

Consultant Psychiatrist in LD

job description and person specification

| | | | |
|--|---|----------|----------|
| Post and specialty: | Consultant Psychiatrist in Intellectual Disability This is a replacement post | | |
| Royal College of Psychiatrists approval details: | <i>Approval details to be completed by RCPsych</i> RCPsych Ref No: XXXXXXXXXX <i>RCPsych to insert Approval Stamp</i> | | |
| Base: | Whalley Specialist Learning Disability Division, Sefton Community Learning Disabilities Team Hartley Hospital, 1B Curzon Road, Southport, PR8 6PL | | |
| Contract: | Full-time and Permanent post Number of programmed activities: 10 Additional R & R of 10% Option of additional sessions within LD Services | | |
| | Total PAs: 10 (+10% R&R) | SPA: 2.5 | DCC: 7.5 |
| Accountable professionally to: | Dr Noir Thomas, Medical Director | | |
| Accountable operationally to: | Dr Narender Dhillon, Clinical Director LD&A Services | | |
| Key working relationships and lines of responsibility: | Line Manager: Dr Narender Dhillon, Clinical Director LD&A Services Team Lead: Laura Howard (Team Manager - Community Nurse) Sefton Community Learning Disabilities Team Clinical Director: Dr Narender Dhillon, Clinical Director LD&A Services Associate Director LD&A: Dr Alex Cookson Director of Operations: Trish Bennett Chief Operating Officer (Secure & SpLD Division): Steve Newton Responsible Officer: Dr Noir Thomas Deputy Medical Director: Dr Kuben Naidoo Medical Director: Dr Noir Thomas Chief Executive: Joe Rafferty | | |

1. Introduction

Mersey Care NHS Foundation Trust is one of the largest Trust in the North West providing physical and mental health services and serving more than 11 million people.

We offer specialist in-patient and community services that support a physical and mental health and specialist in-patient mental health, learning disability, addiction and brain injury services Child and Adolescent Mental Health Services (CAMHS).

Mersey Care is one of only three trust in the UK that offer High Secure mental health facilities.

Our vision

Our vision is to strive for perfect, whole person care that helps people live happier, healthier lives.

Our mission

We are committed to delivering the **very best possible life-long care** in physical health, mental health, learning disabilities and addictions services. We are passionate about advancing the health of the people and communities we serve. We will achieve this through pursuing **clinical excellence** and **whole-person care, involving the people we serve** in every aspect of their care and through prevention and early intervention to help people keep well and **living well at home for longer**.

The care we offer is **built on strong relationships**, and we will work side-by-side with our staff, other organisations, and with people and communities themselves to activate, innovate and continually improve the prevention, treatment and support we provide. Together, we believe we can **exceed expectations of the health, care and wellbeing available** to the people we serve.

Our values are; **C**ontinuous improvement, **A**ccountability, **R**espect, **E**nthusiasm and **S**upport.

What we stand for

Mersey Care believes that service users, carers and staff should all be treated with dignity and respect, and be valued as citizens.

Our Strategic Objectives:

