


Job description and Person specification

Post and specialty:	Consultant in Old Age Psychiatry – Bradford South and West Sector
Base:	South and West OPMH team Unit 1, Horton Park Centre 99 Horton Park Avenue Bradford BD7 3EG
RCPsych approval details:	NY YORK-CO-NTH-2022-00464 (approved) 
Contract:	10 programmed activities On-call consultant rota for Bradford.
Accountable professionally to:	Medical Director, Dr David Sims
Accountable operationally to:	Dr Sushanth Kamath who has line management responsibility, and General Manager Mental Health, Ms Kelly Barker
Key working relationships and lines of responsibility:	Team Lead: Ward Manger Claire Martinez Clinical Director: Dr Sushanth Kamath Clinical Manager: Laura Frost Service Manager: Bev Knaggs General Manager: Ms Kelly Barker Deputy Medical Director: Dr Sarfaraz Shora Medical Director: Dr David Sims Interim Chief Operating Officer: Ms Kelly Barker Chief Executive: Ms Therese Patten
Visiting arrangements (key contact numbers, trust website etc.)	Candidates wishing to find out more about the post are invited to speak to: Dr Sushanth Kamath, Clinical Director – Tel: 01274 494194/ Sushanth.kamath@bdct.nhs.uk

	<p>Dr Sarfaraz Shora, Deputy Medical Director - Tel: 01274 494194/ sarfaraz.shora@bdct.nhs.uk</p> <p>Candidates are encouraged to visit the service by arrangement either with Dr Sushanth Kamath or Tracy Firth, Team Leader for the CMHT – tracy.firth@bdct.nhs.uk</p>
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1. Introduction

Bradford District Care NHS Foundation Trust (BDCFT or the Trust) is 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 670,000 within the Bradford, Airedale, Wharfedale and Craven localities.

We cover the following areas



2.Trust details

The Trust is a provider of award-winning mental health, learning disabilities and community health services to a growing population 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.

Our vision, values and goals set out our ambitions – our strategic framework (for 2019-23). People who use our services, our communities and our partners were all actively involved in shaping the approach, so our framework reflects what we collectively think are our priorities over the next five years.

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. Our care and clinical expertise is spread over 50 sites and over the last year we provided 61 different services.

These services can be divided into four main areas:

- Mental health services
- Learning disability services

- Community-based physical health services and
- Dental services.

Our inpatient 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, Fieldhead 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/>

The Trust promotes Equality and Diversity, and the post holder is expected to refresh their online training relevant to this, every 3 years.

3. Service Details – Older People’s Mental Health Services (OPMH)

The OPMH services provide secondary care Mental Health support for service users who are experiencing psychiatric illnesses both relating to Dementia and non-Dementia related illnesses. There are 4 Older Adult CMHTs in the Trust – The South and West CMHT (based at Horton Park Centre in Bradford), Bradford City and North (BCaN, based at Manningham Health Centre), Airewharfe CMHT (Meridian House, Keighley) and Craven CMHT (based at Craven Centre, Skipton). Together the 4 teams cover a population of close to 120,000 over 65’s across the Bradford and Craven District together.

The inpatient service is 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 First Response Service is at the beginning of the pathway providing an ageless urgent and emergency mental health response. The service aims to provide telephone or face to face assessments for service users. The Accident and Emergency Mental Health Liaison Team provide the urgent assessment service for service users in Bradford Royal Infirmary (BRI) and Airedale General Hospital (AGH). There is also a dedicated Liaison Psychiatry Service for OPMH service users at both BRI and AGH.

The Intensive Home Treatment Team (IHTT) support service users in their own environments as an alternative to hospital admission. Their support has been extended to OPMH service users over the last 24 months. Ideally, the service users from OPMH service will continue to have Consultant input from the OPMH service. There is however, a Consultant Psychiatrist attached to the IHTT service, who will provide medical input to these service users, if requested. The numbers referred from the Team to IHTT services tend to be very few and hence manageable for the post holder to continue reviewing within their existing workload.

4. The post and local working arrangements

We are seeking a 10 PA substantive Consultant Psychiatrist to work with the Bradford South and West CMHT, which is based at Horton Park. The post arises from the planned retirement of a colleague later this year.

At the time of producing this job description, the post has a combination of both community and inpatient work, supporting service users in part of the South and West sector of Bradford. There is optimism that a part of the inpatient work will be taken away once a consultant colleague has been appointed to the post of an inpatient Consultant on Bracken Ward (described below).

