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BECOME OUTSTANDING



Avon and Wiltshire
Mental Health Partnership
NHS Trust

Specialty Doctor in General Adult Psychiatry

South Recovery Team
Kingswood Civic Centre
6 PAs
SD035-BNSSG-AS



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behalf of the Royal College

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1. Introduction



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

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

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

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

2. Trust Details

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

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

AWP operates under 3 divisions mirroring the ICSs areas:

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

AWP provides a wide range of services which include:

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

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

Our Purpose and our values

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

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

Our Strategy and objectives

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

Our strategy has four key objectives:



Provide outstanding care

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



Develop outstanding people

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



Provide sustainable services

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



Delivered in partnership

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

Key working relationships and lines of responsibility

Divisional Medical Lead:	Dr Dan Hodgson
Medical Lead:	Dr Avneet Sharma
Line Manager:	Dr Avneet Sharma
Clinical Director:	Dr Eva Dietrich
Associate Director of Operations:	Paula May
Clinical Lead:	Angie Jakubowska
Operational Manager:	Suzanne Howell
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty
Medical Director and RO:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
ADME for SAS Doctors	Dr Julie Miller

3. Service Details

Our Recovery teams work in Bath and North East Somerset (BaNES), Bristol, North Somerset, South Gloucestershire and Swindon. Each team provides care, treatment and support to adults over 18 years with a variety of mental health needs, including mood disorders, anxiety disorders, psychosis and personality disorders.

Our teams carry out assessments to develop an individual care plan, risk management plan and crisis plan to support service user journeys through mental health services.

The South Gloucestershire Recovery Service provide specialist interventions and support for people with more complex needs and enduring mental health problems. The Recovery service comprises two 'work streams', each work stream relating to GP clusters based within the North and South patches of the South Gloucestershire Area.

4. The post and local working arrangements

Post and specialty:	Specialty Doctor in General Adult Psychiatry
Base:	Kingswood Civic Centre, High Street, Kingswood, Bristol, BS15 9TR
Total Number of PAs:	6 PAs per week
Accountable professionally to:	Medical Director
Accountable operationally to:	Medical Lead

We are seeking a Specialty Doctor to join the South Gloucestershire Recovery South Team. This is post has become vacant due to the current incumbent returning to training.

The post holder will work with the Consultant Psychiatrist; Dr Avneet Sharma and Specialist Doctor; Dr Venkatesan Ramamnujam to be responsible for senior medical input to the cases on the recovery team caseload, this will include pre-existing cases and assessing new referrals from the Liaison Team.

The locality has well established clinical and medical leadership Structure including a Medical Lead, Operations Manager and Clinical lead.

The post holder will gain experience as senior medical member as follows:

- Community reviews and work alongside the multi-disciplinary Recovery Team.
- Urgent review of patients
- Opportunities to gain clinical experience in treating a wide array of clinical conditions.
- Opportunity to work with a variety of patients in a variety of settings both urban and rural.
- Opportunity to gain experience in treatments with a focus on using complex/combination interventions in patients who appear to 'be stuck' with in services.

The recovery services in South Gloucestershire operate between 9:00am and 5.00 pm Monday to Friday, five days a week. Between 9.00 am and 5.00pm, it provide a full range of services. Contact for service users and their families in an emergency will be provided outside these hours by our intensive services.

Recovery services in South Gloucestershire has a well-run physical health monitoring services for the patient and the team also runs group based Psychoeducational groups for Bipolar illness and horticultural activities.

Alongside working with respective teams there are opportunities to work at the interface between the Crisis Team, acute inpatient environment and early intervention services.

The team is multi-disciplinary and well-established and is integrated with the local social services.

The team comprises of:

1.0 WTE Consultant

1.0 WTE Specialist Doctor

1.0 WTE Team Leader

1.0 WTE Senior Practitioner

4.5 WTE band 6 nurses

2.0 WTE band 5 nurses

4.8 WTE band 6 Social Workers

3.8 WTE band 6 HCAs

1.6 wte band 6 Occupational Therapists

The team is supported by a well-established Psychotherapy department that offers a wide array of Therapies including CBT, Psychodynamic, Mentalisation based and DBT.

The team's case load

The Recovery team case load typically consists of Mood disorders especially low mood, Psychosis and Personality disorders. The team case load hovers around 400 cases.

Team referral rate/ admission rates

On average the team receives around 20-30 new referrals per month mainly through the Assessment team.

