

SWD-SEV-C-S-21-065 (Approved)

# Consultant in General Adult Psychiatry

## Acute Inpatient Services

### Southmead Hospital

#### 10 PAs

#### RVN788-JK

Endorsed on behalf of the Royal College



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# 1. Introduction to the Post

<b>Post and specialty:</b>	Consultant Psychiatrist in General Adult Psychiatry
<b>Base:</b>	Southmead Hospital, Bristol
<b>Number of programmed activities:</b>	10 PA per week
<b>Accountable professionally to:</b>	Medical Director
<b>Accountable operationally to:</b>	Medical Lead

## Context for the role

The Trust is seeking a Consultant Psychiatrist to work in the acute inpatient ward currently based at Oakwood Ward, Southmead Hospital. This is a replacement post due to the current post holder moving internally.

## Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Medical Lead:	Dr Jacek Kolsut
Clinical Director:	Dr Eva Dietrich
Clinical Lead:	Liz Bessant
Operational Manager:	Nathan Wallbank
Responsible Officer:	Dr Sarah Constantine

## 2. Service Details



The post holder will provide medical input in to the Inpatient Service.

### **Summary of Post**

There are three acute inpatient wards in Bristol; Oakwood ward, Southmead Hospital (23 beds serving Bristol and South Gloucestershire) and Silver Birch ward, (19 beds, Bristol), Lime ward, (23 beds, Bristol) at Callington Road Hospital. All units have single en-suite rooms with communal facilities and access to on-site day therapy provision, as well as therapists visiting the wards.

Southmead Hospital is a large acute Trust run by North Bristol NHS Trust with on-site mental health facilities. AWP provide a number of services on site, a 10 bedded Eating Disorder Unit which serves the whole of the AWP area, a 4 bedded Mother and Baby Unit (New Horizons) which also serves the whole of the AWP area and a 4 space Place of Safety, which covers Bristol, North Somerset, South Glos and B&NES.

The North Bristol Assessment and Recovery Team are also based on site at Gloucester House, with a dedicated therapy department based at Gloucester House. AWP also provide liaison services to NBT Trust, through a multi-disciplinary later life liaison service, based at Donal Early House, and provide a consultant psychiatrist to the NBT run A&E liaison service.

Further inpatient facilities are provided at Callington Road Hospital; a 24 bedded later life functional ward and a 20 bedded later life organic ward serving Bristol and South Gloucestershire, an 8 bedded female PICU which serves the whole of the AWP area, and a 12 bedded male PICU which serves the Bristol, South Gloucestershire, North Somerset and B&NES areas. Bristol also has a male and a female crisis house as alternatives to hospital and / or to support early discharge; these are run by third sector partners within Bristol.

The consultant will be leading on daily ward reviews, divided into workstreams / groups, providing visible and accessible support to the SAS doctor, junior doctor and nursing team. Realistically, this would mean 3-4 ward rounds per week. This post is evolving new ways of working to include systems for consultant time to be focussed on those patients that need senior medical input so that decision-making, treatment and discharge planning, and liaison with the Intensive (Crisis) team happens promptly. To support this, the consultant will not have responsibilities outside of this team, other than attending some CPD activities or interface meetings with other teams.

Oakwood Ward is commissioned jointly by Bristol and South Gloucestershire CCGs, commissioning 10 and 13 beds respectively. The ward has averaged 2-3 admissions per week over the last year, with median length of stay of between 29 and 36 days. Most patients are admitted under S 2 or S 3 of the MHA, approximately two thirds under S 2. There are 1 -2 Tribunal Hearings / week.

The main roles of the full time SAS doctor will be supporting MHA work by writing reports for and attending MHRT, and clinical input to patient's treatment that does not require senior medical

input. The team works closely with community services including Intensive staff, to support effective bed management, including shared care to enable facilitated early discharge.

### **Inpatient Services**

- Overarching therapeutic Approach
- Provision of Therapy 7 days a week
- Accreditation

All individuals have a CPA on admission to hospital, which are aimed to be within 7 days of admission. Discharge planning starts as early as possible, to identify the most appropriate onwards care pathway and identify any possible blocks to a timely discharge.

The ward is managed by a supernumerary nurse ward manager who is supported by a matron and a team of nursing staff from bands 2 to 6. There is dedicated support from occupational therapy, physiotherapy, psychological therapies, dietetics, pharmacy staff and an SAS Doctor. The ward is also supported by administrative staff 7 days a week.

