

Bradford Locality - Consultant Psychiatrist Job Description and Person Specification

Post and Speciality	Consultant in Community General Adult Psychiatry in Bradford based at Horton Park Centre
Contract:	10 programmed activities On-call consultant rota for Bradford or Airedale.
Base	Horton Park Centre 99, Horton Park Avenue Bradford BD7 3EG
Royal college Approval :	NY-YORK-CO-NTH-2022-00234 (approved) 
Accountable professionally to:	Medical Director
Accountable operationally to:	Dr Anitha Mukundan Clinical Director Ms Kelly Barker General Manager
Key working relationships and lines of responsibility:	<p>Team Leads: Usman Ali and Darryl Munroe (BDCFT) Viceina Brown (LA)</p> <p>Service Manager: Bernard Hughes</p> <p>General Manager of Mental Health Care Group: Kelly Barker</p> <p>Clinical Director: Dr Anitha Mukundan</p> <p>R&D Director: Gregor Russell</p> <p>Medical Director: David Sims</p> <p>Deputy Medical Director: Sarfaraz Shora</p> <p>Associate Medical Director (education) – Dr Mahmood Khan</p> <p>Interim Chief Operating Officer: Kelly Barker</p> <p>Chief Executive: Therese Pattern</p>

1. Introduction

Bradford District Care NHS Foundation Trust (BDCFT or the Trust) consists of an organization of over 2800 staff and provides a range of mental health and community services including acute and non-acute mental health and learning disability services, district nursing, health visiting as well as other allied health services to a population of 580,000 within the Bradford, Airedale, Wharfedale and Craven localities.



2. Trust details

Bradford District Care NHS Foundation Trust is a provider of award-winning mental health, learning disabilities and community health services to a growing population of 580,000 people across a diverse district comprising urban and rural Bradford, Airedale, and Craven. The population is one of the most multicultural in Britain with over 100 languages. The Trust was authorised as a Foundation Trust from 1 May 2015 and became known as Bradford District Care NHS Foundation Trust.

The Trust employs over 2,800 staff who provide healthcare and specialist services to the people living in Bradford, Airedale, Wharfedale and Craven. Our care and clinical expertise are spread over 50 sites and over the last year we provided 61 different services.

We are all dedicated to:

Our purpose (what we're here to do)

'To create connected communities and help people to feel as healthy as they can be at every point in their lives'

Our vision (our long term goal)

'To connect people to the best quality care, when and where they need it, and be a national role model as an employer'.

Our values (how we'll do it)

'We care, We listen, We deliver'

Our actions and goals (what we're focusing on)

'All our activities will contribute to one or more of these goals: best quality services, seamless access, healthy as possible and for staff, best place to work.'

And why (our core statement)?

*We've summed this up in three words; everything we do will focus on making **'better lives, together'**, whether it's our staff or the communities we serve.*



BDCFT was authorised as a Foundation Trust from 1 May 2015. The Trust provides healthcare and specialist services to the people living in Bradford, Airedale, Wharfedale and Craven.

These services can be divided into four main areas:

- Mental health services
- Learning disability services
- Community-based physical health services
- Dental services.

Our main sites are situated at Lynfield Mount Hospital, Bradford and the Airedale Centre for Mental Health, Steeton, whilst our Trust Headquarters is based at New Mill, Saltaire. The Trust also owns and leases a range of community properties including Horton Park Centre, Field head Business Centre, Somerset House, Meridian House, and the Craven Centre at Skipton Hospital.

For more information about us see <https://www.bdct.nhs.uk/about-us/vision-values-goals-strategy-plan/>

3. Services.

The trust's mental health services provide the following services.

General Adult Community

- 5 CMHT's across Bradford and Airedale
- Intensive Outreach Team

- Early Intervention in Psychosis
- Community Perinatal services

Acute care pathway- General adult

- Two male wards and a female ward in Bradford (Lynfield Mount Hospital) and one male and one female ward in Airedale (Airedale centre for mental Health)
- Psychiatric Intensive Care Ward
- Intensive Home treatment Team (also covering older age adults)
- Acute liaison Psychiatry Service (Core 24) – Due to start in May 2022

Older peoples' services.

