

Our Ref: SS/KW/FOI.62/12

04 October 2012

Mr A Roberts

Email address:

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F2424066@WHATDOTHEYKNOW.COM](mailto:REQUEST-128412-F2424066@WHATDOTHEYKNOW.COM)

Harplands Hospital
Hilton Road
Harpfields
Stoke on Trent
Staffordshire
ST4 6TH
Tel: 01782 441600
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Dear Mr Roberts,

Freedom of Information Act Request

I am writing in response to your written request of 6 September 2012 for information about Consultant posts. Your request has been processed using the Trust's procedures for the disclosure of information under the Freedom of Information Act (2000).

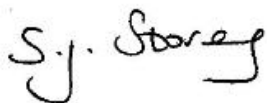
Please see list below of Consultant posts in the Adult division. Due to data protection, we have not provided the names of the Consultants.

Position Title	Number of Consultants
Clinical Director Adult Mental Health	1
Consultant	3
Consultant Harplands Mental Health	1
Consultant Psychiatrist	9
Consultant South Mental Health	1
Locum Consultant	1
Locum Consultant Psychiatrist	1
Consultant Psychiatrist Lyme Brook	1
Total	18

Please see attached job description for the Nurse Consultant post for the Early Intervention team. A Consultant Liaison Psychiatry post does not exist in adult services.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review of the management of your request. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Ms Fiona Myers, Chief Executive, North Staffordshire Combined Healthcare Trust, Harplands Hospital, Hilton Road, Stoke on Trent, ST4 6TH. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

A handwritten signature in black ink that reads "S.J. Storey". The signature is written in a cursive style with a large initial 'S' and a distinct 'J'.

Sandra Storey

Head of Corporate and Legal Affairs/ Trust Secretary

Job Description

NURSE CONSULTANT

Location: Initially based Harplands Hospital, Hilton Road, Harpfields,
Stoke-On-Trent, Staffs, ST4 6TH

Responsible to: Service Development Manager/Professional Nurse Advisor Mental Health

Accountable to: Executive Director of Nursing

JOB SUMMARY

The post holder will be expected to offer professional clinical leadership and direction for the Early Intervention Service. In addition the post holder will offer specialist consultancy and advice to other statutory and non-statutory agencies/organisations. The post holder will have a key role in service development for early intervention in psychosis and will be expected to advise both the Trust and service commissions accordingly.

The post holder will carry continuing responsibility for the assessment of care needs, the development, implementation and evaluation of recovery based programmes, the setting and monitoring of standards of care to young people and their families experiencing the early stages of psychosis.

The post holder will have clinical responsibility for the caseload management of the clients cared for by the Early Intervention in Psychosis service and is required to ensure working practices to enable staff on the team to receive appropriate supervision, membership and direction in relation to the management of individuals or groups of clients within the caseload.

The post holder will be required to spend 50% of their time in clinical practice with direct patient contact. This will include conducting assessments of clients referred for a range of settings, delivering therapeutic interventions and evaluating the effectiveness of these.

The post holder will co-ordinate the day to day work of the team who will receive professional support from a named individual within their own profession within the Trust/team.

KEY RESPONSIBILITIES

CLINICAL PRACTICE

- The post holder will be expected to take a practice lead for the multi-disciplinary team in developing and implementing the service model
- They will provide expert clinical skills in the assessment, treatment and management of psychosis in the client group
- Lead and manage complete programmes of care using evidence based approaches
- Utilise the skills of the team (and others) to ensure appropriate care delivery
- Integrate knowledge into practice and continually review and develop knowledge and expertise within the area of early intervention in psychosis
- A Nurse Prescribing Element will be required within the remit of the post holder's work

- Provide support for patients and their carers/families ensuring that education, advice and information is accessible to them to promote empowerment, informed choice and increased self-management.
- Provide professional leadership in relation to the development of new models of practice and their implementation, including appropriate referrals, assessment and evaluation tools.

LEADERSHIP & CONSULTANCY

- The post holder will be the key team leader in the area of early intervention in psychosis. They will act as an internal consultant to the wider team and to other mental health teams
- They will act as a consultant to primary care providers and other statutory and non-statutory organisations as required
- They will lead on the development and implementation of appropriate intervention strategies, including innovations and evidence based practice
- They will play a key role in the future development of the early intervention in psychosis strategy in Stoke on Trent
- They will play a key role in the development of the service model within the Trust that results from the wider strategy
- Ensure effective multi-professional working across all boundaries
- Lead the development and implementation of multi-professional evidence based protocols and standards for the service
- Utilise expertise to advise the Trust on issues associated with the service, in particular best practice and related governance issues
- Provide advice and support to primary care, secondary mental health care teams, voluntary sector and those organisational bodies working with the client group.
- Hold a recognised qualification at post/graduate level in the field of Mental Health.
- Have training and experience in the field of psychosocial intervention and be prepared to develop an expert practitioner role in this field.

RESEARCH & EVALUATION

- Ensure mechanisms are in place to measure the duration of untreated psychosis as a lay indicator of service effectiveness.
- Develop audit mechanisms for the service which aid evaluation of its overall effectiveness, including user satisfaction.
- In collaboration with others explore and generate appropriate research projects in the area of early intervention in psychosis.
- Develop professional practice through the promotion of evidence based practice and continual appraisal

Job Plan

NURSE CONSULTANT

Nature of Work	Sessions
Clinical Consulting	2
Referral/Assessment	1
Direct Clinical Work	2
Service Development/Evaluation	1
Education/Training	1
Continuing Professional Development/Research	1
Supervision (personal and team)	1

Person Specification

NURSE CONSULTANT

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> ▪ Registered Mental Health Nurse ▪ Masters degree in Mental Health or related topics or working towards Masters degree ▪ Recognised training in psychosocial Intervention ▪ Nurse Prescribing or willingness to undertake ▪ Advance Health assessment or willingness to undertake 	<ul style="list-style-type: none"> ▪ Commitment and ability to continue academic study
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Knowledge of various approaches to Mental Health assessment ▪ Knowledge of psychosocial Interventions ▪ Understanding of principles involved in Early Intervention in psychosis ▪ Knowledge of the principles of assertive outreach ▪ Knowledge of research methodology ▪ Up to date knowledge of current issues in mental health ▪ Knowledge of CAMHS services 	
SKILLS	<ul style="list-style-type: none"> ▪ Assessing/planning and evaluating Mental Health care/treatment interventions ▪ Co-ordinating complex care packages in a multi-disciplinary team ▪ Skills relating to early signs monitoring ▪ Teaching, supervision and initial appraisal ▪ Psychosocial intervention skills ▪ Advance health assessment skills ▪ Leadership skills ▪ Ability to evaluate clinical practice ▪ Interpersonal and communication skills 	<ul style="list-style-type: none"> ▪ Computer Literate – including Microsoft Office Systems e.g. Word, Excel, Access, Outlook, Internet
EXPERIENCE	<ul style="list-style-type: none"> ▪ Experience of working therapeutically in mental health settings ▪ Minimum of 3 years at Grade G or above ▪ Minimum of 2 years experience in working with psychosis ▪ Experience of working with a range of statutory and non-statutory agencies ▪ Experience of multi-disciplinary teams ▪ Experience of undertaking research ▪ Evidence of contributing to service development 	