



Milton Keynes Mental Health Services

Specialty Doctor in Psychiatry

The Older Person's Assessment Service (TOPAS)

Job Description

Welcome to Our Trust

CNWL is a nationally leading NHS Foundation Trust providing Mental Health, Community Health and Child Health Services across London and the South East of England.

Our core Trust values are **Compassion, Respect, Empowerment** and **Partnership**. We ask all our staff to embody and live by these.

At our last CQC inspection we were rated Good for all our services, receiving a rating of Outstanding for Caring. We are proud of the progress we have made in all areas and have set ourselves an ambition to be Outstanding for Safe at our next inspection.

Overall Good Read overall summary	Safe	Good ●
	Effective	Good ●
	Caring	Outstanding ☆
	Responsive	Good ●
	Well-led	Good ●

Thank you for your interest in this post. We pride ourselves on the quality of our clinical leadership here at CNWL. If you are a dynamic, thoughtful and caring leader, we would love you to apply"

Claire Murdoch CBE
Chief Executive



Management of the Trust

CNWL provides the following clinical services:

- ▶ A wide range of community health services, including adult and child physical and dental care services in Camden, Hillingdon and Milton Keynes.
- ▶ Intermediate physical healthcare, admission and supported discharge
- ▶ Palliative care
- ▶ A comprehensive range of mental health services for adults, from early intervention and psychological therapies to inpatient treatment and long-term rehabilitation care.
- ▶ Specialist mental health services for children and adolescents, including family therapy and IAPT Services
- ▶ Dedicated mental health services for older people, from early diagnosis, memory services and ongoing treatment options.
- ▶ Substance misuse services for drugs, alcohol and the new group of 'club drugs', provided in the community and a medically managed inpatient detoxification service.
- ▶ Specialist addiction services available nationally for problems with gambling and compulsive behaviours.
- ▶ Inpatient, outpatient and day patient eating disorders services, available to clients nationally.
- ▶ Inpatient and outpatient learning disability services, available to clients nationally.
- ▶ Mental health, addictions and primary health care services in many HM Prisons and YOI in London, Kent, Surrey, Hampshire and Buckinghamshire.
- ▶ Sexual and reproductive health services, including walk-in services, in central London and Hillingdon.

The Trust operates within a Divisional Structure, with a Borough management structure for most services in each geographic area.

Alongside these, we have Service Lines of:

- ▶ Child and Adolescent Mental Health Services and Eating Disorders
- ▶ Addictions
- ▶ Health and Justice Services
- ▶ Learning Disabilities
- ▶ Mental Health Rehabilitation
- ▶ Sexual Health.

The Trust is led by the Board of Directors, of the following people:

Prof Dorothy Griffith OBE	Trust Chair
David Roberts	Non-Executive Director, Senior Independent Director
Mike Cooke	Non-Executive Director
Paul Streets, OBE	Non-Executive Director
Tom Kibasi	Non-Executive Director
Michael Nutt	Non-Executive Director
Reva Gudi	Non-Executive Director
Ian Mansfield	Non-Executive Director
Claire Murdoch, OBE	Chief Executive
Graeme Caul	Chief Operating Officer
Hannah Witty	Chief Finance Office
Dr Cornelius Kelly	Chief Medical Officer
Maria O'Brien	Board Director of Community Services and Lead Nurse
Charlotte Bailey	Executive Director of People and OD
Ross Graves	Executive Director of Partnerships and Commercial Development

Professor Griffiths also chairs our Council of Governors (see our website for details <http://www.cnwl.nhs.uk/>)



Medical Staffing

CNWL employ over 600 medical staff across the Trust. We are committed to maintaining their health and wellbeing, ensuring their jobs are balanced, stimulating and rewarding and building an environment of continuous learning.

Appraisal is led by our Director of Appraisal, Dr Farrukh Alam, and ultimately accountable to our Responsible Officer, Dr Con Kelly. We aim to get appraisals completed for all our medical staff in an annual window between April and June.

The Medical Education Department is led by Dr Sukhdip Bahia, Director of Medical Education and we have active Academic Programmes at local level.

We also have exciting academic partnerships, overseen by our Director of Research, Prof Richard Watt. This includes the recently established CIPPRes Clinic at St Charles Mental Health Centre, a collaboration between CNWL and Imperial College, led by Dr David Erritzoe, looking at novel therapeutic uses of psychedelic substances in mental health care.

As a Consultant you will be expected to balance the operational needs of the service whilst leading delivery of high-quality care. We will be committed to developing you as a clinician, manager and leader.