- 4 older peoples' Community Mental Health Teams provide support for service users who are experiencing psychiatric illnesses both relating to Dementia and non-Dementia related illnesses
- Memory Assessment and Treatment Services
- Mental Health liaison team
- Care Home liaison services
- The inpatient service, delivered across two sites – The Dementia Assessment Unit at Lynfield Mount Hospital (LMH) and Bracken Ward at the Airedale Centre for Mental Health (ACMH).
- The Intensive Home Treatment Team (IHTT) support service users in their own environments as an alternative to hospital admission

Child and adult Mental Health Services (CAMHS)

CAMHS are provided in the community by a District-wide CAMHS Care Group supporting both locality-based services and District-wide specialisms. The services are currently provided from three bases: Craven base in Skipton, Hillbrook House in Keighley and Fieldhead House in Bradford.

Forensic Services

3 wards in low secure setting, supported by 2 WTE Forensic consultant Psychiatrists.

Learning disability services.

- Community Learning disability team supported by 2 WTE consultant psychiatrists and a specialty doctor.
- Inpatient services- Assessment and Treatment Unit.

Adult Autism and ADHD service

Bradford and Airedale neurodevelopment Service provides initial assessment and ongoing treatment for Adult ADHD and diagnostic assessment for Autism.

4. Service details

This is a replacement post due to current post holder leaving. The post is based in City Community mental health team at Horton Park Centre. The team covers an area of high deprivation and morbidity.

The team provides comprehensive community based mental health service that can respond to the needs of the local population. It delivers a high standard of community-based treatment, care, and support for service users with complex and enduring mental health problems that require specialist intervention beyond that available at a primary care level.

The Service will:

- Give advice and support on the management of people with mental health problems to primary care and a range of other professionals
- Provide a signposting function across other services and organisations in line with service user needs.
- Provide assessment, treatment, and care for those with time-limited disorders who can benefit from specialist interventions.
- Provide assessment, treatment, and care for those with more complex and enduring needs.
- Provide and review assessed packages of support to people with a mental health problem.
- Provide assessment and support for vulnerable people with a mental health problem.

There are 5 CMHTs across Bradford & Airedale which operate into local GP communities, and work alongside community health services in an integrated team. Each CMHT works with a number of GP practices.

The Team cell will also have overall responsibility for the delivery of social care service provision and have social care staff within the base and area in which they are operating.

Senior management for health workers will be provided by the Service Manager of Locality based Community Services, supported by the wider triumvirate. Senior management for social care provision is provided by the Service Manager for Mental Health who liaises closely with senior colleagues from BDCFT. The senior management from both organisations will work together to ensure that there is effective joint planning and co-operation in the development and management of the services.

For details of all our Trust services, please go to: <https://www.bdct.nhs.uk/our-services/>

5. Local working arrangements

City Mental Health Team at Horton Park Centre operates from Monday to Friday, between 9am and 5pm. By negotiation greater flexibility can be provided to meet the needs of service users and carers who are unavailable during working hours.

Number of referrals to the community mental health team is around 250 per annum and the total caseload size for the team is around 800. The consultant covers a population of around 50,000 and is linked to specific GP practices. The indicative caseload of the consultant is around 150. **The majority of the caseload is held by care coordinators and the consultant is required to see them as and when needed. The consultant only caseload will be around 30. The Mental Health Act assessment work during office hours varies from 1 or 2 per month. The post holder is expected to do 3 Outpatient clinics. The new patient clinic will have 2 new patients and follow up clinics will have up to 5 patients. There is also a dedicated session for urgent work and Mental Health Act related work in the timetable.**

The CMHT comprises of a multidisciplinary team of professionally qualified staff (including Community Mental Health Nurses, Social workers, Occupational Therapists, Psychiatrists and Clinical Psychologists/Psychological Therapists) and health and social care support staff (including Support Workers and AHP's) This ensures the many and varied needs of an individual service user can be met in a timely fashion, maximizing the potential for recovery. The CMHT is supported by a separate assessment team which comprises of nurses, social workers, ANP and team leader who screen all the new referrals.

