

Job Description and Person Specification

Post and Specialty:	Consultant Liaison Psychiatrist
Base:	Battle House ,Northampton General Hospital ,Billing Rd, Northampton and Cave Block , Kettering General Hospital ,Rothwell Rd ,Kettering
Contract:	Full time: Direct Clinical care 8.5PA and Supporting Professional Activities 1.5PA Part-time negotiable
Accountable professionally to:	Medical Director, Northamptonshire Healthcare Foundation Trust (NHFT)
Accountable operationally to:	Chief Executive, NHFT
Key working relationships and lines of responsibility:	Line Manager : Dr Shahid Latif, Clinical Director Adult Mental Health Head of Service : Jackie Collins Responsible Officer : Dr Alex O'Neill-Kerr Deputy Medical Director : Dr Agastya Nayar Deputy Director Mental Health : Gordon King Medical Director : Dr Alex O'Neill-Kerr Chief Executive : Angela Hillery

Introduction

Northamptonshire is in the very heart of England and offers something for everyone who visits or lives here.

With excellent road and rail links it's easy to find your way to the county often described as the Rose of the Shires. Here you can choose to step into the traditional rural lifestyle typified by Northamptonshire's numerous pretty villages with their thatched cottages, country lanes and parish churches. Or at the other end of the spectrum, Northamptonshire offers many modern attractions and facilities, and holds the accolade of hosting one of the most thrilling Formula One Grand Prix at Silverstone.

Northamptonshire is home to some of the most beautiful countryside in England. There are miles of walks, beautiful country parks, canals and substantial areas of ancient woodland just waiting to be explored. Miles of cycle path follow the landscape of the Brampton Valley Way. Rockingham Castle perches on its hilltop with views stretching to Rutland Water. Stately homes and ancestral seats, including that of the Spencer family at Althorp, are all part of the local heritage. The network of canals that interweave the county are perfect for exploring, with cruisers able to stop to sample the hospitality of the old navigational inns along the way.

In and around the main market towns there are excellent leisure facilities with great shops, restaurants, museums, galleries, theatres and cinemas, health clubs and spas, and a thriving nightlife for anyone with the energy.



The population in Northamptonshire was estimated as 735,278 in the 2015 mid year estimate. The population is expected to rise to 793,000 in 2021 and 946,000 in 2031.

The breakdown according to age is shown below:

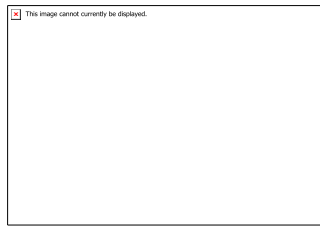
Population of Northamptonshire 735,278	0 to 19 Years	19 to 64 years	65+ years
	142,693	471,300	121,185

There are two Clinical Commissioning Groups in Northamptonshire: Nene Commissioning and Corby Clinical Commissioning Group.

Trust Details

Northamptonshire Healthcare NHS Foundation Trust (NHFT) became a Foundation Trust in May 2009. We are dedicated to making a positive difference and to providing care with

compassion. We are a successful provider of a broad range of mental health, adult services, children's services and speciality health services.



We put the person at the centre of our activity with our 4,400 staff committed to delivering care that is as easy to access as possible for our patients, service users and carers. We offer care to more than 700,000 people in our local community and our services are delivered from a large number of sites including home based, hospitals, GP surgeries and clinics. We have sites across the county including in Corby, Daventry, Kettering, Northampton and East Northants

Our **Mission** outlines our purpose and sets the standard for our actions and decisions,

- Making a difference for you, with you

Our **Vision** serves as the outline for our activity and spearheads our strategy,

- To be a leading provider of outstanding compassionate care

Our **Strategy** DIGBQ describes what we need to accomplish to achieve our vision and we have objectives aligned to each theme,

- Develop in partnership
- Innovation
- Grow our staff capability
- Build a sustainable organisation
- Quality and safety at the foundation of what we do