The team provides covers a sector where the population of adults over the age of 65 is around 27,000. The post holder's division of the sector will cover a population around 13,000 patients over 65. The number of referrals to the Team as a whole (which comprises of 2.0 WTE Consultants and 1.0 WTE SAS doctor in addition to the team composition described below) in the last 12 months was 375 Memory clinic referrals, 166 referrals to the CMHT and 75 referrals to the Care Home Liaison Team. At this point there are no patients on a CTO (the highest number was 2 the year previous).

The composition of the Team is as follows:

- 2.0 WTE Consultant Psychiatrists (including advertised post)
- 1.0 WTE SAS Doctor (split evenly as 50% between the 2 Consultants in the Team)
- 0.8 WTE Band 8a Clinical psychologist
- 1.0 WTE Band 7 Team Leader
- 1.0 WTE Highly Specialist physiotherapist (currently)-across the whole service
- 1.0 WTE Band 7 Highly specialist OT- across the Whole service
- 1.0 WTE Advanced Clinical Practitioner- across the Bradford patch
- 1.0 WTE Band 6 OT
- 6.2 WTE Band 6 CMHN
- 1.0 WTE Band 6 CHL nurse
- 1.0 WTE Band 6 MATs follow up CMHN
- 0.5 WTE Band 6 Community Engagement worker for Eastern European Community
- 2.0 WTE Band 5 CMHN
- 1.0 WTE Band 4 Registered Nursing Associate
- 1.0 Band 4 Assistant Psychologist
- 1.0 WTE Band 3 HCSW
- 1.0 WTE Band 3 Therapy Assistant
- A CT1 trainee is normally allocated to one of the 2 Consultants in the Team. Their role will be primarily inpatient based, though they will have 2 community half days to see patients under supervision of the Consultant.

In addition to the Community work described above, at this point, the post holder will also be expected to hold Responsible Clinician (RC) responsibility for inpatients of service users (who will be registered with GP practices in the Bradford S&W sector). This will be across 2 units in the Trust – The Dementia Assessment Unit based at Lynfield Mount Hospital and Bracken Ward at Airedale Centre for Mental Health.

The Dementia assessment unit is a 12-bedded unit which is a unit for the assessment and management of patients with a diagnosis of dementia, who present primarily with challenging behaviour which cannot be managed in any non-hospital community settings. On average there tends to be 2-3 patients from the S&W sector at any given time. These are always detained under the Mental Health Act. Bracken Ward, at the Airedale Centre for Mental Health is a 22 bedded unit for the assessments and treatment of service users who present with functional (non-dementia related) mental disorders. On average there tends to be 5-7 service users from the S&W sector (as a whole) on this unit at any given time. Of the 5-7 patients from the S&W sector on the ward, on average 2-3 patients tend to be detained under the MHA. The average length of stay from most recent data is 69 days for patients on the DAU and 104 days for patients on Bracken ward.

The Team composition on Bracken Ward is as below. The composition of the team on the Dementia assessment Unit is almost similar. The CT trainee allocated to one of the 2 colleagues in the Team, will spend more than 50% of their clinical time on the Dementia Assessment Unit.

Medical Staff	WTE
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Trainee doctors <ul style="list-style-type: none"> • Junior trainee (CT/GPVTS) • FY1 trainee 	1.0 (will vary as per training rotation and LTFT training status of trainees, but is always expected to be more than 1.0 at all times) 1.0 These trainees will be supervised by other Consultant colleagues in the service.
Nursing and Allied Health Care staff	
Ward Manager (Band 7)	1.0
Assistant Ward Manager (Band 6)	3.0
Staff Nurses (Band 5)	11.0
Health Care Assistants (Bands 2,3)	12.0
Assistant Practitioner (Band 4)	3.0
Occupational Therapy Team <ul style="list-style-type: none"> • Band 6 practitioner • Band 5 practitioner • Band 3 Activity co-ordinator 	1.0 1.0 1.0
Psychology Team <ul style="list-style-type: none"> • Clinical Psychologist • Assistant Psychologist 	0.5 1.0
Ward Clerk	1.0

There has been a reconfiguration of Community and In-patient Services in Working-age Adult Mental Health services from a continuity of care model to a functional model of care in 2019. The aspiration is to have a similar model in OPMH services, owing to the benefits observed with this model in Adult Mental Health services. This post would be a newly created post on Bracken ward, allowing it to free up more time for existing OPMH Consultant colleagues for more community work. Job description for that post has been approved by the Royal College of Psychiatrists in May 2022 and advert is currently out. Once a colleague has been found suitable for that post, at that point, Community Consultant colleagues (including the post holder) will only have responsibility for their service users on the Dementia Assessment Unit on a sector basis. In the event that an inpatient Consultant colleague is not recruited to the post, discussions are ongoing between the Clinical Director and Operational colleagues to put in efforts to make this role more attractive and the job doable.