Bristol CCG are requiring the locality team to review the provision of their inpatient facilities in conjunction with them to cover the following areas, and have attached a CQUIN to support the delivery of these targets:

- Making every intervention count
- Making every day count
- Joint working with partners
- Delivery of the South West Hospital Standards for Dementia
- Improving physical health

### **Staffing skill-mix for the Inpatient Ward Team:**

Consultant: 1.0 WTE – this post

SAS: 1.0 WTE

CT1 junior trainee medic

F1 junior trainee medic

Band 8a Matron: 1.0 WTE (this post is responsible for 4 units)

Band 7 Ward manager 1.0 WTE

Band 6 Charge Nurses

Band 5 Staff Nurses

Band 3 Healthcare assistant

Band 2 Healthcare assistant

Band 3 Ward administrator

### **Key Facts**

Ward facilities include:

- Consultation rooms
- Separate male and female sleeping areas
- A female only lounge, and female only garden
- A games / activity room

On site therapies department, which includes:

- Art room
- Gym
- MHA tribunal rooms
- Multi-faith room
- Meeting rooms

A 24 hour switchboard will also provide management of all on call systems. It will provide a referral management system, including rapid access calls, ensuring that all referrals are screened and directed to the most appropriate service for assessment, scheduling directly into local assessment/intensive services as required. It will develop relationships with all local services to ensure a streamlined and safe transfer process for all service users with a process of positive reporting will ensure that people are handed onto services safely.

### **Care Clusters**

The service will use the care cluster model as a clinical framework, alongside CPA to assess, plan, deliver and review care.

The Model uses 21 care clusters to describe a set of needs and each cluster attracts a number of different things:

- a range of interventions, drawn from NICE guidance
- a number of different professional roles to be involved for given amounts of time
- a clinical review interval, and an anticipated course for each condition ranging from six weeks to long term.

Each service user will have their needs allocated to a care cluster, with the aid of the Cluster Allocation Support Tool (CAST) tool. Specific Care packages will be offered according to each cluster. Although each cluster has its own specific review period, currently review will be undertaken following assessment, at each CPA review, and at points when needs change significantly.

There will be regular re-assessment/re-cluster and CPA review according to clinical guidelines and a clinical decision made as to whether the service user will step up, or step down within AWP or outside of the service.

## 3. Clinical Duties



The Consultant will deliver direct interventions to inpatients including assessment, diagnoses and treatment of mental and physical health needs.

- The Consultant will supervise the medical team that provides medical care and act as RC for detained inpatients.
- Medical legal role for inpatients. This will include the preparation of MHA Tribunal and other reports and attending MHA Tribunals
- Responsible for the mental health care of all inpatients through daily ward reviews, attending the ward daily themselves Monday to Friday
- Number of inpatient bed is 23 (open-acute beds). There are no HDU or PICU beds.
- Collaboratively work with the Intensive teams to provide dedicated lead Consultant input to acute care service coordination by meeting the needs of the service user in inpatient services and enabling timely discharge with robust CPA planning and aftercare arrangements.
- The Consultant has a duty to collaborate with key personnel to ensure the smooth transition through any changes in the care pathway
- The Consultant is not expected to take responsibility for the 'easy access point' process.
- The Consultant will provide nominal senior medical cover to the S136 suite during the daytime. This nominal cover includes advice and support to the nursing-led team, supervision to junior staff attending to the patients on the S136 and advice about potential prescribing. The Consultant may be asked to review a patient on the S136 or delegate this task to one of the other medics in the team. S12 work is arranged independently and is not the direct responsibility of the postholder.
- To support and participate in Clinical Governance and Audit. The postholder will have opportunities to undertake medical audit and activities related to clinical governance issues, subject to job-planning and under supervision of the line manager.
- To provide cross-cover to other consultants (this is a reciprocal arrangement whereby consultants provide cross-cover for each other).
- The Consultant is expected to contribute to the development of acute care services in line with best practice and nationally accredited standards.

- Active participation in acute care pathways meetings identifying services users who require access to inpatient services in a timely manner as well as identifying potential discharges from the inpatient ward.
- Understand and participate in the maintenance, monitoring and evaluation of service specific performance indicators and targets.
- The post holder will be expected to support the Medical Lead and participate in strategic development both within the local service and the wider Trust.
- The Consultant is expected to provide visible and clear leadership at ward level.
- The post holder will be encouraged to develop an area of special clinical interest in line with service needs. This may be practice based research. Please refer to the notes reference the University of Bristol for an outline of current research interest. The University Department of Mental Health in Bristol is keen to see new projects developed and will help with advice and supervision where appropriate.