With **Quality** at the heart of all we do we will,

- Achieve 80% recommendation from patients and staff for the Trust as a place to receive care
- Achieve 80% recommendation from staff for the Trust as a place to work
- Achieve Sustainable growth in our service

Our **Culture** is compassionate and we believe in unity, team and togetherness. Our social media hashtag identifies this #weareNHFT

Our **Leadership Behaviours** define how we behave towards each other and with those we care for,

- Working together

- Taking responsibility
- Being authentic
- Embracing change

Our **PRIDE Values** serve as a compass for all activity and drive our behaviours

- Putting patients first, working together to make a difference for patients in everything we do
- Respect, dignity and compassion by valuing each person as an individual
- Improving lives by improving health, wellbeing and people's experience of the
- Dedicated to the quality of care and getting the basics right
- Everyone and equality counts, using resources wisely for the whole community

Management & Clinical Structure

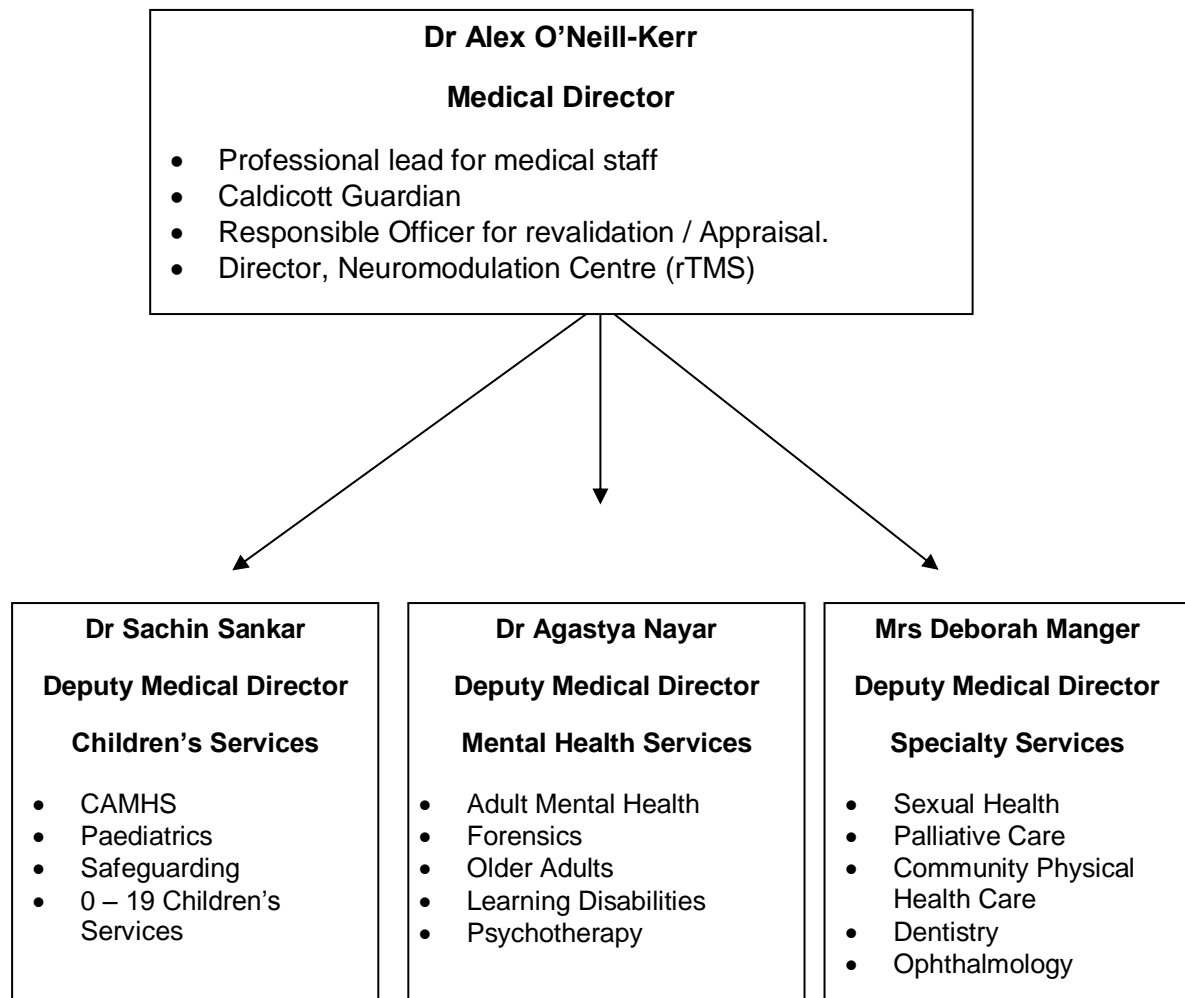
The Board of Directors is responsible for overseeing the work and services of the Foundation Trust and setting the strategic future direction. The Board consists of both executive directors (employed directly by the Trust) and non-executive directors (appointed by the Council of Governors). The executive director team is led by Angela Hillery as Chief Executive supported by the Medical Director (Dr Alex O'Neill-Kerr), the Director for Nursing & Quality (Julie Shepherd), the Chief Operating Officer (Sandra Mellors), the HR Director (Chris Oakes) and the Finance Director (Richard Wheeler).

