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Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Caring for People, Keeping People Well

CONSULTANT FORENSIC PSYCHIATRIST

Low Secure In-patient & Community Forensic Mental Health Team

Job Description

Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board.
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro.

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

JOB DESCRIPTION

CONSULTANT FORENSIC PSYCHIATRIST

1. THE HEALTH BOARD

Cardiff and Vale University Health Board was established in October 2009 and is one of the largest NHS organisations in the UK. We have a responsibility for the promotion of health and well-being of around 475,000 people living in Cardiff and the Vale of Glamorgan, the provision of local primary care services, running of health centres, community health teams, hospitals – providing treatment and care when health and well-being isn't the best it could be.

We are increasingly focusing the planning and delivery of our care based on neighbourhoods and localities to help ensure people receive care as close to home as possible where it is safe and effective to do so. We also provide specialist services for people across South Wales and in some cases the whole of Wales.

The Health Board also serves a wider population of 2.5 million people across South and Mid Wales and manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, PICU, neurology, neurosurgery, medical genetics, bone marrow transplantation, renal transplant and toxicology. On-site services include 24/7 PCI, stroke thrombolysis, ophthalmology, maxillo-facial, trauma, general medicine, general surgery, urology and paediatrics. From September 2020, University Hospital of Wales is designated as the first Major Trauma Centre to launch in Wales.

In 2021-22, the Health Board's total turnover was £1.7 billion and it employs over 16,000 staff.

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

We are also a teaching Health Board with close links to Cardiff University which boasts a high-profile teaching, research and development role within the UK and abroad; and enjoy strengthened links with the University of South Wales and Cardiff Metropolitan University. Together, we are training the next generation of clinical professionals.

1.1 Values & Behaviours

In 2012, Cardiff and Vale University Health Board undertook a listening exercise entitled 'Picture the Future' in which staff were invited to provide feedback about working within the Health Board. As a result of this feedback, a plan of action was devised - named 'Organising for Excellence' - which aims to secure the kind of future we want to offer to the people we serve.

'Picture the Future' also identified key Values and Behaviours which should underpin the work of its staff in order achieve success for the organisation. These can also be

closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.

Our Values
<ul style="list-style-type: none">• Care about the people we serve and the people we work with.• Act with kindness – because it costs nothing, and makes all the difference in the world.• Show trust – because our staff have been trained to do their jobs and we work at our best when we feel we are being trusted.• Take and expect personal responsibility – because everyone has a job to do and we are all responsible for doing our jobs as well as we can.• Be respectful – because this is what we want for ourselves.• Always act with integrity – because we build trust and respect if we keep our promises, do what we say we will do, and work as colleagues together.

Our Behaviours
How these values become part of our everyday behaviour:-
<ul style="list-style-type: none">• Being enthusiastic and taking responsibility for what we do.• Doing what we say we will do and being honest with ourselves and others• Treating people as we would like to be treated, and always with compassion• Thanking people, celebrating success and, when things go wrong, asking “what can we learn?”• Looking for feedback on how we’re doing and always striving for better ways of doing things• Never letting structures get in the way of doing the right thing

The Health Board needs to be sure that the staff they employ have values and behaviours that are aligned with those of the organisation thereby ensuring that appointees will be able to make an ongoing contribution to the positive culture of the organisation and meet the required standards of behaviour to patients, carers and the public and to one another.

It is therefore likely that interviewees will be asked questions which encourage them to talk about themselves and provide insight into their personal values and behaviours.

1.2 NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU foreign nationals. As part of NHS Wales’ ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its services:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

2. THE HEALTH BOARD STRUCTURE

Executive Medical Director: Professor Meriel Jenney
Deputy Medical Director & Responsible Officer: Dr Richard Skone

Medical & Dental services are delivered via 7 main Clinical Boards (as listed below) and the All Wales Medical Genomics Service:

Medicine	Surgery
Specialist Services	Clinical Diagnostics & Therapeutics
Children & Women's Services	Primary, Community & Intermediate Care
Mental Health	

This post sits within the Mental Health Clinical Board.