5. Clinical duties

- To assess and treat service users in the community and in a clinic.
- To attend weekly CMHT MDT meeting and to support the team with medical input as required.
- To arrange and participate in CPA meetings for service users.
- Undertake urgent psychiatric assessments when necessary.
- To liaise with other parts of the service and GPs and non NHS organisations wherever applicable.
- Write up all their notes using the Trusts Electronic Record system RIO which also records time and date of entry. The post holder is personally responsible for entering their notes onto the system themselves.
- Ensure effective and timely documentation and communication of clinical decision making and management plans
- The post holder is expected to seek Section 12 approval, but this is not a requirement of the post as there is no on call commitment for this job.
- The candidate is expected to deal with 5-6 cases on average per week. The candidate will be dealing with cases allocated to Consultant's and Associate Specialist's caseloads.

6. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between medical colleagues and the medical director and in accordance with the Trust's personnel policies and procedures.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Junior Doctor Contract 2016 and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly via AWP's electronic clinical record system.
- To participate in annual appraisal for Specialty Doctors.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval (if applicable), and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- To participate in continuing medical education and maintain good standing for Royal College of Psychiatrists CPD. Specialty doctors are expected to become members of a peer group and will be signposted to the appropriate group on appointment.
- The post holder will be encouraged to develop an area of special clinical interest in line with service needs.

7. Continued professional development (CPD)

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

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

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

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

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

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

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

8. Clinical leadership and medical management

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

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

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

9. Appraisal and revalidation

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

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

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

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

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

10. Job planning

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

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

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

11. Teaching and training

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

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

Junior Doctors in Training

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

Medical Students

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

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

12. Research

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

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

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

13. Administrative support and office accommodation

The post holder will have access to a 1.0 wte dedicated Administrator based at Kingswood civic centre. The role of Administrator will be to maintain diaries; liaise with other team members for CPAs, professional meetings and clinical appointments; the Administrator will also be typing dictated letters and sending these out to Service users and primary care.

The post holder will have access to a dedicated desk, computer and lockable drawer in open plan office space at Kingswood civic centre. The computer will have access to the trust intranet and to the electronic patient record (RIO). A mobile phone will be provided.

14. Clinical governance, audit & quality improvement projects

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

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

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

15. External duties, roles and responsibilities

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

16. Other duties

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

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

17. Supervision

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

18. On-call

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

19. Leave and cover arrangements

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

Cover will be provided by arrangement with one of the other Specialty doctors working in other teams in the locality and also based at the same site including Intensive, Old age and Early Intervention. Cover can also be provided by the team Consultant and Associate specialist with the team.

20. Wellbeing

Effective local occupational support

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

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

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

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

Availability of local initiatives/resources that promote workforce wellbeing

AWP has several ways to support the Health and Wellbeing of staff. There are policies that cover the approach to work life balance such as flexible working and retire and return the flexible approach to retirement. AWP also supports psychical wellbeing through schemes like the cycle to work scheme, our health and wellbeing booklet, vulnerable person's risk assessment and events like the Walking Challenge. Psychological wellbeing is also important and AWP has a range of interventions starting with wellbeing conversations with line manager to a pathway of interventions such as reflective practice, staff support debriefs and the AWP Traumatic Stress Service for staff. We have an active coaching network and doctors can take part in reciprocal mentoring. There is also peer group support and Balint groups for Consultant/SAS doctors. There are active Health and Wellbeing Groups in each area that you can connect in with and have your voice heard.

21. Contract agreement

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

22. Visiting arrangements

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

Dr. Avneet Sharma, Consultant Psychiatrist, avneet.sharma@nhs.net Tel: 0117 378 4620

Or

Rebecca Bishop, Team manager Rebecca.bishop2@nhs.net

23. Suggested timetable

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

Day	Time	Location	Activity	Category	No. of PAs
Monday	AM	Base	Clinical work	DCC	1
	PM	Base	Clinical work Admin	DCC	0.5 0.5
Tuesday	AM	Base	Clinical work/ Supervision	DCC	0.75 0.25
	PM	Base	Clinical work Admin	DCC	0.5 0.5
Wednesday	AM	Base	CPD	SPA	1
	PM	Base	Clinical work/ audit	DCC	0.5 0.5
Thursday	AM				
	PM				
Friday	AM				
	PM				

Programmed activity	No of PAs
Direct clinical care (DCC)	5
Supporting professional activities (SPA)	1
Total Programmed Activities	6

24. Population and attractions of area

Population

The population estimate for the 2021 census in South Gloucestershire is 290,400. This is an increase of 10.5% compared to the recorded population in 2011 (262,800). These latest projections suggest that the population of South Gloucestershire will rise to 354,300 in 2043.