### Management Responsibilities

- The post holder will be expected to be a key player in the development of the service.
- The post holder will be expected to provide medical leadership and participate in strategic development within the service.
- To support and participate in Clinical Governance and Audit and in particular the design and completion of any service evaluation.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.

### Administrative Responsibilities:

- The post holder will undertake administrative duties associated with the running of his/her clinical work.

### Training and Supervision of Junior Medical Staff

This post is supported by 0.8 Specialty Doctor.

The post holder will be expected to undertake the supervision and training of medical students, junior and middle grade doctors, Specialist Registrars and multidisciplinary colleagues, where appropriate.

As a junior doctor trainer the post holder will be responsible for their professional supervision and management. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training. The post holder will be expected to be involved and contribute to the regular teaching programme for trainee medical staff and medical students.



## Quality Improvement

- Leads and manages a team in a way that supports the development of a culture of continuous improvement and learning.
- Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

## General Duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New 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 to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- Participation in the Trustwide Medical Advisory Group TMAG.

## 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.

## Other duties and review of 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.

## Administrative Support

The consultant will have a dedicated 1.0 wte administrative support based at Southmead Hospital. This arrangement equates to the necessary proportion of medical secretarial time available for this 1.0 post.

## Office Facilities

The consultant will have access to a dedicated office (sole use) mobile phone, bleep and computer facilities at Oakwood Ward. The Trust has recently introduced nhs.net secure email accounts for all staff, and utilises RiO as its electronic healthcare record, with training and IT support, as required. The Trust operates an internal staff intranet as well as an external internet site.

## On-Call

On-call is a requirement of this post.

The on-call commitment is currently 1:25 but this will be subject to change from the 1st August 2023. The on-call commitment is not pro-rata for part time consultants. It is designated as Category A with a 3% on-call supplement. The remuneration for predictable and non-predictable on-call clinical activity is currently under review.

The rota covers adults of working age and older people, including inpatient units, in South Gloucestershire, Bristol and North Somerset. The Consultant will not provide cover for Child and Adolescent, Learning Disability, and Forensic Services as these specialties are covered by a separate rota.

Senior trainees also participate in this rota and are supervised by the consultant on-call.

Consultants will be expected to have a handover (by phone) with on call juniors and discuss a care plan for all new admissions over the weekend.

The consultant on-call rotas are subject to review.

## Cover Arrangements

Consultant cover is provided by named colleagues from within the team and its adjoining teams (North Bristol Crisis Consultant, North Bristol Recovery Team, South Glos Recovery)

Cover is agreed mutually in advance of each leave and this arrangement is facilitated and coordinated by the Medical Leads (community and inpatient).

## Special Requirements

The successful candidate will be expected to have transport available to fulfil the requirements of the post and live within 10 miles of the hospital base or within 45 minutes travelling distance.

## 4. Suggested Timetable



Day	Time	Activity	Category	No. of PAs
Monday	AM	Ward Management	DCC	1 PA
	PM	Clinical Admin	DCC	1 PA
Tuesday	AM	Ward Management Junior Doctors Supervision	DCC SPA	0.5 PA 0.5 PA
	PM	Local Academic Meeting CPD	SPA	1 PA
Wednesday	AM	Ward Management	DCC	1 PA
	PM	Clinical Admin	DCC	1 PA
Thursday	AM	Ward Management	DCC	1 PA
	PM	Ward Management Audit	DCC SPA	0.5 PA 0.5 PA
Friday	AM	Ward Management	DCC	1 PA
	PM	General Admin CPD	DCC SPA	0.5 PA 0.5 PA

The timetable above 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.

## 5. Remuneration 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. Our Human Resources team will be happy to discuss any of the points raised here.

### **Salary**

The appointment is at Consultant grade with salary thresholds from £88,364 - £119,133 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 Consultant and may take account of other consultant level experience or factors, which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

### **Annual Leave**

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition, there is entitlement to 8 Public/Bank Holidays. For consultants contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

### **Sick Pay**

Entitlements are outlined in paragraph 225 – 240 of the TCS.

### **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.

## 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.

## 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**

The Trust 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.

Additional Paternity Leave (APL) is also available subject to eligibility.