Clinical Board Director – Dr Neil Jones
Clinical Board Head of Operations & Delivery – Mr Dan Crossland
Clinical Board Head of Nursing – Mr Mark Doherty

Clinical Director (Adult Services) – Dr Pamela Yerassimou
Assistant Clinical Director (Adult Services) – Dr Andrew Vidgen
Directorate Manager (Adult Services) – Dr Mark Jones

3. THE JOB ITSELF

Title: Consultant Forensic Psychiatrist (Low Secure In-patient & Community Forensic Mental Health Team)
(*replacement post*)

Base location: Hafan Y Coed Unit, University Hospital Llandough

Other locations at which duties are performed:

University Hospital of Wales (UHW)
HM Prison Cardiff

As the nature of the post suggests, all community locations including service users' homes, police stations, GP surgeries, CMHT's.

In view of the fact that the Health Board is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns and sector boundaries may change and the place(s) of duties modified with the aim of achieving equality of Consultant workload across the UHB.

Accountability:

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Clinical Board Director.

The post holder will work closely with the other Consultant Psychiatrist and there will be cross cover for annual, study and short periods of sick leave. There is also a Specialist Doctor post based in the team (currently vacant).

The UHB Board is responsible for setting the strategic direction, providing leadership and holding the UHB Executive Directors to account in line with the UHB commitment to openness and transparency. The Board supports a population of around 472,000 people living in Cardiff and the Vale of Glamorgan including 804 operational capacity in HMP Cardiff. It oversees 17 health centres, public health and community care services and also has a range of specialist services used by the whole of Wales, including renal, paediatric, neurology and bone marrow transplantation.

To discharge its role, the Board organises its work through a number of committees and advisory groups; these form a key component of the organisation's governance and assurance framework.

The Mental Health Clinical Board's commitment to openness and transparency in the conduct of all its business applies equally to these committees and advisory groups, all of which hold meetings in public. The Board comprises a Chair, Vice-Chair, Independent Members and Executive Directors, all of whom share corporate responsibility for Board decisions. The Medical Director is an Executive Director. The UHB is divided into a number of Clinical Boards - Mental Health being one. The Clinical Board Director reports directly to the Board and professionally to the Medical Director.

3.1 Names of Senior and Consultant members of the Adult Mental Health Service Directorate

Adult Services

Dr Maria Seruis	Crisis Resolution & Home Treatment - General Adult Psychiatry
Dr Bala Oruganti	Crisis Resolution & Home Treatment – General Adult Psychiatry & Clinical Audit Lead for Clinical Board
<i>This post</i>	Low Secure Forensic Psychiatry
Dr Ben Duffin-Jones	Low Secure Forensic Psychiatry
Dr David Seeley	Low Secure Forensic Psychiatry
Dr Izabella Jurewicz	General Adult Psychiatry & Eating Disorder Lead
Dr Seb Viola	General Adult Psychiatry & Psychotherapy Lead
Dr Sarah Fitch	Perinatal Psychiatry
Dr Emily Harrington	First Episode Psychosis
Dr Bhushan Vaidya	General Adult Psychiatry
Dr Emma Morgan	General Adult Psychiatry
Dr Lucy Bigham	General Adult Psychiatry
Dr Pam Yerassimou	General Adult Psychiatry and Clinical Director
Dr Somashekara Shivashankar	General Adult Psychiatry & Medical Education
Dr Adeline Cutinha	General Adult Psychiatry
Dr Deepali Mahajan	General Adult Psychiatry
Dr Rakesh Pankajakshan	General Adult Psychiatry
Dr Tayyeb Tahir	Liaison Psychiatry

Dr Katie Fergus	Rehabilitation & Recovery
Dr Neil Jones	Substance Misuse
Dr Jan Melichar	Substance Misuse
Dr Mathew Hoskins	Psychiatric Intensive Care Unit & Traumatic Stress Wales

3.2 Other Relevant Staff

- An experienced nursing team on low secure wards
- A Forensic Community Team consisting of CN's and Support Worker and full-time Social Workers.
- 2 Clinical Psychologists
- 2 Occupational Therapists
- An Extensive programme
- A Court Diversion Scheme including 2 CPN's, Probation Liaison CPN
- A multidisciplinary Prison In-reach Team

3.3 Secretarial Support and Accommodation

A full-time Medical Secretary, laptop and computer access and office accommodation will be provided.