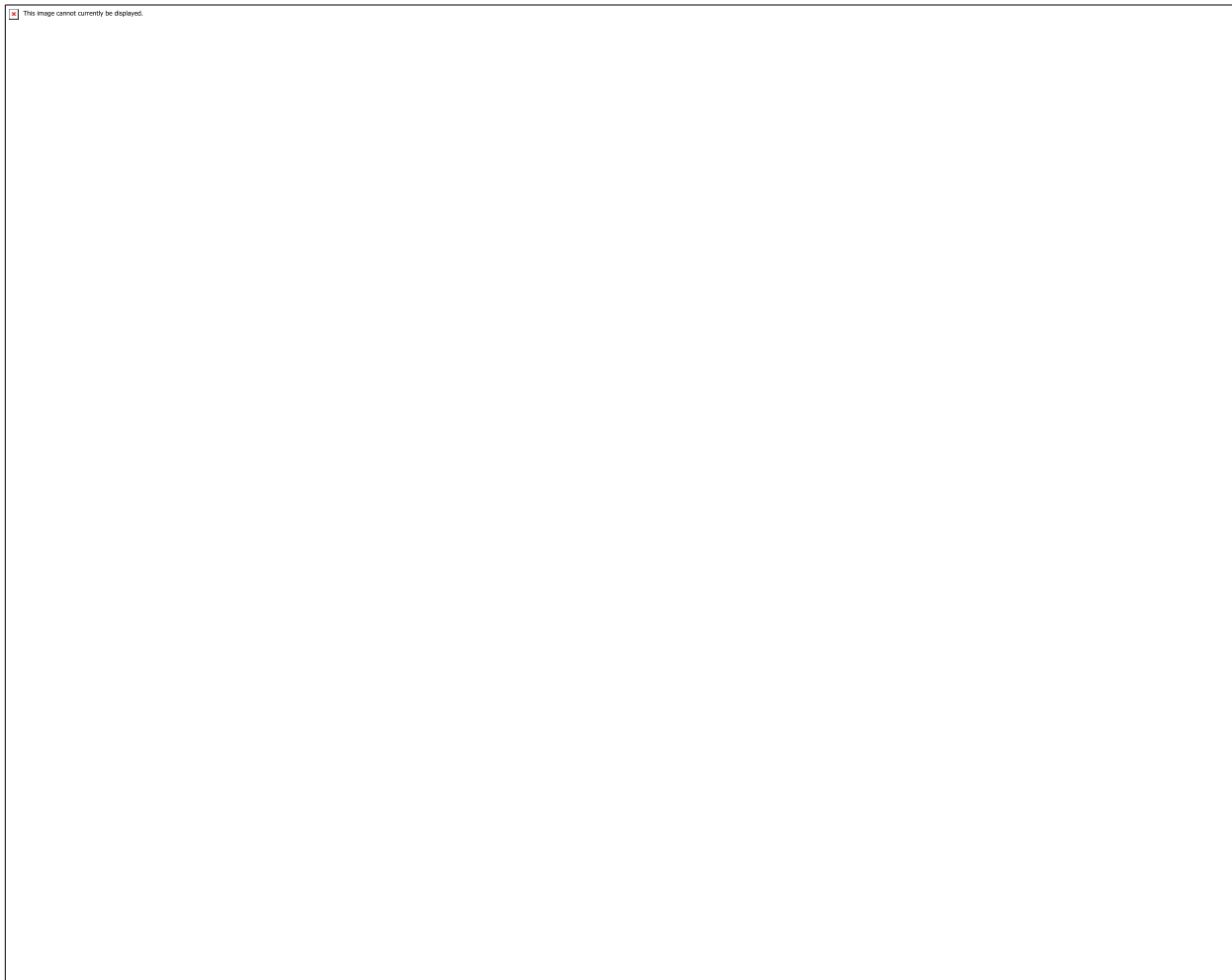
Our Services: We will combine clinical excellence with prevention and integration in our services to improve the health of the people and communities we serve.

Our People: More people will choose to work at Mersey Care. We will develop a deeper understanding of the people and communities we serve, and patients will have more control over their health.

Our Resources: We will use our resources – buildings, IT and money – to enable clinical excellence, prevention and integration in our services.

Our future: We will be a good partner and use our clinical and research expertise to tackle inequalities, improve services and outcomes for our populations.

Mersey Care NHS Foundation Trust covers the following areas:



2. Trust details

As of the 1st June 2021 we employ over 11,000 staff which makes us one of the largest health care employers in the North West. We provide in-patient facilities for approx. 1,000 patients and this includes one of only 5 in-patient addiction services in the country. Community support is at the heart of our organisation and we provide the biggest IAPT services in the NHS. Since 2012 we have undertaken over 5000 social prescriptions. We service 6 local authorities including Liverpool, Sefton, Knowsley, St Helens, Halton and Warrington. We are one of three providers of High secure services and the largest provider of specialist forensic learning disability services. With a turn over of over 573m we serve a population of over 11m people in the North West and beyond.