In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

## **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 paragraphs 277 – 308 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. Copies of Trust policies can be accessed via the staff intranet, OurSpace or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

## **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 (formerly CRB) Checks**

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

## **Smoking**

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

## **Period of Notice**

The employment is subject to three months' notice on either side.





## 6. Person Specification

Criteria	Essential	Desirable	Means of Assessment
<b>QUALIFICATIONS</b>	MB BS or equivalent medical qualification.	Relevant Higher Degree e.g MD,PHD,Msc or other additional clinical qualifications MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists. Additional clinical qualifications.	
<b>ELIGIBILITY</b>	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register OR within six months of gaining CCT. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	CCT in General Adult Psychiatry	Application form Documentation
<b>EXPERIENCE</b>	Experience of assessing and treating patients in an inpatient setting. Knowledge and evidence of participation in CPD. Evidence of effective multidisciplinary team involvement.		Application form Interview
<b>PERSONAL SKILLS</b>	To possess leadership skills and be able to work collaboratively in a multidisciplinary team. Ability to manage own time, workload and prioritise clinical work. Ability to appraise own performance as a Consultant. Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.	Evidence of specific achievements that demonstrate leadership skills Flexible and tolerant. Relaxed when dealing with teams under pressure. Motivational skills.	Application Interview References Discussion Group

	<p>Excellent written and oral communication skills</p> <p>Approachable and compassionate personality with good listening skills.</p>		
<b>CLINICAL SKILLS</b>	<p>Ability to assess and treat psychiatric problems in Adults of working age and to deal with crisis situations.</p>		<p>Application Form</p> <p>Interview</p>
<b>KNOWLEDGE</b>	<p>Understanding of the management skills required to function successfully as a Consultant.</p> <p>Awareness of current issues in mental health service provision, policy and legislation.</p> <p>An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care.</p>	<p>Knowledge of alternatives to inpatient admission care approaches.</p> <p>Excellent knowledge of diverse range of interventions.</p>	<p>Application Form</p> <p>Interview</p>
<b>TEACHING</b>	<p>Commitment to and experience of undergraduate and postgraduate learning and teaching.</p> <p>Understand principles of teaching.</p>	<p>Experience as an Educational Supervisor for trainees.</p> <p>Evidence of organisation of further teaching programmes in medical education or multi-professional education.</p>	<p>Application Form</p> <p>Interview</p>
<b>RESEARCH &amp; AUDIT</b>	<p>Experience or involvement in a research project and publication.</p> <p>Ability to supervise junior medical staff undertaking research projects.</p> <p>Experience of carrying out an audit project.</p>	<p>Ability to critically appraise published research.</p> <p>Published audit project.</p>	<p>Application Form</p> <p>Interview</p>
<b>MANAGEMENT</b>	<p>Able to manage priorities.</p> <p>Evidence of management/leadership skills training.</p> <p>Ability to manage risk.</p>	<p>Previous management experience including that of other junior medical staff.</p>	<p>Application Form</p> <p>Interview</p>
<b>APPRAISAL &amp; REVALIDATION</b>	<p>Name and details of current Responsible Officer, where appropriate</p>	<p>Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).</p>	<p>Post interview processes</p>
<b>OTHER</b>	<p>Able to fulfil the duties of the post.</p> <p>Independently mobile and willing to travel</p> <p>Satisfactory pre-employment checks</p>		<p>Application/Interview/Post interview process</p>

## 7. Geography/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](http://www.visitbristol.co.uk)

## 8. The Local Health Community & Local Services



AWP provides treatment and care in people's own homes and other community settings, reflecting the preferences of our service users. Our community services are supported by high quality inpatient services that provide short term assessment, treatment and care.

### **The Crisis Service**

The Crisis service is a full 24/7 service that operates throughout the weekend and on public holidays, providing the full range of service, from receiving referrals to assessment to home treatment to admission management. The Crisis Service is provided on a hub and spoke model serving the 3 sectors in Bristol, divided into North, South and Central. The Crisis Service provides Single Point of Access (SPA) to crisis and recovery services, 24 hours a day and is intended to review all referrals for Adult services.

### **Assessment and Recovery Service**

There are three assessment and recovery service teams working in south, central and north Bristol. They will work closely with GPs, assessing service users within three days of referral, and providing routine services from 8am to 8pm, seven days a week. The Assessment and Recovery Services provide a service for all adults over the age of 18 and in transition from CAMHS, excepting those who are only experiencing dementia.

### **Rehabilitation Service**

The rehabilitation services work with client groups; male and female aged 18 years and over who experience long-term complex mental health problems, therefore the services are structured to offer an extended period of engagement to help individuals maximise their potential.

The emphasis is on a recovery approach which focuses on adopting hope for the future with the client, and encouraging them to tell their life story up until now, and envisaging their future by supporting patients through:

- Maintenance and development of a range of independent living skills whilst recovering
- An information-providing approach
- Considering a Relapse Prevention Plan for the future.

### **Liaison Services**

The Liaison Service in Bristol is based at Clinic &, Bristol Royal Infirmary.

This service offers a mental health assessment to all adults (18 years and over) attending Accident and Emergency (A&E) departments who have mental health concerns including self-harm. It also assists acute general hospitals to assess and treat people with mental health concerns who have been admitted with an existing medical problem. The team provides a Monday to Friday and weekend am service to the Bristol Royal Infirmary across adult and older adults.

## **Early Intervention Team**

The Early intervention for Psychosis team is a Bristol wide service working with people age 14-35 following a first episode of psychosis. They work with people for up to three years and have a case load of approximately 180 service users. Young people aged 14-16 remain under the care of CAMHS with input from the Early Intervention service. The team also provide assessment and intervention for people presenting with an at risk mental state.

The team includes nurses, occupational therapists, a social worker, mental health workers, a consultant psychiatrist, and clinical psychology.

Bristol rehabilitation services often work closely with the Early Intervention Team around pathways for early rehabilitation.

## **Later Life Services**

### **Inpatient Service**

Aspen and Laurel based at Callington Road Hospital, Bristol, provide highly specialist assessment and treatment to service users whose circumstances or needs mean they cannot be treated and supported appropriately at home or in any other environment. Separate wards look after those with functional and organic illness.

### **Specialist Services**

The Trust provides a range of specialist services within the Trust aimed at individuals with particular needs. The types of services that can be accessed are:

Learning disabilities services

Low secure services

Medium secure services

Mother and Baby Unit

Autism spectrum services

Eating disorder services

Personality Disorders Service

Traumatic Stress Service

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

Memory Service

Street triage services

S136 units

Therapies services

Electro-convulsive therapy services

IAPT services

Care home liaison services

## Population and Demographics

Bristol has a population of 428,100 making it the largest city in the South West of England and the 7<sup>th</sup> 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. Bristol's 57,200 older people make up 13% of the total population suggesting 1 in 7 people living in Bristol are aged 65 or over.



Avon and Wiltshire Partnership Mental Health Trust deliver integrated Health and Social Care services in Bristol, in an area coterminous with the Bristol Clinical Commissioning Group and the Bristol Council boundary.

## 9. The Trust



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.

### 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.

The benefits of partnership working have been highlighted by health and care systems working together in response to the COVID-19 pandemic, with NHS Trusts, GPs, councils, care homes and others joining forces to meet local people's needs.



Integrated Care Systems have allowed organisations to work together and co-ordinate services more closely, to make real, practical improvements to people's lives. For staff, improved collaboration can help to make it easier to work with colleagues from other organisations, and systems can better understand data about local people's health, allowing them to provide care that is tailored to individual needs.

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

## **Our Purpose: Working together, living our best lives**

This captures the purpose of our organisation. To deliver care that empowers individuals to take control and stay in control of their life despite having a health problem. It is founded on the principle of co-production and partnership; a shared ambition and commitment to living well.

**Our Vision: We aspire to give you the best possible care in the right place, at the right time, to help you recover and live your best life.**

This captures our belief that more care should be accessible and increasingly available in local communities.

## **Our Values:**

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 Strategic Principles:**

Our strategic principles guide everything we do; they respond to the challenges we face today and ensure we maintain focus on what matters as we work towards our vision for the future. They are our top priorities.

## **Key Trust Staff**

Chair	Charlotte Hitchings
Chief Executive	Dominic Hardisty
Director of Finance	Simon Truelove
Executive Medical Director	Dr Sarah Constantine
Director of Nursing and Quality	Adrian Childs
Director for People	Julian Feasby
Chief Operating Officer	Mathew Page



## Leadership Development

The leadership development programme is designed for recently appointed Consultants in AWP to help them understand how their leadership behaviours affect the culture in which they work, and to learn more about themselves as leaders. The programme is one year long and consists of a workshop every 2 months, progressing to masterclasses. It concentrates on 3 core areas:

*Self as Leader*  
*Leading teams*  
*Leading change and transition*

The programme is run by the Advanced Coaching Academy who have extensive experience of working with the NHS, have been in senior leadership positions themselves, and currently run the Managers Toolkit and coaching training in AWP. The programme includes an individual coaching session at the end of the first module focussing on yourself as a leader.