4. WORK OF THE DEPARTMENT

The Forensic Mental Health team as a whole will supply a level of expertise to adult mental health patients from Cardiff and the Vale of Glamorgan whose mental illness necessitates a higher level of security than is found on general wards and the short-term Intensive Care Unit. At present there is no in-patient low secure service to female patients but this is an area that the Health Board is looking to develop in the near future and a start has already been made in taking on some community-based female patients.

There will be close liaison with the locality CMHT's and in-patient unit for referral and transfer of patients, and risk assessment and management plans will inform the teams on the level of security required at any given time. Policies and procedures have been consulted upon and agreed and are designed to improve the interfaces. The successful applicant will help to implement these plans and have a part to play in deciding the future direction of the services. The successful applicant will be working within the framework of the Wales Mental Health Measure Legislation.

Additionally, the post holder will give input to the MAPPA Unit, probation, gate keeping for low secure service and will be expected to prepare court reports and attend court hearings on occasions and liaise appropriately with the Ministry of Justice.

The Unit has links with Medium Secure Units locally, notably Caswell Clinic in Bridgend which has an Academic Department of Forensic Psychiatry.

The Unit's facilities include: -

- 25 bedded low secure service
- Outpatient clinic (this is currently located in Llandough Hospital).

4.1 Academic links

Cardiff and Vale University Health Board is a teaching Health Board and has close links with Cardiff University which has an international reputation for research in Psychiatry, particularly in the area of psychiatric genetic epidemiology and neuroscience.

The National Centre for Mental Health (NCMH) is the first Biomedical Research Centre in Wales and it brings Cardiff's world-leading research experts together with frontline mental health professionals to improve patient care. Funded by the Welsh Assembly Government's National Institute for Social Care and Health Research, and hosted within Cardiff and Vale University Health Board, the Centre's experts from Cardiff University Neuroscience and Mental Health Research Institute will work alongside clinicians and clinical researchers from all parts of Wales. There is a regular and stimulating programme of academic meetings and seminars.

The University Hospital Llandough campus accommodates the College of Medicine's Postgraduate Centre for Psychiatry. There is a three-year programme of lectures, demonstrations and tutorials for students studying for the MRCPsych examination. The programme allows junior doctors from across South Wales to benefit from day-release study days on Wednesday.

During term-time, there are regular postgraduate lectures on Friday. These lectures usually involve eminent speakers in the field of psychiatry. There is an excellent medical library with a full-time librarian.

There is a trainers committee chaired by a Royal College of Psychiatrists approved tutor. This committee, in conjunction with the University Department of Psychological Medicine, is responsible for the rotational training of junior medical staff and is recognised and approved by the Royal College of Psychiatrists.

There are 23 junior training posts on the rotational scheme and the training programme includes placements in General Psychiatry, Child & Adolescent Psychiatry, Learning Disabilities, Forensic Psychiatry, Addiction Services, Psychiatry of Old Age, and specific placements to Liaison Psychiatry. Experience in the Crisis Resolution and Home Treatment Service is available at the University Hospital of Wales.

Within the Health Board there are a variable number of senior training grades – usually four. There are also a number of Research Fellows attached to the Division of Psychological Medicine who have honorary senior training grade contracts.

5. MAIN DUTIES AND RESPONSIBILITIES

5.1 Clinical

- 5.1.1 You will provide with consultant colleagues expertise in the treatment of patients where mental illness demands a higher level of security and supervision than is available in the generic service but who do not require medium security. This will include the assessment and treatment of in-patients as well as carrying a community caseload.
- 5.1.2 You will manage in-patients on acute and rehabilitation wards and treat community cases in liaison with the community team.