Local Services Division provides specialist inpatient and community Mental Health, Learning Disabilities, Addiction management and acquired Brain Injury services for the people of Liverpool, Sefton and Kirkby, Merseyside.

Secure Services Division provides high secure mental health services for the North West of England, the West Midlands and Wales. One of only three trusts in the country that provides these services. The trust also provides medium and low secure services more locally for men and women with mental disorders.

Specialist Learning Disability Division provides secure Learning Disability services across Lancashire, Greater Manchester, Cheshire and Merseyside currently delivered from the former Calderstones NHS Trust site in Whalley Lancashire. The community LD services covers Liverpool, St Helens, Knowsley, Halton, Warrington, Southport and Sefton delivered from bases in local areas and the acute treatment and assessment inpatient unit based in Warrington.

Liverpool and Sefton Community Services Division provides community health services to Liverpool CCG and South Sefton CCG residents. Mid-Mersey Division has been a recent addition following acquisition of former North West Boroughs Healthcare NHS Foundation Trust.

3. Description of the Specialist Learning Disability Service

The Specialist Learning Disability Services provides specialized mental health services for adults with learning disabilities with additional needs including psychiatric services for people with learning disabilities, who have forensic problems, mental illness or challenging behaviour.

This includes medium and low secure services, enhance support services and community services for the North West. In addition to the core contract with North West secure commission to provide LD Forensic services, the Trust also provides community services to adults Learning Disabilities services to Lancaster, Morecambe, Wyre and Fylde, Liverpool and Sefton

The Whalley site, Specialist Learning Disability Division was recently rated as Outstanding by the CQC.

The LD service in Sefton and Liverpool employs 3.6 WTE consultant psychiatrists in intellectual disability. 2 WTE psychiatrists cover Liverpool community services including the assessment and treatment unit for Liverpool and Sefton which is a 9 bedded unit situated in Warrington. 0.6 WTE psychiatrists cover South Sefton and 1 WTE (this post) covers North Sefton and provides cross-cover for South Sefton primarily by advice. There are 3 funded core trainee posts and one specialist trainee post. The post holder will be encouraged to apply for specialist trainee training status. The service is adequately supported by medical secretaries and transcriptionists. The service provides for patients with Learning Disability associated with mental illness, personality disorder, pervasive developmental disorders and behavioural problems. There is active liaison with primary and secondary care services to improve the physical health of people with learning disabilities. The service is actively involved with the local transforming care agenda and LEDER process. There are additional 2WTE Consultant Psychiatrists in LD within Mid-Mersey Division and another 1.5 WTE Consultant Psychiatrists in LD providing input to Specialist Support Teams and Community Forensic LD Team.

The secure services of the division currently employs 13 Responsible Clinicians (includes Consultant Psychiatrists and two non-medical Responsible Clinicians) and five Specialty Doctors, with additional support from trainees usually two - three ST4-6 and two- three CT2 doctors. The service is adequately supported by medical secretaries.

The secure services of the Specialist Learning Disability Division provides in-patient facilities for medium and low secure forensic services and non-secure (Rehabilitation Services and assessment and treatment units), for patients with Learning Disability associated with mental illness, personality disorder, pervasive developmental disorders and challenging behaviours.

The Specialist Learning Disability Division also has Specialist Support Teams which work across the North West. The Specialist Support Teams serve Lancashire and Greater Manchester. This service aims to prevent the admission or re-admission to secure services and provides support and advice to local learning disability services in helping to look after service users in the community and to stop future admissions. With support from the North of England Specialist Commissioning Group, the Specialist Support Teams provide a prison in-reach programme and work with Lancashire Constabulary on improving management of people with a learning disability.

Services are provided by the multi-disciplinary team, including Consultant medical staff, non-Consultant medical staff, Clinical Psychologists, occupational therapists, physiotherapists, Speech Therapists, Behaviour Therapists, Nurse Managers and Nurses in learning disability.