Dr Cornelius Kelly
Chief Medical Officer

Diggory Division

The Trust is organised in to three Divisions: Jameson, Goodall and Diggory.

Diggory Division is responsible for the delivery of Mental Health, Addictions and Community services in Milton Keynes, as well as Addictions services, Sexual Health/HIV and Health and Justice services in London and Surrey.

Diggory has an ethos of fair, collaborative, inclusive leadership. We expect everyone in our senior leadership team to be flexible in approach and supportive, whilst holding each other to account and providing challenge when needed.

As a Division we meet on a weekly basis with our services to support staff to deliver safe services and empower teams to promote staff wellbeing and have a learning and improvement culture.

Leadership Team



Dr Simon Edwards
Divisional
Medical Director



Jane Hannon
Divisional
Managing Director



Helen Willetts
Divisional
Director of Nursing

Innovation

We love innovative practice in CNWL and have developed key partnerships for the introduction of new technologies. We are particularly proud of the achievements of our Pharmacy Team; in the last year they have successfully rolled out the Omnicell dispensing solution to our wards as well as ePMA, our electronic prescribing system.



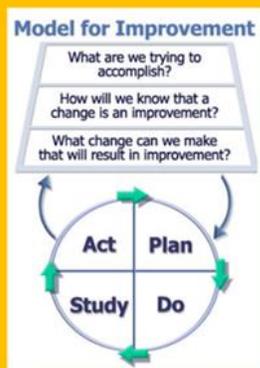
On many of our wards we have pioneered the introduction of the Oxehealth remote patient observation technology, with a plan for further roll out in 2022.

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DIALOG+

Improvement



CNWL has worked in partnership with the IHI over three years to develop knowledge and capability in Quality Improvement methodology. We have now matured as an organisation into hosting our own Improvement Faculty, running an annual 'Practicum' training series for teams ready to learn more about this approach.

We have dedicated QI coaches and advisors for each Division and encourage all our Consultants to get involved with QI work.

Each year we host an annual Safety Conversation; a Trust-wide conference of Quality Improvement work. We regularly get over 100 posters submitted and over 450 attendees.



Some of the best examples of our work have progressed on to being published in the BMJ.



Milton Keynes



Population estimated to be **264,479**
Expected population  **1.04%** per year.

Source: milton-keynes.gov.uk – figures from January 2021

Milton Keynes has a younger age profile than the rest of England.

27.4% of the Milton Keynes population were aged under 19 compared with 23.7% in England.

Source: milton-keynes.gov.uk – figures from January 2021



13.1% of the Milton Keynes population are aged 65+ compared with 17.9% in England as a whole.

26.1% of the Milton Keynes population were from Black and Minority Ethnic groups.



Planned with accessibility in mind, Milton Keynes leads the way in sustainable transport infrastructure and is constantly developing smart solutions to make it a greener place to travel.

4,500 acres of parks and woodland to explore and a theme park right on the doorstep.

Over 400 shops spread over multiple malls and accessible streets. From boutique retailers to international chains and renowned designers.

Award-winning galleries and theatres, medieval abbey ruins and renowned attractions like Bletchley Park, the home of the WWII codebreakers. Milton Keynes is home to MK Dons at Stadium MK and Red Bull, with Silverstone just a few miles away. There's real snow skiing and boarding at Xscape, indoor skydiving, watersports, and the national centre for badminton. A young city with a rich historical heritage, packed with creativity and imagination. Fantastic food and drink, a vibrant evening economy, and welcoming pubs too.

More About Milton Keynes

Milton Keynes was founded on 23 January 1967, but the settlement has deep roots, and a long history stretching back well past the Middle Ages. The town itself, designated as an area of 89 square kilometres, took its name from a Medieval village, mentioned as far back as the 11th century.

It lies midway between Northampton and Aylesbury and is on the doorstep of the M1. The train line links London (30mins away) to the North and the Grand Union Canal runs through the centre of the town. London Luton Airport is just 30 minutes away

The standard of education is high, with many 'outstanding' rated schools offering excellent amenities.

Life expectancy for both men and women is similar to the England average. Over the last 10 years, all-cause mortality rates have fallen. Early death rates from cancer and from heart disease and stroke have also fallen and are similar to the England average.

Service Details

CNWL acquired services previously operated by Milton Keynes Community Health Services (MKCHS) on 1 April 2013 and are responsible for providing NHS community and mental health services across Milton Keynes and specialist dental services across Buckinghamshire.