- 5.1.3 You will be expected to liaise appropriately with the medium secure services and to develop good working relationships. Other duties will include court work, Home Office liaison, tribunals, MAPPA unit.
- 5.1.4 You will provide with consultant colleagues' specialist opinion to CMHT's, gate keeping assessments for Cardiff & Vale low secure service and other clinical assessments as agreed with employing health board. You will ensure that your clinical duties are peer reviewed by regular liaison with consultant colleagues.
- 5.1.5 You will be responsible for the professional supervision and management of junior medical staff. If appropriate the post holder will be named in the contracts of junior staff as the person responsible for overseeing their PDP and as an initial source of advice to such doctors regarding their careers.
- 5.1.6 You will be required to participate in continuing medical education in ways which are acceptable to the Chief Executive. The UHB supports the requirements for continuing professional development and is committed to providing time and financial support for these activities in line with the UHB Policy.
- 5.1.7 You will be required to participate in and contribute to Clinical Audit in line with the Health Board's policy on the implementation of Clinical Governance. The post holder will need to ensure that rigorous standards of best practice are maintained in their own practice and the team which he/she leads.
- 5.1.8 Domiciliary consultations - as appropriate to Cardiff and Vale residents in accordance with the Health Board Policy.
- 5.1.9 The successful candidate will participate in the 1 in 24 (approximate) on-call rota for the whole of adult and old age psychiatry in Cardiff and the Vale of Glamorgan.
- 5.1.10 You will be required to cover annual leave, study leave and short periods of sick leave of Low Secure colleagues.
- 5.1.11 Any other duties with other agencies that have been agreed with the employing Health Board.

5.2 Teaching

- 5.2.1 You will be responsible for carrying out teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity and audit activities, locally and nationally.
- 5.2.2 All consultants teach and train at all levels of undergraduate and postgraduate education. There is a very active postgraduate training department, which organises medical and dental education led by the Dean of Postgraduate Medical and Dental Education within Health Education and Improvement Wales (HEIW).
- 5.2.3 It is anticipated that an Honorary Clinical Teacher appointment will be offered to the successful candidate by Cardiff University.

5.3 Research

- 5.3.1 The successful candidate will be encouraged to participate fully in current research projects and to initiate projects of his/her own. Excellent research facilities are available on site and research topics should be relevant to the core business of the Directorate. The post holder would be welcome to make research links with the academic department who offer a research mentoring scheme for any Consultant who wishes to receive this kind of help.

5.4 Management

- 5.4.1 You will be required to co-operate with local management in the efficient running of services and expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. In addition it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required.
- 5.4.2 You will be required to work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder. All changes in clinical practice, workload or development requiring additional resources must have prior agreement with the Health Board.
- 5.4.3 Subject to the Terms and Conditions of Service you will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the profession where they involve clinical matters.
- 5.4.4 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.
- 5.4.5 You will be required to ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients.
- 5.4.6 You will be required to conform to best management practice in respect of patient activity and waiting lists.

6. PROVISIONAL WORK PROGRAMME

(as required under paragraph 30A of the Terms and Conditions of Service)

6.1 PROPOSED WEEKLY TIMETABLE OF PROGRAMMED DUTIES (i.e. regular scheduled NHS activities in accordance with the criteria detailed under the Amendment of the National Consultant Contract in Wales). The duties described here are provisional and will be the subject of annual review and will form a composite part of the JOB PLAN which will be agreed between the post holder and the Chief Executive or a nominated deputy.

		Sessions	Hours	Type of work
Monday	AM	1 DCC	3½ - 4	Tribunals, patient-related administration, new assessments
	PM	1 SPA	3½ - 4	Supporting professional activities (e.g. local clinical governance activities, Q&S activities including RCA investigations into SAls)
Tuesday	AM	1 DCC	3½ - 4	Referral meeting, buffer meeting
	PM	1 DCC	3½ - 4	OPA
Wednesday	AM	1 DCC	3½ - 4	Ward rounds
	PM	1 DCC	3½ - 4	In-patient section 117 meetings
Thursday	AM	1 SPA	3½ - 4	Supporting professional activities (Special interest / Lead Clinician duties / Academic)
	PM	1 DCC	3½ - 4	Gate-keeping assessments, Prison inreach
Friday	AM	1 SPA	3½ - 4	Supporting professional activities (e.g. CPD, managerial work, clinical supervision, audit)
	PM	1 DCC	3½ - 4	Ward work, MHA work
Weekend				
On-call				1 in 24 (approximate)

Notes:

1½ sessions will be allocated within the job plan for Core Supporting Professional Activities. Additional SPA time will be arranged by mutual agreement between the Consultant appointee and Directorate where additional SPA time / activity can be identified and evidenced in specific SPA roles. The notional split of DCC/SPA time will be subject to Job Plan Review and agreement. If sufficient outcomes from SPA time cannot be evidenced, SPA sessions may be reallocated to DCC sessions by agreement. A full session is normally 3¾ hours duration.