The trainees on rotation provide first and second on call cover out of hours.

The service has well established links with all major learning disability purchasing and providing agencies within Sefton

There is a local academic programme held weekly on Tuesday morning (virtually) as well as monthly full day Regional Learning Disability Training days at Hollins Park hospital site (or virtually). We participate in the CT1 – CT3 and ST4 – ST6 rotational schemes and receive trainees on a regular basis as part of the rotational training scheme and there are approved ST and CT trainers amongst medical staff. The post holder would be encouraged to undertake a trainer role to gain competencies, depending on the interest and availability.

All Consultant medical staff are required to participate in the Royal College of Psychiatrist CPD programme. The Trust actively supports CPD by providing study leave and dedicated resources to enable this. The study leave allowance is £1500 over 30 days over 3 years. All Consultant medical staff are encouraged to undertake a management development programme.

Established links will be maintained with Manchester and Liverpool Universities who have teaching and training programmes for MRCPsych.

Medical staff are actively involved in the Clinical Audit Committee, which is chaired by the Clinical Director. Standards are set and clinical practice is modified or approved as appropriate.

The Central Library Service is now operational and accessible for all Trust staff.

This post is subject to the Consultant Contract and Terms of Conditions of Service as laid down in the Consultant Contract by the Department of Health.

4. Job Description

Consultant in the Psychiatry of Learning Disability with responsibility for providing a community psychiatric service to people with learning disabilities in North Sefton. This is a replacement post.

Adult Learning Disability population registered with a GP from Southport and Formby CCG – 710

Upto 200 active community clinics caseload.

This is a full-time post, but consideration will be given to applicants who wish to work part-time or job-share.

The candidate will be expected to hold a full GMC registration and be eligible for inclusion on the Specialist Register. MRCPsych qualification is desirable. Candidates who are included in the Specialist Register through Article 14 would be welcome to apply. Trainees in Learning Disability who are eligible to commence work as a Consultant Psychiatrist would also be welcome.

The applicant must be approved under Section 12(2) of The Mental Health Act 1983, and have Approved Clinician status.

5. Job Purpose

To provide a comprehensive psychiatric service to people with a learning disability in North Sefton

6. Job Content

This job plan includes a schedule of programmed activities setting the Consultant's duties and responsibilities. The flexible job plan sets out the Direct Clinical Care duties including on call work; Supporting Professional Activities; additional NHS responsibilities which could include external duties like work for Royal College or GMC. Where necessary, this will be developed take account of the needs of the Trust and the post-holder. The schedule of programmed activities represents a job plan totalling 10 programmed activities per week of 7.5 Direct Clinical Care and 2.5 Supporting Professional Activities. There is currently additional 10% Recruitment and Retention payment offered as a standard within the trust.

7. Principal duties of the post

The post holder will have a flexible job plan drawn to provide outpatient/community clinics. There are no inpatient duties associated with the post.

The Consultant will provide direct clinical work including assessment, diagnosis and treatment, ensuring physical health is considered alongside the mental health of the patient. He/she will participate in regular multidisciplinary team meetings, care planning and reviews, providing clinical leadership and Responsible Clinician role.

These include occasional domiciliary visits, emergency home visits, liaising with forensic support services, safeguarding/CPAs and any other activities involved in delivery of clinical care to the patients with learning disability within the designated population and geographical area.

The Consultant will participate in CPA reviews, MAPPA, safeguarding meetings, and risk reviews.

The Consultant will undertake statutory responsibilities under the MHA, MCA and DOL and consent to treatment. There is no specific requirement for the applicant to be an approved DoLS assessor.

There may also be a need for involvement in Blue light Protocol and post admission CTRs as a member of the community MDT and work alongside the Specialist Support team within the catchment area.

