively yet laid back, mixing its rich maritime heritage with an innovative dynamic culture making it the most interesting city outside of London. It has a creative and independent spirit which can be experienced throughout the city, from its colourful street art and huge selection of independent traders, to its very own currency, the Bristol Pound. Bristol is also one of the most family friendly cities in the UK, packed with activities and award-winning attractions such as the Harbourside with Bristol Aquarium, At-Bristol and Brunel's SS Great Britain.

The city is ideally placed with both seaside and countryside on its doorstep. It has fantastic transport links being connected by road from London to Wales by the M4 motorway, and from Birmingham to Exeter by the M5 motorway. There are two principal railway stations in Bristol they are Bristol

Parkway and Bristol Temple Meads. The city is also served by its own airport with many European destinations.

To find out more visit:

www.visitbristol.co.uk

25. Person Specification

Criteria	Essential	Desirable	How assessed
QUALIFICATIONS	MB BS or equivalent medical qualification.	Section 12 Approval Membership of the Royal College of Psychiatrists.	Application form
ELIGIBILITY	Eligible for Full GMC registration with a licence to practise at time of confirmation of appointment. 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 in a specialty training programme in Psychiatry or as a fixed term specialty trainee in Psychiatry; or shall have equivalent experience and competencies.		Application form
SKILLS	Ability to manage own time and workload and prioritise clinical work Ability to appraise own performance Excellent written and oral communication skills	Evidence of specific achievements that demonstrate leadership skills	Application form Interview References
KNOWLEDGE	Up to date knowledge of issues in Mental Health Service for this specialty.		Application Form Interview
TEACHING	Commitment to teaching other members of the multi-disciplinary team.	Teaching of undergraduate students	Application Form Interview
RESEARCH & AUDIT	Ability to critically appraise published research. Experience of carrying out an audit project.	Experience in involvement in a research project and publication. Interest in research.	Application Form Interview

APTITUDE AND PERSONAL QUALITIES	<p>Ability to deal effectively with pressure. Ability to work effectively within a Team.</p> <p>Excellent interpersonal skills and the ability to communicate effectively.</p> <p>Commitment to high quality patient centred specialist Mental Health Service provision.</p>	<p>Commitment to service development.</p> <p>Motivational skills</p>	Interview/ references
APPRAISAL & REVALIDATION	Name and details of current Responsible Officer, where appropriate	<p>Evidence of satisfactory completion of Appraisal within the last 12 months.</p> <p>Copy of Output of Appraisal (Form 4 or equivalent).</p>	Post interview processes
OTHER	<p>Able to fulfil the duties of the post.</p> <p>Able to fulfil the travel requirements of the post</p> <p>Satisfactory pre-employment checks</p>	Experience of using video conferencing and remote consultation platforms (e.g. Microsoft Teams, Attend Anywhere)	Application/ Interview/ Post interview process

26. Key terms and benefits

Following is a summary of the main terms and conditions together with the benefits of joining Avon & Wiltshire Mental Health Partnership NHS Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions.

Salary

The appointment is at Specialty Doctor Grade with salary thresholds from £51,000 to £80,000 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Specialty Doctor and may take account of other Specialty Doctor level experience in accordance with the Terms and conditions of service for Specialty Doctor England (2021). This post is also subject to nationally determined terms and conditions of service.

Sick Pay

Entitlements are outlined in schedule 17 of the TCS for Specialty Doctor England (2021).

Pension

The NHS offers a superannuation scheme, which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

Equal Opportunity & Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their sex, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership. The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Flexible Working

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

Maternity, Paternity and Special Leave

AWP offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available, as well as Additional Paternity Leave (APL) subject to eligibility. Special Leave is also available when staff are experiencing difficulties for compassionate, domestic, personal or family reasons.

Relocation Expenses

The successful candidate *may* be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

Travel Expenses

Travel expenses will be in accordance with schedule 20 of the TCS for journeys incurred in performing your duties.

Interview Expenses

Second-class travelling expenses will be reimbursed to shortlisted candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, shortlisted candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

Two Ticks Disability Symbol

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references.

Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

DBS Checks

The appointment will be subject to clearance from the Disclosure and Barring Service.

Induction

An induction programme will be offered on commencement with the Trust, the content will vary according to individual need.

Library services

Avon and Wiltshire Mental Health Partnership Trust (AWP) Library and Knowledge service (LKS) provides library and information services to all staff, students on placement, carers and partner organisations who support our service users across the AWP geographical area.

We support the provision of the highest quality mental health care through access to authoritative, high quality information and resources for clinical decision making, continuing professional development, study and research.

We offer book loans, e-book access, document supply, access to an extensive range of journals and databases, evidence and literature search services, current awareness services and training in digital skills. We also provide support for health and wellbeing, run reading groups and book clubs.

The majority of services are accessible online, whilst physical libraries are available at Callington Road Hospital, Green Lane Hospital Devizes and Fountain Way, Salisbury, offering computer access and quiet study space.