In South Gloucestershire there has been an increase of 7.6% in children aged under 15 years, an increase of 8.4% in people aged 15 to 64 years, and an increase of 21.8% in people aged 65 years and over. 5.7% of the population is estimated to be of Black and minority ethnic (BME) origin.

The health of people in the county is generally better than the England average. Gloucestershire is one of the 20% least deprived counties/local authorities in England, however about 12% (13,100) of children live in low income families. Life expectancy for both men and women is higher than the England average. (Gloucestershire Joint Health and Wellbeing Strategy 2019 – 2030)

Attractions of area



South Gloucestershire is situated in the South West of England and covers an area of 49,700 hectares; a diverse landscape stretching from the Severn estuary in the west to the Cotswold Hills in the East. It is a mix of urban communities, market towns and small villages with amazing countryside. It has many attractions such as the Concorde Museum, Thornbury Castle, Avon Valley Railway, Westonbirt Arboretum, Dyrham Park and The Mall, Cribbs causeway for shopping. It is ideally placed along the M4, M5 corridor with easy access to surrounding towns and cities.

Kingswood is a suburb in South Gloucestershire, England, on the eastern border of the City of Bristol. The suburb is situated 3.4 miles east-northeast of Bristol City Centre and 102 miles west of London. Kingswood is a largely residential area with a central high street for shopping, with cafes and restaurants. Houses are mainly period terraces, but there are also some modern flats. Kingswood has a park with a play area, bowling green and tennis courts. There is also a leisure centre with a swimming pool and gym.

There are plenty of bus services running through Kingswood, which means it's easy to pop into the centre. The A420 links up with the ring road with easy access into Bristol and Bath.

To find out more visit:

www.visitbristol.co.uk

25. Person Specification

Criteria	Essential	Desirable	How assessed
QUALIFICATIONS	MB BS or equivalent medical qualification.	Section 12 Approval Membership of the Royal College of Psychiatrists.	Application form
ELIGIBILITY	Eligible for Full GMC registration with a licence to practise at time of confirmation of appointment. Completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in Psychiatry or as a fixed term specialty trainee in Psychiatry; or shall have equivalent experience and competencies.		Application form
SKILLS	Ability to manage own time and workload and prioritise clinical work Ability to appraise own performance Excellent written and oral communication skills	Evidence of specific achievements that demonstrate leadership skills	Application form Interview References
KNOWLEDGE	Up to date knowledge of issues in Mental Health Service for this specialty.		Application Form Interview
TEACHING	Commitment to teaching other members of the multi-disciplinary team.	Teaching of undergraduate students. PGCME or equivalent/aspiration to attain a postgraduate teaching qualification	Application Form Interview
RESEARCH & AUDIT	Ability to critically appraise published research. Experience of carrying out an audit project.	Experience in involvement in a research project and publication. Interest in research.	Application Form Interview
APTITUDE AND PERSONAL QUALITIES	Ability to deal effectively with pressure. Ability to work effectively within a Team. Excellent interpersonal skills and the ability to communicate effectively. Commitment to high quality patient centred specialist Mental Health Service provision.	Commitment to service development. Motivational skills Aspiration to work towards consultant grade via CESR accreditation route	Interview/ references

APPRAISAL & REVALIDATION	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
OTHER	Able to fulfil the duties of the post. Able to fulfil the travel requirements of the post Satisfactory pre-employment checks	Experience of using video conferencing and remote consultation platforms (eg Microsoft Teams, Attend Anywhere)	Application/ Interview/ Post interview process

26. Key terms and benefits

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

Salary

The appointment is at Specialty Doctor Grade with salary thresholds from £50,000 to £80,000 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Specialty Doctor and may take account of other Specialty Doctor level experience in accordance with the Terms and conditions of service for Specialty Doctor England (2021). This post is also subject to nationally determined terms and conditions of service.

Sick Pay

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

Pension

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

Equal Opportunity & Diversity

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

Flexible Working

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

Maternity, Paternity and Special Leave

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

Relocation Expenses

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

Travel Expenses

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

Interview Expenses

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

Two Ticks Disability Symbol

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

Policies and Procedures

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

Confidentiality

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

References

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

Occupational Health

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

DBS Checks

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

Induction

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

Library services

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

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

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

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