If patients with learning disability are admitted to the local general adult inpatient unit as part of the greenlight toolkit there will be an expectation to liaise with the inpatient RC to ensure continuity of care. In rare occasions it might be appropriate for RC responsibility to be held with the post holder as per trust policy on the management of people a dual diagnosis of mental health needs & learning disability. This is a rare occurrence 1-2 times per year and will be job planned.

The referrals to the outpatient clinics would come via primary care/GPs, from the MDT and occasionally from secondary care for patients who are being discharged from secure services to the community and young person transitioning to adult services. Referrals are aligned to GPs within the North Sefton area commissioned by Southport and Formby CCG. On average one new patient will be seen in the new patient clinic and 4-6 follow-up patients will be seen per follow up clinic. The post holder will have the flexibility of managing their outpatient clinic list and appointments with the assistance of the medical secretary who will also manage the letters for the clinic.

All outpatient reviews will be pre-arranged in the clinic diary by the secretary. In cases where

patients are unable to attend the clinics, the Consultant will be expected to deal with requests for urgent home visits and telephone advice outside the out-patient clinic times, but not out of working hours. The clinics are planned for specific days of the week and the home visits would also be fitted within the specific day of the week.

Emergencies are managed by the post holder with the support of the community LD team. Mental health act assessments are coordinated via social services. There is an admission process to access the general adult/old age beds throughout the trust and the LD inpatient unit based in Warrington. There is the provision of an on-call psychiatrist at all times during the day if the post holder is unable to attend to any emergencies.

There will be reciprocal cross cover provided by the other intellectual disability consultants during periods of leave and sickness. The Trust is committed to improving the services and reviewing contractual agreements to ensure that community teams are adequately resourced.

The post holder will be expected to liaise with colleagues in other services/divisions within the trust to support people with LD accessing mainstream services.

Population

Southport and Formby CCG - General population 123,000

The total population of people with a learning disability in Sefton. Oxford Brookes PANSI/POPPI Estimates - 5,100

The number of people with a learning disability in receipt of adult social care services – 895

Adult Learning Disability population registered with a GP from Southport and Formby CCG – 710

Active caseload- upto 200

Clinics

The community outpatient learning disability clinics and teams linked to this post are based in Southport Hartley hospital.

Referral rates to the community clinics are quite low, about 1-2 new referrals per month based on a review of the last twenty four months.

The consultant caseload varies between 180-200. Based on information 2021-2022

The Team

Laura Howard is currently team manager for an established team that includes learning disability nursing; psychology; Speech & language Therapy; Occupational therapy; physiotherapy. The team has close links with Social Workers. The team works with the client directly and/or the care provider and/or family of each client as necessary. The team work across north and South Sefton and liaise closely with consultant psychiatrists. All referrals go through the LD team's single point of access for discussion and allocation. The team receives 110-160 referrals per year aligned to the North Sefton area.

Team meetings are held weekly on Thursday and the consultant is invited to attend.

The Liverpool and Sefton LD service is operationally managed by Francesca Cairns, senior operational officer

The Sefton team structure is:

Band 7 manager/ nurse specialist

Band 7 Health care facilitator

Band 6 nurses – 7.4

Band 5 nurses – 2

OT- 1

Physio and assistant – 2

SALT and assistant – 2

Psychology 1.3

Support workers – 2

8. Line Management Arrangements, Appraisal and Job Planning

As with other consultants, the line management structure is via the Clinical lead / Clinical Director on behalf of Medical Director. The post holder will be expected to participate in the Trusts current and future arrangements for appraisal in line with good medical practice and guidance from the General Medical Council. The Trust has an established system for facilitating appraisals coordinated by the Medical Revalidation Manager who works closely with the Responsible Officer. The current arrangement is for annual job-planning by the Clinical lead / Clinical Director and appraisal by an appropriate representative.

9. On Call (3rd on-call only)

The appointee will take part in the "North" on-call Consultant rota covering services based within or linked to the Southport, Sefton and Knowsley (Kirkby) CCG footprints for adult and learning disability patients. There is a separate on-call rota for old age psychiatry. There is a higher trainee ST4-6 on call at night covering both the North and South rotas, along with two CT1-3 for the North rota geographical area covering the inpatient units.