The CMHT work with working aged adults (16-65), whose problem presentation (formulation and/or diagnosis) and levels of need merits specialist MH services. Service users will not automatically be transferred to older people services at 65, but a decision will be made about the best service for them, dependent upon their presentation and needs in line with local transition policies.

The team is supported by a multidisciplinary team consisting of:

- Consultant Psychiatrist 2.5 WTE
- Specialty doctors 2 WTE
- Community Mental Health Nurse – 13 WTE
- Social workers -10
- ANP – 1
- Support workers 2
- Psychologists around 9 WTE in various modalities like CBT, Schema therapy, EMDR, psychoanalytical therapy and Art therapy.
- Occupational Therapist – 1 WTE
- Employment worker – 1 WTE
- Physical health worker – 1 WTE
- LA Social Care Team Manager – 1 WTE
- BDCFT Team leader 2 WTE

There are 2 health and 3 local authority vacancies currently.

Junior doctors are attached to the team. The post holder is usually allocated a GP trainee/FY2 trainee. 2 consultants in the team are approved higher trainers and a higher trainee is usually attached to the team. Applicant will be encouraged to get approval as a core and higher trainee supervisor.

6. Continuing Professional Development (CPD)

The Trust strongly supports consultant professional development and CPD will be available in line with Royal College of Psychiatrists' guidelines. There is a well-established local CPD peer group, each peer group comprises 4-5 consultants (from different specialities) that meet every 3 months. The post holder will take part in annual appraisal in line with the Medical Appraisal Policy and have an annual job plan review. Working closely with Senior Managers the post-holder will be encouraged to develop an area of specialist interest. Consultants on taking up appointment are encouraged to obtain a mentor (internal or external) using our local Trust arrangements supported by the Deputy Medical Director. The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.

7. Clinical Leadership and Medical Management

The Medical Director is supported by a Deputy Medical Director, an Associate Medical Director and Clinical Directors.

- Medical Director – Dr David Sims
- Deputy Medical Director and Director of Medical Education – Dr Sarfaraz Shora
- Associate Medical Director – Dr Mahmood Khan
- Director for Research and Development – Dr Gregor Russell
- Clinical Director for Child and Adolescent Mental Health Service – Dr Nicola Dawson
- Clinical Director for General Adult (Inpatient Service) – Dr Suresh Bhoskar
- Clinical Directors for General Adult (Community) – Dr Anitha Mukundan and Dr Himanshu Garg
- Clinical Director for Older Adults – Dr Sushanth Kamath
- Clinical Director for Specialist Service – Dr Larteque Lawson
- Clinical Director for Patient Safety – Dr Phalaksh Walishetty

The post holder will be a member of the Medical Council, which meets every month. Each care group consultants also meet up outside of the Medical Council alongside the service

manager of their respective care group. Community consultants meet on a monthly basis chaired by the 2 community Clinical directors Dr Anitha Mukundan and Dr Himanshu Garg.

Each CMHT has a multidisciplinary leadership team of which the consultants are an integral part.

8. Appraisal and Job Planning

The Trust is a designated body. The Responsible Officer for revalidation is the Medical Director. There is a list of appraisers, and the post holder will be able to identify an appraiser from the list for the annual appraisal to contribute to revalidation. The post holder will be encouraged to maintain a portfolio in support of their appraisal meeting using a nationally recognised document (MAG4).

Consultants on taking up appointment are encouraged to obtain a mentor, this can be organized with the help of the Deputy Medical Director, who keeps a register of mentors or through the Trust.

The job plan review will be held annually and is the responsibility of the General Manager with support from the Medical Lead: within the job planning process, the post holder will be encouraged to identify appropriate activities to support practice (SPA) and develop an area of specialist interest.

9. Teaching and Training

Undergraduate

The Trust currently provides psychiatry placements for over 60 fourth year medical students from the University of Leeds, for over 15 Physician associate students from University of Bradford and up to 900 students for nursing and allied health professional roles.

There has been excellent feedback and recognition from Leeds Medical School in the Trust providing high quality teaching and placements. The post holder will have regular student placements and will have ample opportunities to be involved in teaching medical students.