Mentoring arrangements are available in the Directorate and a senior clinician may be provided to the successful candidate if desired. The UHB also runs a Corporate Consultant Induction Programme for new Consultant appointees.

Direct clinical care covers:-

- Emergency duties (including emergency work carried out during or arising from on-call)
- Operating sessions including pre and post-operative care
- Ward rounds
- Outpatient clinics
- Clinical diagnostic work
- Other patient treatment
- Public health duties
- Multi-disciplinary meetings about direct patient care
- Administration directly related to patient care e.g. referrals, notes etc.

Supporting professional activities covers:-

- Training
- Continuing professional development
- Teaching
- Audit
- Job planning
- Appraisal
- Research
- Clinical management
- Local clinical governance activities

7. REVIEW OF THIS JOB DESCRIPTION IN RELATION TO JOB PLANS

This job description will form a composite part of a Job Plan which will include your main duties, responsibilities and expected outcomes. The Job Plan will be agreed on an annual basis between you and your Clinical Director and confirmed by the Clinical Board Director. In cases where it is not possible to agree a Job Plan, either initially or at an annual review, the appeal mechanism will be as laid out in the Amendment of the National Contract in Wales.

Annual job plan reviews will also be supported by the Consultant appraisal system which reviews a Consultant's work and performance and identifies development needs as subsequently reflected in a personal development plan.

8. MAIN CONDITIONS OF SERVICE

- 8.1** This post is covered by the terms and conditions of service, including pay and leave entitlement, which apply to medical and dental staff employed in Wales as amended from time to time. Details of these may be obtained from the Medical Workforce Department.
- 8.2** The post is pensionable unless the appointee opts out of the scheme or is ineligible to join. Remuneration will be subject to deduction of pension contributions in accordance with the Department of Health regulations.
- 8.3** Candidates unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis, in consultation with consultant colleagues and the Medical Director.
- 8.4** The salary applicable is on the Consultant pay scale (Wales) and will be specified in the contract. (See also paras 8.10 and 8.16). Consultants in Wales paid on one of the first three points of the substantive Consultant pay scale also receive a Wales recruitment incentive payment.
- 8.5** The Consultant appointed will be required to live in a location which is within reasonable travelling time from the place of work as agreed with the Clinical Director.
- 8.6** The post holder is required to travel as necessary between hospitals / clinics. A planned and cost-effective approach is expected.
- 8.7** The post holder is required to comply with the appropriate Health and Safety Policies as may be in force. As part of this, all staff are required to adhere to the Health Board's Infection Prevention & Control policies and procedures to make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. The post holder is therefore required to attend mandatory infection control training provided for them by the Health Board and to take active steps to prevent and reduce hospital acquired infections.
- 8.8** Reimbursement of removal and associated expenses will only be offered in exceptional circumstances following consideration and agreement by the Medical Director and in accordance with the criteria as laid out in the Health Board Policy.
- 8.9** The consultant will be required to maintain his/her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges.
- 8.10** There must be no conflict of interest between NHS work and private work. All Consultants undertaking private practice must therefore demonstrate that they are fulfilling their NHS commitments.
- 8.11** You must provide us with evidence which is acceptable to the Occupational Health Department, that you are not a carrier of Hepatitis B. This would normally be a pathology report from a laboratory in the UK or alternatively a report from another NHS Occupational Health Department within the UK. It will not be possible to confirm this appointment unless this condition is met. Before starting work you may therefore need to

attend the Occupational Health Department for assessment. If this is not possible, then you must attend on the day you start work.