We have a long history of close working with Milton Keynes Council and Milton Keynes University Hospital to create joint services. Intermediate care, community equipment and learning disability services are integrated across health and social care and are provided through pooled budgets and integrated teams. We have built a strong working partnership with our commissioners and are part of Bedfordshire, Luton and Milton Keynes (BLMK) Sustainability and Transformation Plan (STP).

- ▶ Our services are delivered from 25 sites across Milton Keynes and Buckinghamshire, but mostly we provide services within people's own homes.
- ▶ We provide over 50 different community healthcare services.
- ▶ We employ over 1000 staff across both community and mental health services.
- ▶ Our current annual turnover of just under £60m.

The Mental Health Services in Milton Keynes offer a range of support from primary care-based services to acute inpatient settings. We offer community support and a number of specialist services such as Perinatal Mental Health Service and the Street Triage and Early Intervention in Psychosis team.

We have over 500 staff working in settings across the Mental Health Service of Milton Keynes. We have services for children and young people, working age adults and those who are ageing. Our inpatients wards, Perinatal Service and Specialist Memory Service have Accreditation from the Royal College of Psychiatry.

We have a belief that patients should get the right service, from the right person at the right time. We offer holistic, person-centered, evidenced based treatment and care planning in all our services. Our Family and Friends results are very high with over 95% patients recommending our services to others.

Overview of Milton Keynes Mental Health Service

Acute Services

Willow Ward, Hazel Ward, TOPAS Ward and Cherrywood Rehabilitation Unit

Primary Services

Primary Care Plus, Improving Access to Psychological Therapies, Perinatal Mental Health Team and Early Intervention in Psychosis Team

Crisis Services

Crisis Resolution & Home Treatment Team, Street Triage, Ambulance Triage and Hospital Liaison Team

Community & Mental Health Hub Services

Diagnosis and Condition Management, Psychosocial Pathway, Therapies and Specialist Memory Service

CAMHS and Lifespan Eating Disorders Services

Core CAMHS, CAMHS Local Intensive Support Team, Mental Health Schools Support Team and Lifespan Eating Disorder Service

Learning Disability Services

ACUTE SERVICES

The Campbell Centre

The Campbell Centre in Milton Keynes is a 39-bed acute inpatient mental health unit. It has two wards, Hazel Ward and Willow Ward, predominantly for working-age adults who require a hospital admission when suffering from a mental health problem. The wards are staffed 24 hours a day and the team consist of nurses, occupational therapists, doctors, psychologists, pharmacy staff, peer support workers and domestic staff.

NB - Due to the Covid 19 Pandemic there have been some temporary changes to the inpatient provision and the way it is organised.

The Older Person's Assessment Service (TOPAS)

TOPAS is a modern 15-bedded unit providing assessment and treatment predominately for older people with complex or acute mental health needs or organic presentations, enabling a return to independent living wherever possible. The ward is staffed 24 hours a day and the team consist of nurses and occupational therapists, with regular access and contact with psychology, physio, dietician and pharmacy staff. The post-holder will be part of a medical team consisting of a Consultant Psychiatrist and up to two Trainee Doctors.

Cherrywood

Cherrywood is a seven-bedded rehabilitation unit. This service provides assessment and on-going rehabilitation for working age adults with severe and enduring mental health problems.

CRISIS SERVICES

Crisis Resolution and Home Treatment Team

The Crisis Resolution and Home Treatment Team (CRHTT) is a multi-disciplinary team of mental health professionals who provide a service to people experiencing an acute psychiatric crisis. The team offer a less restrictive alternative to hospital admission by delivering intensive community-based interventions. Where hospital admission does occur, the CRHTT assist in shortening the inpatient stay by facilitating early discharge and support back to the community. The team has five main functions; crisis rapid response, gatekeeping, supporting admission, home treatment planning and acute care and early discharge

Hospital Liaison Team

The Hospital Liaison Team (HLT) provides rapid psychiatric assessment of adults (over 18 years old) presenting with mental health problems across Milton Keynes University Hospital Accident and Emergency Department and inpatient wards. HLT has a dedicated multi-disciplinary team which includes doctors, psychologists, senior practitioners and a number of specialist mental health nurses. Referrals are made internally within the hospital A&E Department or from other wards within the hospital.

Street Triage Team

This service operates from 3pm – 2am, 7 days a week and works alongside the Police to support mental health issues in the community and prevents the use of Section 136 of the Mental Health Act 1983 (amended in 2007) and inappropriate admissions to inpatient services.