In addition, the post holder will be encouraged to support ESREP (Extended Student Research and Evaluation Projects) projects organized by Leeds Medical School, this is an excellent opportunity to supervise medical students involved in service evaluation or small-scale research projects. In 2019-20, Dr M Khan, Associate Medical Director for Undergraduate Teaching and Training was awarded, by University of Leeds, Clinical Teaching Excellence Award (Individual) and Bradford District Care Foundation Trust Undergraduate Medical Education Team were awarded Clinical Teaching Excellence Team Award.

Trust's proposal for offering a Coaching programme to 5th Year Medical Students, from University of Leeds, transitioning into Foundation Year was accepted by University of Leeds and this has been rolled out from September 2021.

Post-Graduate

The Trust is part of the West Yorkshire Core Training in Psychiatry, GPVTS and Foundation programmes and also part of the North, East and West Yorkshire Higher Training in Psychiatry programme offering wide experience of general adult psychiatry and sub-specialities, older adults psychiatry, children and adolescent psychiatry, intellectual disability psychiatry, forensic psychiatry and psychotherapy. Training is provided in a variety of settings including Lynfield Mount Hospital, Airedale Centre for Mental Health and 5 community settings.

The Trust has an excellent weekly postgraduate teaching and training program and all consultants have protected time to attend. The program consists of junior doctor case presentations, journal club, consultant led serious incident/complex case presentations, audit meetings and invited external presenters.

The post-holder will be required to have recognized training for their Educational and Clinical Supervisor role. The Trusts junior doctor resource includes Foundation doctors (6 FY1 and 6 FY2), GP trainees (up to 10), Core Trainees (Bradford and Airedale Core Training Scheme - 12) and Higher Specialty Trainees (up to 10).

The Trust has the following medical educational/training leadership roles:

- Director of Medical Education – Dr Sarfaraz Shora
- Associate Medical Director for Undergraduate Medical Education – Dr Mahmood Khan
- SAS Tutor – Dr Paul Beavan
- College Tutor (Bradford) – Dr Himanshu Garg
- College Tutor (Airedale) – Dr Sushanth Kamath
- Foundation Tutor - Dr Sushanth Kamath
- Guardian for Safe Working – Dr Sarojit Ganguly
- CPD Lead – Dr Anil Pillai
- Undergraduate Co-ordinator – Dr Jo Ostler

Dr Anil Pillai is currently the Training Programme Director, for Specialty Trainees in Older Adults, for West Yorkshire Psychiatric Training scheme.

The Trust is supporting development of a Multi-Professional Approved Clinician workforce and Advance Nurse Practitioners who are provided clinical supervision by Consultant Psychiatrist.

10. Research

The Trust has an active and vibrant Research and Development department. The work of the department includes supporting delivery of National Institute for Health Research (NIHR) Portfolio projects, and developing capacity for locally generated research. This work is coordinated to realise the goals of our research strategy, namely:

- To further increase our capacity and reputation for high quality research.
- To develop and undertake programmes of research that will deliver real benefit to our patients and communities.
- To be at the forefront of evidence based innovative care and services
- To maintain research management that facilitates research, and ensures safety of research participants

Working alongside local research networks, partner organisations, and with National and International University collaborations, BDCFT R&D continues to develop an excellent reputation for the delivery of both interventional and observational research.

The Trust has strong collaborations with regional academic partners including Leeds, York, and Bradford Universities. We are a member of the Yorkshire and Humber Applied Research Collaboration (ARC), and part of the Wolfson Centre for Applied Health Research based at Bradford Institute for Health Research (BIHR). The Trust acts as Sponsor for NIHR funded studies and has a number of staff who are funded by the NIHR to contribute to research. We have many consultants who are local Principal Investigators for NIHR Portfolio studies and the post holder will be strongly encouraged to take an active part in the many ongoing research projects within the Trust.

The research delivery team consists of experienced research nurses and clinical studies officers able to support all activities from assisting with feasibility and study setup, to participant facing work receiving consent and data collection. The R&D Department also contributes to non-Portfolio research, service development and to Trust wide support for Evidence Based Practice projects. The Research Director for the Trust is Dr Gregor Russell.

11. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved under S12(2) of the Mental Health Act and as an Approved Clinician. The post holder is expected to maintain this approval whilst working in the post. There will be support through the study leave budget for maintaining this approval.

12. Secretarial Support and Office Facilities

Secretarial support is provided through a medical administrator hub with a clear agreement between administration and medical staff as to the standards expected. Diary management and the interface with professionals and service users is provided by a named medical

administrator who works on a basis of 1WTE medical administrator to 3 consultants. In posts with additional support needs this has been addressed to provide the support required. Typing is provided through a BigHand server accessed by all administrators and actively managed. As per the Trust's agile working policy Consultants are expected to work from a number of locations, however the postholder will have dedicated office space at the base address where the majority of the work will be conducted. The administrative support meets the guidelines set out in the College's position statement PS06/2016 https://www.rcpsych.ac.uk/pdf/PS06_16.pdf.

The post holder will have a trust mobile phone and personal laptop provided.

13. Clinical Duties of Post Holder

- Assessment of new referrals and attending their formulation meetings.
- Medical review of patients as agreed in multi-disciplinary meetings.
- Attending daily huddle meetings
- Home visits when required.
- Attending multidisciplinary case review meetings whenever they are arranged.
- Attending weekly team meeting/leadership meetings.
- Attending management and academic meetings:-
 - Once a month – Medical Council.
 - Once a month- Community Consultants Meeting
 - Once in 3 months – Peer Group Meeting.
 - Once a month – Team Quality & Safety Meeting.
- Advice to GP's/Liaison Teams/Hospitals (occasional hospital attendance may be required).
- Preparing reports and attending mental health tribunals for patients on Community Treatment Orders.
- Reviewing and preparing reports for patients subject to Sec 37/41 of the Mental Health Act 1983.
- Assisting trust sponsored research projects.
- Supervision of nurse prescribers.
- Giving clinical advice to team members as and when needed.

- Responsibility for assessment of emergencies, including assessment under the Mental Health Act 1983 and Section 136 assessments as part of on-call rota.
- To provide cover to community consultant colleagues on a mutually agreed basis.
- Participation in on-call rota.

14. Training Duties

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.

15. Clinical Governance and Quality Improvement

- Participation in clinical audit and quality improvement activities.
- Participation in service/team evaluation and the planning of future service developments.

16. General Duties

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively
- To participate in annual appraisal for consultants.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval AC status, and to abide by professional codes of conduct.
- To participate annually in a job plan review.
- Visible leadership to ensure effective and proactive role model as part of our strategic framework.
- To comply with the Trust's agreed policies, procedures including keeping up to date with all mandatory training, 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

17. Leadership Development

- Provide leadership to the multi-disciplinary team alongside the team manager.

- Contribution to service development.
- Contribution to clinical governance and responsibility for setting and maintaining standards.
- Commitment to quality improvement.

18. 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.

19. 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.

20. Work Programme

The post holder will work 10 programmed activities over 5 days. The indicative job plan below indicates the Direct Clinical Activities (DCC 7.5) and Supporting Professional Activities (SPA 2.5) commitments. Following appointment there will be a job planning meeting with the Clinical Director and Service Manager at no later than three months to review and revise the job plan and objectives of the post holder.

21. On-call and Cover Arrangements

The post holder will participate in the Bradford Consultant on-call rota, currently 1 in 20 pro-rata (Cat A, low frequency – 3% banding and 0.2 PA availability supplement).

Consultants are usually second on-call with one junior doctor (core trainee/ GPVTS/Foundation year 2 trainee) based at each inpatient site (Lynfield Mount Hospital and Airedale Centre for Mental Health). On occasions a Higher Trainee in either old age or adult psychiatry provides second on-call responsibilities. The trust aspiration is for SAS doctors to be on the second on-call rota. The post holder is required to keep their afternoon PA free on

the day he/she is on call. **The specialities covered when on call include general adult, old age and learning disabilities.**

22. 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

23. Leave

The post-holder is entitled to 32 days of annual leave per year plus 8 Bank Holidays and the study leave entitlement is 30 days over a period of three years in relation to leave with pay and expenses in the UK, and of those, 10 days leave in any period of three years in relation to leave with pay and expenses granted for overseas study leave. In addition in lieu of on call work the post holder will get 2 compensatory rest days every 3 months which would need to be utilised within that quarter.