This rota is currently shared with approximately 14 WTE colleagues, including adult & addictions services.

On-call supplement – 1% availability supplement; due to the consistent low intensity, low frequency nature of the rota, it does not qualify for any other additional payments.

As per 'Terms and Conditions – Consultants (England) 2003'. Consultants shall be expected in the normal run of their duties to deputize for absent consultant colleagues (and vice versa) so far as is practicable. (Schedule 2).

It is the responsibility of each Consultant to arrange cover with other Consultants.

10. Office Accommodation

The consultant will have office accommodation at Hartley Hospital, Southport, Specialist Learning Disability Division. Administration staff are also based here.

11. Secretarial Support

The consultant will be supported by a 0.5 WTE band 3 transcriptionist/admin support and 0.5 WTE band 4 medical secretary who will work for all the learning disability medical staff. Additional secretarial support is provided by medical administration team when this secretary is not available.

12. Clinical Governance

The Trust has an established system of Clinical Governance responsible to the Medical Director and Chief Executive. Clinical Governance arrangements influence practice in all parts of the Trust. The division has its own governance structure and meetings are chaired by the Associate Medical Director.

13. Research, audit and teaching

The Division has a significant reputation for the quality of its research into learning disability and offending behaviour. Experts speak at conferences and author papers and we have an ongoing series of research programmes, many of which involve our service users as active participants and even as trainers. The Division has close links with a number of major academic establishments (e.g. The University of Lancaster) and it sponsors specialist LD events. The Lancaster Health Hub was set up in 2010 to support NHS Trusts with the academic and network links to enable them to develop high quality, externally funded research projects some of which may be eligible for the National Institute for Health Research (NIHR) Portfolio database. Our Research & Development department were invited by Lancaster University to join the Hub and they have been working closely with Lancaster University since 2011.

There are established links with many universities and R& D have supported or collaborated in research with Manchester, Liverpool, Nottingham, Newcastle, Loughborough, Birmingham, Lancaster, Chester, Cumbria and Leeds Universities. Dedicated PA time will be made available.

There are close links with the University of Liverpool including under-graduate training.

The teaching group for Trainees includes Journal Clubs and Case Conferences on a weekly basis that the post holder is encouraged to attend. Medical student teaching is on an individual student attachment basis.

Trainees attend MRCPsych course with time protected. Tutorials are organised, as journal clubs and case presentations. An hour of face to face individual supervision is expected weekly.

There will be the opportunity to participate in the Specialist training programmes in psychiatry of learning disability, should this be recognised as a personal development plan objective

The Clinical Audit Department provides administrative support. The post holder will be expected to attend audit meetings, to take part in their review and to lead or complete an audit task each year. Clinical audit activities are supported by PA time.

There is no requirement in the training of non-medical clinical staff, although Consultants play a part.

The Trust provides standard levels of professional and study leave, funding appropriate courses. The post holder will be encouraged to be involved in CME and to remain up to date with CPD. CPD time will be made available in the weekly job plan

There are libraries based on the Ashworth site in Maghull and Rathbone hospital site, Liverpool and are accessible to all Mersey Care staff.

14. Travel

The post-holder will be expected to travel between the sites and undertake home visits. This can be by private car, lease hire car or public transport with costs being reclaimed on the appropriate form. (Full details of rates are available in the Trust policy available on the Mersey Care Trust Website).

15. Digital Information Technology

Training and access is offered for the Internet, patient information systems, etc. and individual

desktop computers are available to Consultants. The post holder will be provided with an laptop through which emails and patient records can be readily accessed

16. CPD

The Trust supports CPD and there are peer groups established within the division (one on Whalley main site and the other at Liverpool). The peer group meets four to six times a year planned for the whole year. The appointee is expected to remain in good standing with the Royal College of Psychiatrists and receive annual certification for CPD.