Following are the Consultant colleagues that the post holder will be working with (and may have potential engagement with)

1. Dr Manimegalai Chinnasamy – Consultant within the South and West CMHT (where the post is)
2. Dr Shubhra Singh and Dr Liam Higgins - Consultants with the Bradford City and North team
3. Dr Graeme Finlayson, Dr Gregor Russell and Dr Senthil Kumar – with the Airewharfe CMHT
4. Dr Sushanth Kamath – Craven CMHT (and clinical Director)
5. Dr Jo Ostler – Consultant Liaison Psychiatrist covering sessions both at Bradford infirmary and Airedale Hospital.

5. Duties of the post holder

This is a post set up to support both the community and the inpatient services for service users who are registered with GP practices in the Bradford South and West CMHT catchment area.

Clinical duties

- To provide enthusiastic, and flexible, joint clinical leadership and consultant input to the Bradford South and West CMHT alongside the Team Leader and other service leaders.
To provide Consultant Psychiatrist input into the Memory and Treatment Service (MATS) pathway, involved in the assessment, diagnosis and supporting possible medication options for people presenting with cognitive difficulties to the service.
- To take Consultant responsibility for all inpatients on the 2 wards mentioned above, acting as the Responsible Clinician and assessing or supervising assessment and management of patients and devising or helping to devise appropriate treatment plans and medication regimes.
- To offer expert risk assessment and management skills in the care of people with severe mental illness
- To undertake responsibilities as an Approved Clinician under Section 12 of the Mental Health Act 1983 as needed (Approximately one (or a maximum of two) Mental Health Review Tribunals/Hospital Managers Hearings per week).
- To ensure excellence in the delivery of evidence-based treatments
- To act as a source of support, advice and information to patients and their carers, team members and other professionals
- Attending Safety Huddle Meetings as appropriate
- Attending weekly team meetings
- To develop strong working relationships with fellow Community OPMH Consultant colleagues, Colleagues in Adult Mental Health, Colleagues in the Acute Hospital at Bradford Royal Infirmary (especially neurology and elderly medicine), primary care colleagues and stakeholders within the OPMH care pathway.
- To provide reciprocal Responsible Clinician cover for the other Consultant colleague in the team for annual leave and study leave.

Training duties

- An integral part of the post holder's duties will be the educational and clinical supervision of junior medical staff both within the service and from the training schemes (Psychiatry/GPVTS/Foundation). The post holder will contribute to the Educational Supervision (and career development) of the SAS doctor in the Team, which could be shared with the other Consultant colleague in the team on a rotational basis. Clinical supervision will be provided by the respective Consultant colleague to the sector that the service user belongs to.
- The post holder will be expected to take an active part in education and teaching in relation primarily to the old age psychiatry, but also general adult psychiatry (where appropriate).
- The post holder will be expected to take a leadership role, with other senior members of the team, in planning for, delivering and coordinating training for the multidisciplinary team.
- The post holder will also contribute to medical student teaching when there are medical students from University of Leeds attached to the team or other students on a placement with the team

Leadership duties

- To provide leadership to the multi-disciplinary team along with the team leader.

- To contribute to service development - The post holder will be expected to participate in business planning for the inpatient services, as appropriate, contribute to the broader strategic and planning work of the trust.
- To contribute to clinical governance and responsibility for setting and maintaining standards. This also includes participation in clinical audit regularly. We have a very supportive clinical audit team in-house and there are 3 monthly Medical Staff Audit Group meetings in the Trust where the post holder can contribute to.
- Commitment to quality improvement - The post holder will be leading improvement of the quality of care within the team and contribute to improving quality across the system.

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, Approved Clinician status and to abide by professional codes of conduct.
- To work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services

6. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days (or pro rata). Following appointment there will be a meeting at no later than three months with the General Manager and the Lead Clinician to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. The detailed formal job plan will be developed and agreed three months after commencing the post and reviewed at least annually thereafter. There will also be a review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (eg. unexpected request to cover a service in addition to current workload)

Draft timetable for the post:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM		Memory Clinic (Remote or face to face). Every 4 to 6 weeks this slot becomes DV (Memory Assessment) 3 New patients – or 1 new patient and 4 follow ups	DCC	1

	PM		Home Visit (Hybrid- Both remote and Face to face depending on situation) 3-4 home visits at most.	DCC	1
Tuesday	AM		Ward Round (The present arrangement with the other colleague in S&W CMHT is to do a single ward round either on Bracken or DAU, which is rotated on an annual basis) After ward rounds- Supervision for FY1 and CT	DCC	1
	PM		SPA (to be negotiated) including clinical governance (SUI, complaints) work and QI work and own CPD	SPA	1
Wednesday	AM		Community work / admin	DCC	1
	PM		Supporting Professional Activities including: <ul style="list-style-type: none"> • Weekly educational sessions • Monthly Medical Council • Monthly OPMHS Consultant Meeting • The session is also ring fenced for CPD activity. 	SPA	1
Thursday	AM		Clinic – Mostly Functional / BPSD- Hybrid model (Face to face or remote depending on situation)	DCC	1
	PM		Team- Allocation meeting	DCC	1
Friday	AM		Admin related activity arising from clinics- DCC Urgent Visits	DCC	1
	PM		Audit or other activities Supervision of SAS doctor Emergency Clinical work	SPA DCC	0.5 0.5
Saturday			Depending on on-call rota		
Sunday			Depending on on-call rota		

Predictable emergency on-call work	Variable	On-site, at home, on the telephone and/or travelling to and from site	1:20 on-call rota for Bradford		
Unpredictable / emergency on-call work			Sometimes covering on-call and ward cover based on emergency requirements.		
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

7. 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. In addition, the Trust CPD lead and Associate Medical Director organize regular whole day CPD events covering a broad range of topics (Clinical, Management and Leadership) throughout the year. OPMH Consultant colleagues also have a monthly peer group meeting for supervision.

Appropriate internal and external study/professional leave is supported (**averaging 10 days per year and up to 30 days leave over 3 years with a budget of £1000 per annum**) and applications should be submitted on the appropriate Trust forms and authorised in accordance with the Trust's Medical Staff Study/Professional Leave Procedures as approved by the Joint Negotiating Committee and obtained on the Trust intranet.

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.

There are opportunities to get involved in 'The Care Trust Way' approach which is a people focussed and coaching driven quality improvement methodology to engage and empower staff, create an honest, inclusive and open culture supporting purposeful conversations, staff development and improving the care delivered to service users. The introduction of the Care Trust Way has helped develop and maintain services and wellbeing including offering time to reflect and this was showcased in the **2020 NHS Provider report**. The 'The Care Trust Way' approach was one of the finalists, in the **Staff engagement award category, at the HSJ awards 2020**. Further information about the initiative can be found:

<https://www.bdct.nhs.uk/care-trust-way-continually-improving-together/>

The trust also provides 1 to 1 coaching and mentoring to consultants to ensure they are able to achieve their full potential and be supported in their developmental needs. There is also Fortnightly Consultant Balint group which the post holder can attend.

The Trust provides support to colleagues, interested in enhancing their education delivery and appraisal skills, in completing **Post- Graduate Certificate in Clinical Education**. The trust also provides opportunity and support to become an appraiser.

8. 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.

9. Induction, Appraisal and job planning

Attendance at the Trust's Welcome Event and undertaking a local induction on commencement in post is required.

The trust is a designated body and is committed to medical revalidation and appraisal. The post holder is required to undergo annual appraisals to support the revalidation process and continuous improvement of services. 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 appraisal process is in accordance with the Trust's Medical Appraisal Policy, as approved by the Joint Negotiating Committee and obtained on the Trust intranet. The post holder will be encouraged to maintain a portfolio in support of their appraisal meeting using a nationally recognised document (MAG4).

Annual job planning will be undertaken jointly by the clinical director and the general manager. Within the job planning process, the post holder will be encouraged to identify appropriate activities to support practice (SPA) and develop an area of interest. Any changes in the pre-agreed workload will result in a new job planning meeting. The job planning process is in accordance with the Trust's Job Planning Policy, as approved by the Joint Negotiating Committee and obtained on the Trust intranet.

10. 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. There are also local systems in place to support doctors if they have any challenges in the management of their patients (e.g. nominated senior colleague mentor support, Balint Groups for consultants).

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.

11. Research

Bradford District Care Foundation Trust has an active and vibrant Research and Development department, offering support to numerous NIHR Portfolio research projects at any one time. These projects reflect research activity from across the Trust's clinical areas, and supporting 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's Research & Development department continues to develop and excellent reputation of the delivery of both interventional and observational research.