24. Weekly Timetable

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	CMHT	Daily Huddle OP / CPA Clinic	DCC	1
	PM	CMHT	Consultation & Supervision to MDT Admin	DCC	0.5
				DCC	0.5
Tuesday	AM	CMHT	OP Clinic – F/U	DCC	1
	PM	CMHT	Emergency/IHTT/MHA/CPN consultations	DCC	1
Wednesday	AM	CMHT	Daily Huddle Referral meeting Admin	DCC	0.5
				DCC	0.5
	PM	New Mill	Case Conference/Audit (1 SPA)	SPA	1

Day	Time	Location	Work	Category	No. of PAs
Thursday	AM	SPA	Out-patient clinic New patients CPA, transfer of care, Professionals' meeting.	DCC	1
	PM	CMHT	Governance/Management/Research/Royal College etc	SPA	1
Friday	AM	CMHT	Recovery Team Daily Huddle Tribunal/Managers hearing (CTO)	DCC	0.5
			Junior doctor supervision/ANP supervision	SPA	0.5
	PM	CMHT	Admin	DCC	1
Unpredictable / emergency on-call work					
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

25. Wellbeing and Support

The trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, lease vehicle scheme, cycle scheme, menopause support, Employee Assistance Programme (EAP),

Childcare Support Service, Metro Card, Menopause support, Various local and national discounts and schemes are available to staff including The Company Shop, Sovereign Health Care, Blue Light Card and Service Days.

The Trust's Staff Support and Therapy Service Support and advice is for wellbeing and therapy to all staff. This is an anonymous and confidential service; no identifying details will be asked for. Various workshops are also available including resilience, managing anxiety, mindfulness, stress and managing loss. Virtual staff common rooms and support groups are also available.

Occupational Health Service is available which is a confidential and impartial advisory service to individuals and managers on work related health problems and health problems that can affect work. Offer health checks, vaccination and immunisation clinics, pre-employment checks.

A dedicated physiotherapy service is offered to staff to support them with MSK problems and injuries at no cost to them. Staff can self-refer into the service as well as access exercise and self-help resources.

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician, clinical director of the care group, will provide support and advice as needed after the incident. For colleagues who are involved in a serious incident, the trust organizes a psychology led, multi-professional, Critical Incident Stress De-Briefing (CISD) sessions.

For peer support, the post holder will form part of a consultant peer group and the medical council. Further details on Wellbeing and support are available on the Trust's intranet.

Trust will conduct individual risk assessments of all employees and provide necessary support and equipment including personal protective equipment in the event of a pandemic.

26. Approval of this job description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

Appendix 1: Person Specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing
 SL: Short-listing from application form
 AAC: Advisory Appointments Committee Ref:
 References Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management. MRCPsych or Additional clinical qualifications.	SL Scr SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register OR within six months. Approved clinician status OR able to achieve by date of commencement Approved under S12 OR able to achieve by date of commencement	Scr Scr Scr	In good standing with GMC with respect to warning and conditions on practice	Scr

TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr
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	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED	
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	SL, AAC, Ref	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, AAC	
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	SL, AAC, Ref			
	Excellent oral and written communication skills in English	SL, AAC, Ref			
	Able to manage clinical complexity and uncertainty	AAC			
	Makes decisions based on evidence and experience including the contribution of others	AAC			
	Able to meet duties under MHA and MCA	AAC			
	Able to deliver undergraduate or postgraduate teaching and training	SL, Pres, AAC			Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post
Ability to work in and lead team	SL, AAC	Reflected on purpose of CPD undertaken	SL, AAC		
Demonstrate commitment to shared leadership & collaborative working	SL, AAC				
ACADEMIC SKILLS & LIFELONG LEARNING					

to deliver improvement.			
Participated in continuous professional development			
Participated in research or service evaluation.	SL, AAC	Experienced in clinical research and / or service evaluation.	SL, AAC
Able to use and appraise clinical evidence.	SL, AAC, Pres	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL
Has actively participated in clinical audit and quality improvement programmes	SL, AAC, Pres	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC