

TOGETHER WE CAN

BECOME OUTSTANDING



Avon and Wiltshire  
Mental Health Partnership  
NHS Trust

## Locum Consultant Psychiatrist in Offender Health

HMP Eastwood Park CMHT

5PAs

Reference 342-LORVN029-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
- CARS – liaison and diversion
- Pathfinder service
- Veterans mental health service
- Community drug and alcohol
- Criminal justice services
- Deaf mental health service
- ADHD services
- CAMHS

- Medium secure services
- Mother and baby unit
- Autism spectrum services
- Personality disorders service
- Traumatic stress service
- Care home liaison services
- Eating disorder services
- Anxiety 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 Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Medical Lead:	Dr Panos Prevezanos
Associate Director of Nursing:	Kate Chisholm-Mitchell
Associate Director of Operations:	Mark Arruda-Bunker
Clinical Lead:	Rachel Heron
Operational Manager:	Alex Chapman
Service Manager:	Philip Rhodes
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty

## 3. Service Details

The post holder will provide medical input in to HMP Eastwood Park

**HMP Eastwood Park** is a women’s resettlement prison in Falfield, Gloucestershire. It held around 350 women at the time of the HMIP inspection in October 2022. The Inspectors noted the prison housed women with varied circumstances, including those remanded by the courts, a number serving very long determinate sentences and a small group serving indeterminate sentences. It continued to hold a few young adults aged 18 to 21. However, most of the women spent relatively short periods at the prison before being released or moving on to another prison. In addition to generic prison wings the prison has a “mother and baby unit”, a substance misuse unit and a PIPE (psychologically informed prison environment - NEXUS) with AWP providing a generic mental health service, a perinatal mental health service, the psychosocial substance misuse service and the specialist personality disorder provision into the PIPE. The prison’s catchment area remained wide, and had been extended further following the closure of HMP Holloway to encompass nearly all the south-western quarter of England and Wales.

Prior to PPG becoming the prime healthcare provider in Eastwood Park, in October 2022, AWP has successfully provided substance misuse and mental health services into HMP Eastwood Park for over nearly two decades. We are proud of the relationship we have built with His Majesty’s Prison and Probation Service and work hard to maintain and develop a partnership approach to the development of services and care pathways for the women in our care. The team forms part of the wider Criminal Justice Mental Health Service providing mental health assessment and treatment across the criminal justice pathway from point of arrest through custody and beyond. This is an innovative and dynamic service that is at the forefront of service development and has received positive recognition from the Care Quality Commission and His Majesty’s Inspectorate of Prisons.

We train and support staff to work safely and competently within this custodial environment and recognise the specific skills and commitment that is needed in these roles. We believe that work in prison provides great challenges and opportunities to make a real difference to a diverse and often complex client group. Our prison teams are committed to delivering person-centred and evidence-based care, using trauma-informed and gender-sensitive approaches.

Referrals to the prisons' teams and clinics can come from multiple pathways, including Liaison and Diversion, wing-based staff, Substance Misuse, GPs, other prison departments (e.g. Education and Resettlement) and self-referrals. Referrers into the service use a standardised template for referral which is processed by the shift coordinator on a daily basis. The Psychiatrist is expected to support the shift coordinator in triaging these referrals as required. Specific requests for psychiatric assessment will be made by registered practitioners within the teams, once they have completed an initial core assessment. The referral process accords with the RCPsych's Quality Network for Prison Mental Health Services (QNPMHS) quality standards. The prison mental health team holds a weekly multidisciplinary team meeting where new assessments and current caseload issues are discussed. This is chaired by the Band 7 Team Leader and attended by the Psychiatry.

## 4. The post and local working arrangements

<b>Post and specialty:</b>	Consultant Psychiatrist in General Adult Psychiatry
<b>Base:</b>	HMP Eastwood Park, Falfield, Glos GL12 8DB (just off J14 M5)
<b>Total Number of PAs:</b>	5PA per week ; can be negotiated depending on needs of successful applicant.
<b>Accountable professionally to:</b>	Medical Director
<b>Accountable operationally to:</b>	Medical Lead

We are seeking a Consultant Psychiatrist to join the community mental health team at HMP Eastwood Park.