The R&D department has strong collaborations with regional and national academic partners including Leeds, York, and Bradford Universities. We have several consultants who are Principal Investigators for 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 practitioners 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.

12. Mental Health Act and Responsible Clinician approval

The post holder will 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. Should the postholder not have the required MHA approvals in place at the point of them starting in post, the Trust will ensure that any work relating to that will be covered by other colleagues in the Trust until such time approval is obtained by the post holder.

13. 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.

14. 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.

15. 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 for the post holder. 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. There are regular reviews of individual consultant needs and the whole agreement with the administration team.

The post holder will have his or her own laptop with remote access to electronic patient records and trust mobile telephone. The trust also encourages hot-desking and agile working if required. We have a very supportive IT Team in the Trust who are easily contactable and accessible when required.

The post holder will have a dedicated office at Horton Park which might be shared with a colleague within the OPMH Team.

The administrative support for the postholder meets the guidelines set out in the College's position statement PS06/2016 https://www.rcpsych.ac.uk/pdf/PS06_16.pdf relating to this.

16. On-call

The post holder will participate in the Bradford Consultant on-call rota, currently 1 in 20 pro-rata (Cat B, low frequency – 3% banding and 0.2 PA availability supplement). This covers both Older Adult and Adult services (including LD services) during out of hours. The Bradford rota geographically covers the Lynfield Mount Hospital site, any emergencies needing Consultant support out of Bradford Royal Infirmary and any community emergencies arising in the Bradford City, North and South and West sectors (patients who are registered with GPs in this sector which spans from parts of Bingley, Baildon, Shipley and downwards on the map on Page 2).

Consultants are usually second on-call with one junior doctor based (core trainee/ GPVTS/Foundation year 2 trainee) 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.

17. Annual Leave and cover arrangements

The post-holder is entitled to 32 days (on pro-rata basis) of annual leave per year plus 8 Bank Holidays. This will increase with seniority in line with Consultants Contract. Details of eligibility for all leave, including maternity, paternity and special leave (bereavement, carer, urgent domestic distress etc) can be provided by the Trust's Human Resources department.

BDCFT has also made an agreement, via the Local Negotiating Committee, that some element of the on-call work payment is replaced by an entitlement to Time Off In Lieu (TOIL) whereby the post holder will get **2 extra days leave (on pro-rata basis) per quarter** which would need to be utilized within that quarter.

Cross cover for periods of leave and short-term illness is provided on an equity basis by all consultants as detailed in the Trust's Policy and Procedure for Medical Staff Cross Cover Arrangements, as approved by the Local Negotiating Committee and obtained on the Trust intranet. Cross cover arrangements will be reviewed at annual job plan meeting. It is expected that the post holder works collaboratively with other senior clinicians within the Airedale Centre for Mental Health.

18. 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. This is also an opportunity for supervision from more senior and experienced OPMH colleagues who meet monthly.

Further details on Wellbeing and support are available on the Trust's intranet. There will be well-being support for postholders specifically focussing on individualised risk assessment and adjustments to facilitate remote working (where required) and in the event of future outbreaks/pandemics.

19. 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.

20. 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 12th October 2022.

Consultant Psychiatrist, Acute Inpatient Ward, 10 PAs

Appendix 1: Person specification

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 assessment centre

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 Membership or Fellowship of the Royal College of Psychiatrists Previous experience of Older Adult inpatient psychiatry (either in previous training role / non-training role)	SL Scr SL

<p>ELIGIBILITY</p>	<p>Fully registered with the GMC with a licence to practise at the time of appointment Included on the GMC Specialist Register for Old Age Psychiatry OR within six months Approved clinician status and under S12 OR able to achieve within 3 months of appointment</p> <p>Should the postholder not have the required MHA approvals in place at the point of them starting in post, the Trust will ensure that any work relating to that will be covered by other colleagues in the Trust still such time approval is obtained by the post holder.</p>	<p>Scr</p> <p>Scr</p> <p>Scr</p>	<p>In good standing with GMC with respect to warning and conditions on practice</p>	<p>Scr</p>
<p>CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE</p>	<p>Excellent knowledge in Old Age Psychiatry</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	<p>SL, AAC</p>

	Makes decisions based on evidence and experience including the contribution of others Able to meet duties under MHA and MCA			
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation. Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led quality improvement projects leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>

TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.			Sr,AAC
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