The management structure of the Trust is organised into two clinical directorates of Mental Health and Adults and Children's Services. The Mental Health Directorate in the Trust consists of Adult Mental Health, Older Adult Mental Health, Learning Disabilities, Forensic Psychiatry and Psychotherapy.

As a combined Mental Health and Community Trust a wide range of health services are provided for adults including Community Nursing, Community Hospital Inpatient Beds (98 beds), Unplanned Intermediate care (ICT), MSK Physiotherapy & hand Therapy, Specialist Palliative Care (25 beds), podiatry, Sexual Health and Specialist Dentist Services. Our services for children include CAMHS inpatient (20 beds), CAMHS Community, a 0-19 Children's Service incorporating Health Visiting and School Nursing, Consultant Community Paediatrics and Short Breaks Services for Disabled Children & Young People.

For a full list of the services provided by the Trust please visit our website at www.nhft.nhs.uk

The Clinical Management Structure operates under the leadership of Dr Alex O'Neill-Kerr supported by three Deputy Medical Directors as follows,



The Trust has current links with Leicester Medical School as well as historical links with Oxford Medical School. ST and CT trainees attend the MRCPsych Teaching Programme in Leicester. The Trust supports career progression, and the post-holder's attendance to the Programme will be encouraged if relevant and jointly agreed in job planning. The Director of Medical Education (DME) is Dr Bryan Timmins supported by two Educational Supervisors.

Currently the Trust has 29 training posts across the county, split between Psychiatry and Palliative care. The Trust hosts foundation doctors in year one and two, GP Specialty Registrars and also supports Core Training posts across CAMHS, Old Age Psychiatry and General Adult Psychiatry and Higher trainees ST4-6 posts. In addition the Trust offers training posts within Specialist Dentistry Services.

Service Details

The ALMHS is located across the county in both Northampton General Hospital and Kettering General Hospital. The distance between NGH and KGH is about 16 miles which usually take between 30 to 45 minutes depending on traffic.

The ALMHS service is 24 hours covering both hospitals. The urgent pathways are seen as priority and are seen initially by the frontline staff. Ward based referrals have a 24 hour response time, although urgent response will be given according to clinical need.

Kettering General has over 600 and Northampton General over 700 beds each.

The Acute Liaison Mental Health Service (ALMHS) aims to provide expert, accurate and effective mental health assessment for patients with identified mental health problems across the pathway in both acute hospitals (Kettering General Hospital and Northampton General Hospital).

The service has three components:

- Accident and Emergency Department
- Acute Wards
- Training/Support Acute Staff

This service is a multi-disciplinary mental health service including nursing, medical, psychological, social workers and wellbeing practitioners. The team will provide assessment, screening, diagnostic support and signposting discharge planning and admission avoidance interventions. The service will work across each of the acute sites providing input training and support to non-mental health clinicians on wards for all ages and crucially within ED Services. Senior staff will work across both trusts and other staff will be embedded into both.

This service will contribute to the multi-agency approach to capture and share the information in relation to people who have a pattern attendance or are frequent attenders at the Emergency Departments. This will work with the frequent flyer work streams within the CCG.

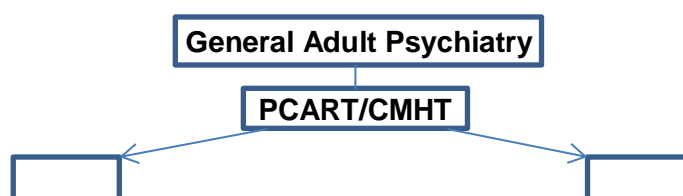
Workload

Referral rate per month

400 referrals per month across both Northampton and Kettering

The team receives on average 170 referrals per month at Northampton General Hospital and 155 referrals per month at Kettering general Hospital.

Medical Establishment in Northamptonshire Healthcare Foundation Trust



South

- a) Northampton Sector East + West
2.6 wte Consultants
0.4 wte Speciality Doctor
- b) Daventry + Towcester
1.0wte Consultant
0.5wte Speciality Doctor

North

- a) Kettering + Corby
1.8 wte Consultants
1.0 wte Speciality Doctor
- b) Wellingborough + East Northants
2.0wte Consultants
1.0wte Speciality Doctor

UCAT/CRHTT

South

1.0wte Consultant
0.8wte Speciality Doctor

North

1.0wte Consultant
0.8wte Speciality Doctor

Inpatient

South

- a) Recovery ward (12 beds)
Male Admission ward (17 beds)
Female Admission ward (17 beds)
2.0wte Consultants
4.0wte Trainees*
- b) Psychiatric ICU (7 beds)
0.6wte Consultant
0.2wte Trainee*

North

- a) Recovery ward (10 beds)
Male Admission ward (15 beds)
Female Admission ward (15 beds)
2.0wte Consultants
4.0wte Trainees*
- b) Psychiatric ICU (7 beds) **THIS POST**
0.6wte Consultant
0.5wte Speciality Doctor

*Trainees are predominantly inpatient based however they undertake 1-2 clinics per week in their respective community teams.

ALMHS

North and South

1 wte Consultant

0.6 wte Speciality Doctor

This Post

This post has been in being since October 2014. The compliment of the team has varied during this time. The service has developed to a 24 hour service with accessories pathways complementing the service. The service has started the process to obtain PLAN accreditation.

The consultant plays a pivotal role in the ongoing development of this post and in the management of the service. The post holder would be expected to consider the following and work towards achieving the service aims and objectives:

Aims:

- Contribute to a positive experience of acute health services for patients with mental health conditions.
- Support and advise patients and carers to understand their mental health conditions and the impact of choices and behaviours on their physical health.
- Enlighten and support acute colleagues in the identification and management of mental health conditions and symptoms.

Objectives:

- Provide front end assessment of mental health needs at A&E departments in order to prevent avoidable admissions and divert the patient to the most appropriate care provider.
- Provide safe clinical interventions to manage mental health needs alongside physical health needs.
- Actively participate in discharge planning for patients who may otherwise have an elongated stay in hospitals due to unmet mental health requirements.
- Provide training to acute staff in the identification and management of mental health conditions through Staff Induction and create a rolling training programme for existing staff.

Team Structure

The team structure for ALMHS team is as follows:-

Consultant Psychiatrist 1WTE across the county
Speciality Doctor 0.6 WTE
Service Manager (x1)
Clinical Team Leaders (x2)
Staff Nurses (x14)
Lead administrator (x1) – to urgent pathway
Administrative apprentice (x2)

Due to the nature of the expected client group we have additionally resourced a therapy team, in order to deliver a fully structured psychological intervention programme across 5 working days. It will be supported by:

Occupational therapists (x2)
Clinical psychologist (x 2)

Psychology assistants (x2)

The service has recently recruited
Support workers (x3)

In process of recruiting

Social workers/ AMHP (x4)

There is normally one nurse on any shift (which is provided 24/7). The team also has 2 Occupational therapists, 2 clinical psychologists and 2 senior assistant psychologists (across both sides of the county).

Summary of Responsibilities and Duties

- The Consultant will be expected to provide expert, accurate and effective mental health assessment for patients with identified mental health problems across the pathway in both acute hospitals .To formulate a clear care plans with the MDT for each patient under their care.
- Referrals are discussed at the team meetings (in the morning or afternoon, depending on the time the referral is received). Although most of these are seen by other team members, medics provide input in most of the cases (through discussion and advice or face to face assessments).
- The consultant will be expected to provide input into the accessory urgent care pathways. This include liaison staff in police triage car /control room, liaison staff in EMAS ,crisis café and The Warren
- To liaise with PCART, UCAT, Clinical Psychology and other services as necessary to ensure provision of safe and effective care
- To take responsibility as Responsible clinician for all inpatients detained under the Mental Health Act in either of the hospitals.
- To undertake Mental Health Act assessments as required including writing reports for Tribunals /Hospital Managers
- To ensure attendance at Tribunals / hospital managers / other services with regards to Mental Health Act as required. This would be at one of the NHFT premises.
- Provide clinical leadership to the whole team
- To provide clinical supervision to the speciality doctor
- Develop effective relationships with service users, carers and their families
- Assess and identify risk categories and specific risk factors
- Meet the agreed contractual/service obligations of the Trust with external agencies.
- The post-holder will be encouraged to develop an area of interest/expertise in consultation with the other Consultants.
- Enhance the good working practice and relationship with other allied agencies such as Social Services, voluntary sector and the police.
- The post holder will be expected to provide teaching and training to both the acute trust's staff to help them develop understanding and management of patients presenting with mental disorder

Clinical Governance

- Actively participate in the development and implementation of clinical governance in the Trust supported by the Clinical Governance Support Team/clinical audit programmes. All medical staff are expected to undertake clinical and service audits which is recognised in the annual appraisal and job planning process.

Special Interest

- To be negotiated

Weekly Timetable

The weekly timetable and job plan will be discussed with and agreed with the Clinical Director.

Suggested draft timetable:

Time day	Monday	Tuesday	Wednesday	Thursday	Friday
AM	9-10 MDT 11-12:30 DCC unpredictable/ emergency/MH A 12:30-1 Travel	9-10 MDT 11- 14: DCC unpredictable/ emergency/MHA/Staf f grade supervision	9-1 Revalidatio n and appraisal work	9-10 MDT 10- 1:30 DCC unpredictable/ emergency/MH A	9-11 Clinical review meeting 11- 1: DCC unpredictable/ emergency/MH A
PM	1-1:30 Lunch 2-2:30 Meeting 2:30- 5 academic programme	2-2:30 Lunch 2:30-2:45 MDT 2:45-3DCC unpredictable/ emergency/MHA 3-5: CPD	1-1:30 Lunch 1:30-2:30 Admin 2:30 – 3 MDT 3-5 emergency DCC	1:30-2: Lunch 2-2:30: admin 2:30 – 3 MDT 3-5 DCC unpredictable/ emergency/MH A	2-2:30 lunch 2:30-3 MDT 3- 4 DCC unpredictable/ emergency/MH A

The post is a whole time 10 PA (part time negotiable) which are split into 7.5 DCC and 2.5 SPA as per college guidelines. Following his/her appointment to the post, the appointee will have sufficient time for induction, monitoring, identifying areas of special interest and research etc (the Trust now has an active research department).

A 1:1 meeting will be arranged with the Clinical Director on appointment to discuss and agree a job plan. The Trust will ensure that the candidate continues to have a minimum of 1.5 SPA time as recommended by the Academy of Medical Colleges “that 1 to 1.5 Supporting Professional Activities per week is the minimum time required for Consultants to meet the needs of revalidation.

Subject to discussion and agreement with the Clinical Director, the SPA time may be increased beyond 1.5 sessions if the candidate demonstrates a justification to increase SPA time for areas such as service development, quality improvement, leadership, teaching etc.

On Call and cover arrangements

On-call commitment in the county is currently 1:20 (low frequency) – Category B providing cover for Adult, Old Age and Learning Disability Services. Consultants provide support to SAS Doctors who work mainly in the community and Trainee Doctors whose duties cover mainly inpatient work. The post holder is expected to have Section 12(2) Approval and AC status. The successful candidate will be required to participate on the Consultant on call rota.

Prospective Cover

The successful candidate will be expected to provide prospective cover for a Consultant during annual/study leave. The cross cover arrangement for the post is with the PICU and Early Intervention for Psychosis consultants. 3 consultant cross cover aims to provide more flexibility for leave arrangements

Continuing professional development (CPD)

- Expectation to remain in good standing for CPD with the Royal College of Psychiatrists.
- Local arrangements for peer review group.
- Trust support for CPD activities, including study leave arrangements and appropriate funding.

The candidate is expected to attend the in house academic programme on Monday afternoons, detailed above under Training Facilities and Programmes. The applicant would also be expected to remain in good standing for CPD with the Royal College of Psychiatrists and will be supported to attend adequate number of external and internal CPD activities. The Trust supports 2 week study leave arrangement per year along with appropriate funding with a £1000 budget per annum. There are also local arrangements for peer group of consultants in the north as well as south of county.

Appraisal and Job Planning

A formal job plan will be agreed between the appointee and the Clinical Director. This will be effective from the commencement date of the appointment. All job plans are completed electronically and are signed off by the Clinical Director.

The job plan will be reviewed annually unless there are changes during the year. It will be a prospective agreement setting out the post holder's duties, responsibilities and objectives for the forthcoming year. It will cover all aspects of a Consultant's professional practice including clinical work, teaching, research and education. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives including details of links to wider service objectives, and details of the support required by the post holder to fulfil the job plan and its objectives. All changes to the appointee's job plan will be through bilateral consultation and negotiation between the appointee and his/her Clinical Director.

Training Facilities and Programmes

Postgraduate activities currently take place in the north at Sudborough House, St Mary's Hospital, Kettering and the south of the county at Berrywood hospital. Facilities include an

on-line computer room with access to EBM sites, e.g. Cochrane, NHS Net and Trust Intranet, study and lecture room, medical staff lounge and offices.

The in-house academic programme is held on Monday afternoons. The Trust will be piloting a joint academic programme in the near future, which will be video linked between both ends of the county. The case conferences include live interviews and the journal clubs are run on a four month cycle which include EBM, audit, CASP and critical appraisal skills. All senior and junior medical staff are expected to attend and participate on a regular basis.

There are 2 Clinical Tutors and 2 associate tutors; 1 each for North and the other for South of the County. Further there is a SAS tutor countywide. They report to the Director for Medical Education for the Trust.

Innovation and Research

- The trust has an Innovation Pathway that seeks to empowers individuals, teams and services to innovate, explicitly so that they can develop their practice, demonstrate their clinical effectiveness, design and test new solutions to meet developing service need and improve patient outcomes
- There is a dedicated Innovation and Research team based at Berrywood Hospital supporting this pathway and the delivery of National Institute of Health Research portfolio studies across the trust.
- The Trust has current links with Leicester Medical School as well as historical links with Oxford Medical School.
- Educational, innovation and research links with academic institutions will be encouraged and supported in agreement with the Medical/Clinical Director.
- The appointee would be expected undertake any innovation and research activities as may be appropriate.

Secretarial, Office and Other Admin Support

The post holder will be based at Campbell house, Northampton and have use of an office together with appropriate IT support. Secretarial support will be available to the post holder and his/her medical staff.

The post holder will have PC accessibility as well as IT support/informatics

All new Consultant appointments will be attached to a mentor.

General duties

The post holder is expected to undertake administrative duties associated with the care of patients and to promptly record clinical activities accurately and comprehensively. He /she is also expected to maintain professional registration with the General Medical Council, Mental Health Act Section 12 (2) approval, and to abide by professional codes of conduct.

Confidentiality

The post holder is required to respect the confidentiality of all Trust business and the business of the Trust's staff, residents, patients and general public which they may learn in the execution of their duties.

Data Protection

The post holder is expected to adhere to the regulations regarding the Data Protection Act 1984 as laid down by Northamptonshire Healthcare NHS Foundation Trust.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitors at risk, may result in disciplinary actions. Each member of staff is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at work Act 1974.

No smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives with the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identifying and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Policies and Procedures

The post holder is expected to comply with all relevant Trust Policies, Procedures and Guidelines.

External duties, roles and responsibilities

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

Other duties

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 reasonable proposed changes that the Trust might make.

Travel arrangements

The area of work includes rural settings. The post holder will have to be able to meet their on call commitments, responding to emergencies out of hours and during the working day if the need arises. Ideally the post holder will have their own transport and a full UK driving licence, travel expenses will be reimbursed according to Trust policy. Non car drivers are

responsible for making their own travel arrangements, ensuring they meet their on call commitments and can respond to emergencies in the sectors.

Work programme

The post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting with the clinical director to review and revise the job plan and objectives of the post holder.

Review of Job Description

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may be reasonably required of you at your initial place of work or at any other of the Trust's establishments.

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications/ Registration	MRCPsych. or equivalent Full GMC Registration and Licence to Practise On Specialist Register/CCT in adult psychiatry or eligible within six months. Section 12 approval	
Experience/Training	Minimum of six years postgraduate experience (including three years as StR in approved training post) or equivalent. Part of this period may be in a post of equivalent responsibility and training.	
Communication skills	Good written and verbal communication skills. Evidence of the ability to communicate with patients, colleagues and staff at all levels.	
Leadership skills	Ability to motivate and develop junior medical staff	
Other requirements	Ability to work independently as well as part of the Directorate.	

	To balance individual requirements against those of the Directorate and Trust as a whole.	
Transport	Ability to travel to all Trust locations	Own Transport Valid driver's licence
Health	Demonstration of immunisation against Hep B plus.	

MAIN CONDITIONS OF SERVICE

1. The post is subject to the Terms and Conditions of Service for Medical and Dental Staff for England and Wales.
2. Holidays are 32 working days per annum in addition to 8 public holidays. Holidays are pro rata for part-timers.
3. Unless the successful candidate chooses to opt out, he/she is eligible to join the NHS Superannuation Scheme.
4. Residence is required within 10 miles or 30 minutes travelling by road from the town of Northampton. Commuting from adjacent Counties is likely to be acceptable as long as on call commitments can be met. The maximum home to base mileage payable remains at 10 miles each way per day.
5. Appointment to the post will be subject to medical check and clearance from the Criminal Records Bureau.
6. The post will be subject to annual appraisal in accordance with the NHS Executive Advance Letter (MD6/00).
7. The appointment is subject to receipt of satisfactory references and, where appropriate, confirmation of qualifications.
8. The post holder will be entitled to apply for removal expenses according to Trust Policy.

This information is provided as guidance only and does not form part of the Employment Contract.

Visiting Arrangements

Candidates are actively encouraged to visit the Trust by making arrangements with:

Dr Shahid Latif
Clinical Director Adult Mental Health
Green lane Clinic
Thrapston

Telephone: 01604 682682

Candidates are actively encouraged to visit the trust by making arrangements with Clinical Director of Adult Mental Health Services and may also contact the Medical Director, Deputy Medical Director for an informal discussion if they wish:

Dr Shahid Latif Clinical Director Green lane Clinic Thrapston Telephone: 01604 682682	Dr Alex O'Neill'Kerr Medical Director Berrywood Hospital Berrywood Drive Northampton NN5 6UD Telephone: 01604 682682	Dr Agastya Nayar Deputy Medical Director Berrywood Hospital Berrywood Drive Northampton NN5 6UD Telephone 01604 682682
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Signed off and agreed

Consultant

Signature

Date
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Clinical Director

Signature.....

Date.....