This post has become available as the consultant psychiatrist currently in post will reduce their working hours from July 2023 with a view to retiring in June 2024.

The post being advertised is therefore for 5PA weekly, with a fixed term of one year.

Successful applicants for this fixed-term post will be well placed to apply for a 10PA weekly (negotiable) substantive consultant post within the service in early 2024.

The role of the post holder within the Prison Mental Health Service will be to work alongside the current substantive, part time Consultant Psychiatrist (0.6 WTE) in providing clinical leadership and assurance for the prison community mental health team.

The post holder is expected to provide specialist assessment and management recommendations for patients, and to provide clinical support to the mental health/wellbeing teams. The psychiatrists within the teams do not carry individual caseloads as such but will be expected to jointly manage patients with the allocated registered practitioner from the team, until such time as psychiatric



involvement is no longer clinically indicated. Substance misuse care is provided by AWP (psychosocial) and PPG (clinical aspects). The post holder will not be expected to undertake any substitute prescribing. Physical health assessment and monitoring of patients is provided by GP and primary care colleagues (in the form of both Unscheduled and Planned Care Teams) from PPG.

Mental health act aspects of this role relate to patients that require transfer from prison to psychiatric hospital under Part III of the act or patients that require 'civil' assessments, under Part II, at the point of their release from the prison.

All healthcare providers in HMP Eastwood Park share a common electronic patient record called "System One" to aid inter-agency/prison communication and patient management. In addition, the AWP Prison Mental Health Service has look up access to "RiO" records which enables access to mental health information for patients who have had previous contact with local community mental health services.

Team psychiatrists are expected to work to the standards set out in national service specifications ([service-specification-mental-health-for-prisons-in-england-2.pdf](#)) and to support the team to meet the RCPsych QNPMH's standards, with the support of the AWP Pathway Lead and Team Manager.

There are other important stakeholders and health partners that team psychiatrists are expected to interact with. These include the Prison Governors, the Ministry of Justice, colleagues in PICU, low and medium secure hospitals, CMHT colleagues, GPs etc.

Line management for this post is provided by the AWP specialised services medical lead. The post holder will be expected to provide clinical supervision, but not line management, to the team's non-medical prescribers and junior doctors.

AWP criminal justice services are part of the Specialised Locality. This includes mainly services commissioned by NHS England such as personality disorder services, drug and alcohol services, perinatal services, eating disorder services as well as more specialist services commissioned by CCGs including ADHD, autistic spectrum services and learning difficulty services. There are joint meetings within the Specialised Locality to monitor incidents, share learning, improve quality, and monitor performance. AWP also provides secure services, including low and medium secure in-patient wards, based at Blackberry Hill Hospital in Bristol. All referrals from throughout the South West for access to high, medium or low secure care are managed by the S West Provider Collaborative, through a centralised referral system. The Trust also operates Psychiatric Intensive Care Units in Bristol and Salisbury.

### **Team Complements:**

#### **HMP EWP Prison Mental Health Service**

Consultant Psychiatrist	0.8 wte (Current post holder 0.6WTE)
Service manager	0.33wte
Psychologist	0.8 wte
Team Leader	1.0 wte
Independent NMP	2.0 wte
Dual Diagnosis Practitioner	1.0 wte
Neurodevelopmental Prac	1.0 wte

Registered Practitioners	5.8 wte
Crisis Support Workers B4	5.5 wte
Crisis Support Workers B3	5.0 wte
Social Prescriber	1.0 wte
Group work Facilitators	2.0 wte
Therapies support workers	2.0 wte
Perinatal mental health pracs	1.0 wte
Admin Support c/o PPG	1.0 wte
Psychiatry Admin c/o AWP	0.5 wte

### **HMP Eastwood Park: NEXUS Personality Disorder Service / PIPE**

Consultant Psychiatrist	0.2 wte
Consultant Psychologist	0.2 wte
Clinical Lead	0.8 wte
Clinical Psychologist	0.2 wte
Forensic Psychologist	1.6 wte
RMN	0.5 wte
Forensic Psychologist Trainee	1.0 wte
OT	0.9 wte
Forensic Psychologist Trainee	2.0 wte
Assistant Psychologist	1.0 wte
Admin	0.5 wte
Music Therapist	0.4 wte

The community mental health team receive approximately 33 new referrals / week. Over the past financial year we transferred 32 clients out to Psychiatric hospitals under part III of the Mental Health Act, managing the remission of 5 clients under s177 arrangements.

The post is supported by a Foundation Year 2 (F2) doctor and a Core Psychiatric Trainee (usually a CT3).

## **5. Clinical duties**

- The Consultant will deliver direct interventions to service users at a level of intensity according to need including those service users who require an assertive approach who are difficult to engage. This will include on-going assessment, diagnoses (including review and clarification) and treatment of mental and physical health needs.
- To provide advice to members of the multi-disciplinary prison community mental health team, including through regular attendance at the weekly Team MDT meetings.
- To hold CPA meetings for clients in need of secondary care.
- To visit patients on the prison wings, with the support of a member of the mental health team, if the client is unable to attend Pathways (a Unit akin to a GP practice within the prison) if clinically indicated.
- To liaise with other parts of the service and GPs and non NHS organisations wherever applicable.



- To liaise with the Community and Inpatient services as appropriate to facilitate the smooth handover of clients between services.
- To assess clients for s47 / s48 Mental Health Act transfers and to complete medical recommendations as clinically indicated.
- To actively participate in team and personal caseload management and supervision.
- To attend s117 pre discharge planning meetings for those being remitted to prison.
- To attend MAPPA meetings as clinically indicated.
- To provide day-to-day clinical supervision for the F2 and CT3

Please note the post holder is not required to provide expert witness psychiatric court reports or to provide reports as part of the parole process.

## 6. 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.
- 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 undertake administrative duties associated with the running of his/her clinical work.
- 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 and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

## 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.

There are a wide range of training opportunities offered by the Training Department, as well as local and Trust-wide 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.

## 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, who has line management responsibility, and the Operational Manager for the service.

The post-holder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

The post-holder will be expected to provide clinical leadership to the multi-disciplinary team and will be encouraged to contribute to other relevant management activities within the Directorate and within AWP.

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 enable consultants to extend professional advice to the Executive team and for the Executives to consult and inform medical staff of key Trust business.

## 9. Leadership development programme

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.

## 10. Mentoring

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 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 consultants are expected to be an active member of a CPD group meeting, Royal College of Psychiatry standards.

## 11. 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 Edgcombe 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.

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.

## 12. 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 provided 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.

## 13. Teaching and training

All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee. The post-holder will be expected to undertake the supervision and training of junior and middle grade doctors, Specialist Registrars, multidisciplinary colleagues; where appropriate and medical students from Bristol Medical School and the University of Southampton.

As a junior doctor trainer the post holder will be responsible for their professional supervision. The post holder will be expected to be involved and contribute to the regular teaching programme for trainee medical staff and medical students.

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

## 14. 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.

## **15. Mental Health Act and Responsible Clinician**

The post holder would be expected to be an Approved Clinician or hold Section 12 or be willing to undertake training to obtain Section 12 and will be expected to renew this approval according to agreed procedures.

## **16. Administrative support and office accommodation**

The consultant will have access to the team administrative support to enable them to effectively participate in all their roles and responsibilities, to manage their diaries and provide support for non-clinical activities.

They will also have access to appropriate office space at their base. Equipment and access to enable remote and home working whenever appropriate will also be provided.

## **17. Clinical governance and quality assurance**

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/other local assurance processes.
- Participation in service/team evaluation and the planning of future service developments.

## 18. 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.

## 19. 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.

## 20. Other duties

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.