- 8.12** The Health Board will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council and to abide by professional codes of conduct.
- 8.13** As you will only be indemnified for duties undertaken on behalf of the Cardiff and Vale University Health Board, you are strongly advised to ensure that you have appropriate Professional Defence Organisation Cover for duties outside the scope of the Health Board, and for private activity within the Health Board.
- 8.14** The Consultant appointed will be required to possess an appropriate Certificate of Completion of Training / Certificate Confirming Eligibility for Specialist Registration.
- 8.15** So far as is practicable the consultant appointed will be expected to provide cover for annual and study leave of consultant colleagues.
- 8.16** When first appointed, the Health Board has discretion to fix the starting salary at any of the two next incremental points above the minimum of the scale by reasons of special experience, service in HM Forces or in a developing country, and qualifications.
- 8.17** Under the provisions of the Data Protection Act 1998, it is the responsibility of each member of staff to ensure that all personal data (information that is capable of identifying a living individual) relating to patients, staff and others to which they have access to in the course of employment is regarded as strictly confidential. Staff must refer to the Health Board's Data Protection Policy (available via the Health Board intranet) regarding their responsibilities.

8.18 Appraisal / Revalidation

All licensed doctors / dentists who are registered with the General Medical Council are required to 'revalidate' every five years in order to maintain their licence to practise. To inform this process, it is important that GMC licensed doctors / dentists participate in the UHB's annual appraisal reviews which are based on the General Medical Council's 'Good Medical Practice' principles and include a Patient and Peer Multi-Source Feedback process. The post holder will be expected to use the Medical Appraisal & Revalidation System (MARS).

8.19 The Ionising Radiation (Medical Exposure) Regulations 2017

The Ionising Radiation (Medical Exposure) Regulations 2017 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposures such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

8.20 Disclosure of Criminal Background of Those with Access to Patients

It is the policy of the Health Board that in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Disclosure & Barring Service is authorised to disclose in confidence to

the Health Board details of any criminal record including unspent and spent convictions, cautions, reprimands and final warnings.

Applicants being considered for this post must provide this information on the application form before they can be considered.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a DBS Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

9. GENERAL INFORMATION FOR APPLICANTS

- 9.1** Applicants who are related to any member or senior office holder of the Cardiff and Vale University Health Board should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.
- 9.2** Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Health Board will disqualify them. This should, however, not deter candidates from approaching any person for further information about the post.
- 9.3** Any offer of appointment will be subject to the receipt of three satisfactory references.
- 9.4** The nature of the work of this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.
- 9.5** Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Shortlisted candidates who visit the District on a second occasion, say on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on that occasion also. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom. Reimbursement of expenses shall not be made to a candidate who withdraws their application or refuses an offer of an appointment.
- 9.6** **Equality and Diversity:** All staff have a personal responsibility under the Equality Act 2010 to ensure they do not discriminate, harass, or bully or contribute to the discrimination, harassment or bullying of any colleague(s) or visitors or condone discrimination or bullying because of someone's 'protected characteristics'. These protected characteristics are: age, religion, sexual orientation, belief or non-belief, sex, disability, race, gender identity, pregnancy and maternity, marriage and civil partnerships. The line manager and post holder will be responsible for promoting diversity and equity of opportunity across all areas of your work. This applies to service delivery as an employee

and for anyone who you may be working with, whether they are patients, family/carer, visitors or colleague. You will be made aware of your responsibilities to uphold organisational policies and principles on the promotion of equality valuing diversity and respecting people's human rights as part of your everyday practice.

- 9.6 Dignity at Work:** The UHB condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report and form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the UHB Disciplinary Policy.
- 9.7 Welsh Language:** All employees must perform their duties in strict compliance with the requirements of the current UHB Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public. The UHB also encourages employees to use their available Welsh language skills

10. DATE WHEN POST VACANT

Immediately.

11. DETAILS FOR VISITING

Candidates who may wish to see the Department(s) involved are invited to contact:-

Dr Pamela Yerassimou, Clinical Director (Adult Mental Health Services)

☎ (029) 2182 4500

E-mail: Pamela.Yerassimou@wales.nhs.uk

Dr Ben Duffin-Jones, Forensic Psychiatrist, Low Secure Services.

☎ 02921824500

E-mail: Benjamin.Duffin-Jones@wales.nhs.uk

Dr Andrew Vidgen, Assistant Clinical Director (Adult Mental Health Services)

☎ (029) 2182 4950

E-mail: andrew.vidgen@wales.nhs.uk

Shortlisted candidates are also encouraged to contact: -

Dr Neil Jones, Clinical Board Director – Mental Health Services

☎ (029) 2182 4996

E-mail: neil.jones3@wales.nhs.uk

Mr Daniel Crossland, Director of Operations & Delivery – Mental Health Services

☎ (029) 2182 4996

E-mail: daniel.crossland@wales.nhs.uk

Dr Mark Jones, Directorate Manager (Adult Mental Health Services)

☎ (029) 2182 4968

E-mail: mark.jones13@wales.nhs.uk

and any other senior official deemed appropriate.

Con1300-Low Secure Psych

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

PERSON SPECIFICATION FORM FOR CONSULTANT FORENSIC PSYCHIATRIST

Requirements	Essential	Desirable	Measured By
Qualifications	<ul style="list-style-type: none"> ➤ Full GMC Registration with a licence to practise ➤ On Specialist Register / Specialty Registrar with CCT / CESR(CP) due within six months of interview date ➤ Eligible for Approved Clinician (Wales) status 	<ul style="list-style-type: none"> ➤ MRCPsych or equivalent ➤ On GMC Specialist Register / Specialty Registrar with CCT / CESR(CP) due within six months of interview in Forensic Psychiatry or General Adult Psychiatry with endorsement in Forensic Psychiatry 	Application
Experience	<ul style="list-style-type: none"> ➤ Experience of working and gate-keeping in high, medium and low secure psychiatric settings ➤ Experience of working closely with MAPPA and criminal justice system in providing support to manage risk for individuals with mental disorders ➤ Experience of developing care pathway for very complex forensic cases ➤ Experience of conducting prison clinics 	<ul style="list-style-type: none"> ➤ Experience of working with personality disorder forensic service ➤ Experience of providing clinical leadership in community forensic psychiatry team 	Application / Interview

Skills	<ul style="list-style-type: none"> ➤ Ability to take a leadership role in a multi-disciplinary team, ensuring high quality care and staff morale ➤ Ability to manage own time, workload and prioritise clinical work ➤ Ability to appraise own performance ➤ Experience in providing written reports for legal purposes 	<ul style="list-style-type: none"> ➤ Computing skills ➤ Evidence of specific achievements that demonstrate leadership skills ➤ Ability to find creative solutions to problems ➤ Liaison with colleagues in management of complex clinical issues 	Application / Interview
Knowledge	<ul style="list-style-type: none"> ➤ Expert knowledge of forensic psychiatry ➤ Knowledge of HCR-20, PCL-R and other risk assessment tools ➤ Risk management linked to provisions of mental health care including secure care and protection of public 	<ul style="list-style-type: none"> ➤ Knowledge of recent developments and treatment advances in the care of offenders ➤ Knowledge of NHS Wales systems 	
Audit	<ul style="list-style-type: none"> ➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice ➤ Understanding of clinical risk management and clinical governance ➤ Evidence of engagement with revalidation 	<ul style="list-style-type: none"> ➤ Published audit project 	Application / Interview
Research	<ul style="list-style-type: none"> ➤ Ability to critically appraise published research 	<ul style="list-style-type: none"> ➤ Active research interests ➤ Evidence of initiating, progressing and concluding research projects with publication 	Application / Interview
Management	<ul style="list-style-type: none"> ➤ Commitment to participating in and understanding of the management process ➤ Knowledge of the management and structure of the NHS ➤ Ability to contribute to the Directorate and organisation's strategic direction 	<ul style="list-style-type: none"> ➤ Evidence of management training ➤ Previous management experience 	Application / Interview

Teaching	<ul style="list-style-type: none"> ➤ Evidence of teaching medical students, junior doctors and allied health professionals in clinical settings 	<ul style="list-style-type: none"> ➤ Organisation of (undergraduate and/or postgraduate) teaching programmes 	Application / Interview
Personal Qualities	<ul style="list-style-type: none"> ➤ Evidence of ability to work both in a team and alone ➤ Flexible approach ➤ Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues ➤ Evidence of continuous professional development ➤ Values aligned to those of the Health Board 		Application / Interview
Other requirements	<ul style="list-style-type: none"> ➤ Satisfactory Immigration Status ➤ Satisfactory Health Clearance ➤ Satisfactory Disclosure Check 		Application / Employment checks