PRIMARY SERVICES

Primary Care Plus

Primary Care Plus (PCP) triage and treat service users who present to their GP with mental health problems. They are based within the GP networks in Milton Keynes and have close working relationships with practice staff. The team can diagnose mental health conditions and prescribe medication as well as offer support for service users for a set number of intervention sessions.

Improving Access to Psychological Therapies

Improving Access to Psychological Therapies (IAPT) provide psychological treatment for depression and anxiety disorders. The service offers treatments such as:

- ▶ Individual cognitive behavioral therapy (CBT) for depression, anxiety, post-traumatic stress disorder and phobias
- ▶ Workshops for sleep, mood, anxiety, stress, wellbeing at work and employment related issues
- ▶ Self-help resources and interventions
- ▶ Digital therapy packages

Perinatal Mental Health Team

The Perinatal Mental Health team offers women who require mental health support both pre and post-natally. The service works closely with Health Visitors, Midwives and Social Care to ensure that this client group receives appropriate and timely intervention.

Early Intervention in Psychosis Team (EIPT)

The aim of the Early Intervention Service is to provide an intensive care package that includes assessment, treatment and support of people experiencing their first episode of psychosis in collaboration with their carers, relatives and friends. The service caters for those over 14 years and upwards.

COMMUNITY SERVICES

The Mental Health Hub

The Community Mental Health Hub is a new development in the continuing modernisation of the Mental Health Service in Milton Keynes. The Hub's remit is to provide care for those patients who need longer term care. It caters for all diagnostic categories and is a needs-led service.

The Hub operates within a recovery framework and provides longer-term interventions and support for people with enduring mental health problems, their families and carers. The team

actively engage with carers, incorporate annual physical health checks into care planning and provide focused and person-centred care, enabling individuals to remain supported within the community setting.

The pathways within the Hub are:

- ▶ **The Assertive Outreach Team:**
Look after patients with severe and enduring mental illness. They often have a chaotic lifestyle with complex and multiple needs and may be difficult to engage. The aim of the team is to prevent admission, minimise length of stay and prevent re-admission to hospital.
- ▶ **The Healthy Ageing Team:**
Specialise in older adults suffering from non-organic psychiatric disorders.
- ▶ **The Psychosocial Pathway:**
Specialise in working with patients whose central difficulty is with interpersonal relationships.
- ▶ **The Therapy Pathway:**
Psychologists and Therapists provide psychological therapies to patients engaging with the Hub.
- ▶ **The Diagnosis and Condition Management Pathway:**
Provides support for patients accessing clozapine, lithium and medication management clinics in line with current need. This pathway is supported by highly experienced NMPs and CPNs who also provide physical health checks and run a wellbeing clinic.

Specialist Memory Service

This service provides comprehensive psychiatric and neuro-psychological assessment to ascertain the cause of memory problems and arrive at a diagnosis. Following diagnosis, the service offers support, education and information, group and individual sessions including cognitive stimulation therapy, memory strategies and cognitive behaviour therapy for carers.

CAMHS & LIFESPAN EATING DISORDER SERVICES

Child and Adolescent Mental Health Services (CAMHS)

The service meets the needs of young people under the age of 18 exhibiting a range of complex and challenging conditions requiring mental health support. There is also a Local Intensive Support Team (LIST) who work closely with the A&E department and the Paediatric wards of the local acute hospital. The LIST team's objective is to prevent hospital admission and to facilitate early discharge.

MK Mental Health Schools Support Team

MK Mental Health Schools Support Team are based in schools in Milton Keynes and provide:

- ▶ Evidence-based interventions for mild to moderate mental health issues
- ▶ Support the senior mental health lead in each education setting to introduce or develop their whole school or college approach
- ▶ Timely advice to school and college staff, and liaising with external specialist services, to help children and young people to get the right support and stay in education

Lifespan Eating Disorders

The service provides assessment and treatment for people with a suspected or confirmed eating disorder.

COMMUNITY LEARNING DISABILITIES

Learning Disability Service

This community-based service provides assessment, treatment and support for adults over the age of 18 who have a learning disability (not a learning difficulty). They may have complex neurological, genetic, developmental, and challenging conditions requiring mental health support. The service consists of multidisciplinary health professionals and is integrated with social care. The service uses a person-centred Positive Behaviour Support approach and aims to reduce over-reliance on psychotropic medication. The service works in collaboration with carers, families and other agencies to promote skilled community living, prevent hospital admission and facilitate early discharge.