## 21. Work programme

It is envisaged that the post-holder will work 5 programmed activities over 3 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post-holder. The overall split of programmed activities for a full time post is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities ( as per the Royal College of Psychiatrists recommendations). The timetable is therefore indicative only. A formal job plan will be agreed between the post-holder and medical lead and service manager three months after commencing the post and at least annually thereafter.

## 22. On-call and cover arrangements

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 for annual and study leave is reciprocal with other Consultants and leave requests are submitted electronically to the Medical Lead with appropriate cover agreements

Cover is agreed mutually in advance of each period of leave.

## 23. 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.

## 24. 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.

## 25. 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.

## 26. 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 Illingworth / Dr Prevezanos

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

<b>Dominic Hardisty</b>	<b>Dr Sarah Constantine</b>	<b>Dr Pete Wood</b>
Chief Executive	Medical Director	Deputy Medical Director
Tel: 01225 258241	Tel: 01225 258407	Tel: 01225 258407

## 27. Suggested timetable

Day	Time	Location	Activity	Category	No. of PAs
Monday	AM	Base	Clinic	DCC	1
	PM	Base	Multi-disciplinary meeting. Clinic administration.	DCC	1
Tuesday	AM	Remote	Continuous professional development.	SPA	1
	PM				

Wednesday	AM	Non-working day.			
	PM	Non-working day.			
Thursday	AM	Non-working day.			
	PM	Non-working day.			
Friday	AM	Base	Clinic	DCC	1
	PM	Base/Remote	Clinical administration	DCC	1

Programmed activity	No of PAs
Direct clinical care (DCC)	4
Supporting professional activities (SPA)	1
<b>Total Programmed Activities</b>	<b>5</b>
Unpredictable emergency on call work (APA payment)	1

## 28. 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 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. 49.6% of the Bristol population are Male and 50.4% are female. The 2021 Census reflected an 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](http://www.visitbristol.co.uk)

## 29. Person Specification

Criteria	Essential	Desirable	How assessed
<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.  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 or Forensic Psychiatry	Application form Documentation
<b>EXPERIENCE</b>	Experience of assessing and treating patients in a community setting.  Knowledge and evidence of participation in CPD.  Evidence of effective multidisciplinary team involvement.		Application form Interview

<p><b>PERSONAL SKILLS</b></p>	<p>To possess leadership skills and be able to work collaboratively in a multidisciplinary team.</p> <p>Ability to manage own time, workload and prioritise clinical work.</p> <p>Ability to appraise own performance as a Consultant.</p> <p>Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.</p> <p>Excellent written and oral communication skills Approachable and compassionate personality with good listening skills.</p>	<p>Evidence of specific achievements that demonstrate leadership skills Flexible and tolerant.</p> <p>Relaxed when dealing with teams under pressure. Motivational skills.</p>	<p>Application Interview References Discussion Group</p>
<p><b>CLINICAL SKILLS</b></p>	<p>Ability to assess and treat psychiatric problems in Adults of working age and to deal with crisis situations.</p>		<p>Application Form Interview</p>
<p><b>KNOWLEDGE</b></p>	<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 Interview</p>
<p><b>TEACHING</b></p>	<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 Interview</p>
<p><b>RESEARCH &amp; AUDIT</b></p>	<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 Interview</p>
<p><b>MANAGEMENT</b></p>	<p>Able to manage priorities.</p>	<p>Previous management experience including that of other junior medical staff.</p>	<p>Application Form Interview</p>

	Evidence of management/leadership skills training. Ability to manage risk.		
<b>APPRAISAL &amp; REVALIDATION</b>	Name and details of current Responsible Officer, where appropriate	Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).	Post interview processes
<b>OTHER</b>	Able to fulfil the duties of the post. Independently mobile and willing to travel. Satisfactory pre-employment checks		Application/Interview/Post interview process

## 30. 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 Consultant grade with salary thresholds from £93,666 - £126,281 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.

### 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.



### **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 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.

### **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 Baring Service.

### **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 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.