At the end of the first year of the leadership development programme there will be a series of masterclasses to choose from including:

*Influencing skills for leaders*  
*How leaders effectively manage conflict*  
*Inclusive leadership*  
*Authentic leadership with integrity*

Medical Leads provide individual supervision for Consultants, which is more frequent for newly appointed Consultants to support the transition to being a Consultant in AWP.

## Continuing 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.

There are a wide range of training opportunities offered by the Training Department, as well as local and Trustwide academic meetings. The Trust expects consultants within local services and specialities to meet in Personal Development Plan (PDP) groups that comply with Royal College or psychiatry guidelines, in order to develop their own PDPs and keep them up to date, and it provides the time for this within Supporting Professional Activity time. The post holder will be expected to maintain good standing with respect to CPD in accordance with the Royal College of Psychiatrists guidelines.

The Medical Education team hold details of PDP groups, and can support new staff in finding a suitable consultant group.

There is a study leave allowance for Consultants of 30 days over 3 years. Study leave and expenses are approved by the Director for Medical Education.

## Appraisal and Revalidation

All Consultants within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the Medical Lead 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 Consultants to use EdgECumbe 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, Medical Director.

## Job Planning

Job planning is undertaken in conformity with the terms and conditions of the new consultant contract. Job planning meetings take place annually between May June and July with a clinical manager, together with a general manager if this is agreed by the consultant. Part of the job planning process will include local delivery unit (LDU) objectives that are based on the Trust's annual objectives. A group meeting with all the consultants in the LDU may take place to discuss these local objectives prior to individual job planning meetings. Job plans are reviewed within 6-9 months.

The job planning process links to appraisals. Each consultant is provide with a line manager and will have a minimum of a yearly job plan review. 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. The Trust does not expect consultants to opt out of the Working Time Directive.

## Teaching and Training

The Medical Education Team is based in Kingswood Civic Centre, South Gloucestershire. 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. Consultants are expected to be involved in and to contribute to the regular teaching programme for trainee medical staff and medical students.

All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee.

## **Research and Development**

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.

## **Mentorship**

AWP has a mentorship scheme available for newly appointed consultants. The post holder is invited to take up a mentor within our Trust, and upon appointment, the new consultant or staff grade is invited to contact the Director of Medical Education who will link them in with our database of mentors. Dr Sarah Price is the lead for the mentorship scheme, and she can also be approached for guidance and advice by newly appointed medical staff.

The Trust strongly supports mentorship for newly appointed consultants and the time required for mentorship will be available within the job description and job plan. All consultant and staff grade doctors are expected to be an active member of a CPD group meeting, Royal College of Psychiatry standards.

## Mental Health Act and Responsible Clinician Approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

## Contract Agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) 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

## Clinical Governance and Audit

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 be expected to:

- Contribute to clinical governance and responsibility for setting and monitoring standards
- Participation in clinical audit, and/or Quality Improvement Projects.
- Participation in service/team evaluation and the planning of future service developments.

## Induction

The AWP central and local workplace induction programme will be offered on commencement with the Trust, the content will vary according to individual need. In addition to this all new consultants within the first two months of joining AWP will also be offered a bespoke induction with the Executives. This will be in the form of one to one meetings and will enable new consultants to gain a better understanding of AWP's aims and objectives, the boards approach to strategic leadership and how the board puts this strategy of into practice.

## Library Facilities

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.

### Links with Universities

Avon & Wiltshire Mental Health Partnership NHS Trust has links to the University of Bristol, The Division of Psychiatry, The University of West of England, University of Bath and the University of Southampton.

## 10. Apply for the Post



To apply for this post please go to the Medical & Dental section of our dedicated recruitment website <http://jobs.awp.nhs.uk/>

### 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 Phillip Charles

Bristol Inpatient Medical Lead

M: 07803441404

[p.charles@nhs.net](mailto:p.charles@nhs.net)

Short listed applicants are encouraged to take the opportunity of discussing the post with the Chief Executive or Medical Director prior to interview.

**Dominic Hardisty**

Chief Executive

Tel: 01225 258241

**Dr Sarah Constantine**

Medical Director

Tel: 01225 258407

**Dr Pete Wood**

Deputy Medical Director

Tel: 01225 258407