There is an established educational programme in the locality and in Trust. Study leave is available and funded. The post holder will be expected to take part in CPD and PDP.

All newly appointed consultants to the Trust are strongly encouraged to have a mentor. Mentoring is available from colleagues within the Trust, arranged by the Medical Director.

17. Leave

Annual, study and professional leave is arranged by agreement with the Clinical Director and would be in lines of national terms and conditions.

Annual Leave

In line with Schedule 18 paragraphs 1-8 of the Terms and Conditions – Consultants (England) 2003, Consultants are entitled to the following rates of annual leave per year (pro rata for part time staff), not including public holidays and additional statutory days:

| Year | Number of years of completed service as a consultant | |
|------------------------------|--|----------------------|
| | Up to seven years | Seven or more years |
| Until 31 March 2004 | Six weeks | Six weeks |
| 1 April 2004 – 31 March 2005 | Six weeks | Six weeks + one day |
| From 1 April 2005 | Six weeks | Six weeks + two days |

Professional and Study Leave

In accordance with Schedule 18 paragraphs 9-16 of the Terms and Conditions – Consultants (England) 2003, study leave may be granted for approved postgraduate purposes. The recommended standard period of entitled leave for consultants is a maximum of thirty days and £1500 over three years for the medical study budget inclusive of off-duty days which fall within the period of leave. This is pro rata for part time staff.

18. Main Conditions of Service

The appointment is subject to the Trust Terms and Conditions of Services for Medical and Dental Staff (England and Wales).

General Provisions

The Appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, the successful candidate is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.

The Appointee will be expected to follow the local and national employment and personnel policies and procedures. All medical and dental staff are expected to comply with appropriate Trust Health and Safety policies.

If appropriate, he/she will be named in the contracts of doctors in training grades as the person responsible for overseeing their training and a main source of advice to such doctors on their careers.

19. Draft timetable

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|----|---|--|----------------------------------|--------------------------|-------------------------------------|
| AM | Professional meetings Admin session DCC | weekly Local academic programme and monthly LD teaching all day SPA | MDT meeting. DCC CPD. SPA | Outpatient clinic. DCC | Meetings/ Home visits DCC |
| PM | CPA meetings/ Home visits DCC | Outpatient clinic. DCC | Home visits DCC | Outpatient clinic DCC | Research/Audit SPA |

Further information and details about the post and visiting arrangements can be made with Dr Narender Dhillon 0151 330 7389

PERSON SPECIFICATION

| Criteria | Essential | Desirable | Means of Assessment |
|-------------------------|---|--|--|
| Qualifications: | Full GMC Registration or eligibility to be included on the register and holding a current licence to practise at the time of Appointment Eligible for inclusion in Specialist Register or within 6 months of gaining CCT. In possession of Section 12 approval / Approved Clinical Status. Post holder to maintain section 12 approval | MRCPsych or equivalent. Relevant Higher Degree or other additional clinical qualifications. CCT in Psychiatry of Intellectual Disability | CV Application form Documentation |
| Experience: | Knowledge and experience of assessing and treating individuals with learning disability | | CV Application form Interview |
| Personal Skills: | To possess leadership skills and be able to work collaboratively in a multidisciplinary team. Ability to manage own time, workload and prioritise clinical work. Ability to appraise own performance as a Consultant. Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff. Excellent written and oral communication skills Approachable and compassionate personality with good listening skills. | Evidence of specific achievements that demonstrate leadership skills. Flexible and tolerant. Relaxed when dealing with teams under pressure. Motivational skills. | CV Application Interview References |
| Knowledge: | Understanding of the management skills required to function successfully as a Consultant. Awareness of current issues in mental health service provision, Transforming Care policy and legislation. An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care. | Knowledge of alternatives to inpatient admission care approaches. | CV Application Form Interview |
| Teaching: | Evidence of Teaching experience. Ability to teach and train junior medical staff. To develop and supervise the education of trainees within the department. | | CV Application Form Interview |