Job Description

The Post Specialty Doctor

This is an established post at TOPAS

Base The Older Person's Assessment Service (TOPAS)
Fern Grove
Bletchley
Milton Keynes
MK2 3QH

Contract Full time - 10 PAs

Professionally accountable to Dr Simon Edwards
Divisional Medical Director, Diggory Division

Operationally accountable to Dr Stephanie Oldroyd
Clinical Director, Milton Keynes Mental Health Service
&
Lesley Halford
Service Director, Milton Keynes Mental Health Service

Key working relationships

Dr Stephanie Oldroyd	Clinical Director
Lesley Halford	Service Director
Joanne Rance	Deputy Director for Acute Services
Dr Tarun Goel	Consultant Psychiatrist / Line Manager
Ben Ayisi	Modern Matron
Satish Ramharack	Ward Manager

TOPAS is located approximately 5 miles from the main hospital campus and the team consists of the following staff:

- Consultant Psychiatrist
- 1 wte Ward Managers
- 1 wte Specialty Doctor
- 1 wte Core Trainee
- 1 wte Foundation Year 2 doctor
- 4 wte RMN's band 6
- 9 wte RMNs band 5
- 14 wte HCA band 3
- 1 wte Occupational Therapist B6
- 1 wte Occupational Therapist B5
- 1 wte Occupational Therapist Assistant B3
- 1.6 wte Ward Clerk
- 1.6 wte House keeper

In addition, the team has weekly contact with a Consultant Physician who assists with physical health presentations in the context of a mental health diagnosis.

On average there are approximately four new admissions and approximately four discharges per month. The majority of patients are admitted from their usual place of residence with a small percentage coming from the general hospital. The average length of stay for those patients discharged during the year 2021-22 was 93 days.

The majority of patients are discharged back to their usual place of residence with a small number requiring placements. Although the exact ratio varies from month to month, on average, approximately two-thirds of the patients in the unit have a primary organic diagnosis.

Post discharge patients who require ongoing support with their recovery, can be referred to a small team of nurses who ensure the patient can access psychological and therapeutic interventions in the community. The team at TOPAS work closely with Social Care for support with locating placements. There is also often involvement with third sector agencies.

Key Responsibilities

The main duties of the post include the physical and psychiatric assessment and review of patients suffering from functional and organic psychiatric disorders who are admitted to the ward.

The post-holder will be line managed by the Consultant Psychiatrist who will provide weekly clinical supervision.

Additional opportunities for the post-holder:

- Offer of attendance to management courses organised within CNWL which include financial and leadership training
- Participation in local CPD activities
- This post is designed to equip doctors who want to develop toward further progression in their professional career through multiple opportunities
- From this post you may gain up to four referees required for application to Article 14 if the post-holder is willing to apply to the Specialist Register

On Call

There are no on call commitments in this post.

Quality Improvement & Audit

The post-holder will be encouraged to participate in the Trust wide Quality Improvement activities and initiatives. Support is available through Quality Governance.

Continuing Professional & Personal Development

The Trust and service has a commitment to and supports CPD activities. The Trust requires specialty doctors to participate in CPD and to develop a Personal Development Plan. The Trust also requires participation in annual appraisal (from a nominated appraiser within the Trust) which will help inform CPD requirements; the Trust has a central budget to support CPD. Specialty doctors are eligible for up to 30 days' paid study leave on a pro-rata basis within any three-year period, and requests for study leave will be considered in line with both the post-holder's and the Trust's needs.

Revalidation & Appraisal

The post-holder will participate in annual appraisal, including 360-degree (multi-source) feedback, in preparation for Revalidation. Appraisals are undertaken in the Trust in accordance with relevant national guidance. The Trust will expect to receive information on participation in appraisal in the post-holder's previous employing organisation, including completed appraisals and 360-degree feedback once he/she is appointed.

Quality Governance

The post-holder will be aware of and act within locally and nationally agreed protocols and be actively involved in quality governance within the service.

Accountability

The post-holder will be accountable to the Clinical Director via the supervising Consultant. Professional accountability is to the Trust Board through the Trust Medical Director.

Job Planning

Job Plans are reviewed and discussed annually with the Consultant, with input from the local Service Manager.

Wellbeing

Effective local and confidential occupational health support is available to all employees. The Occupational Health team provides advice and support in regard to the impact of ill health on work. They offer assessment of fitness to work pre-placement and during employment, new entrant screening, in employment immunity screening and immunisation programmes. They promote ability and support disabilities in the workplace on commencement and in-employment and support the Health and Wellbeing agenda. There are a range of services to support employees such as CNWL Wellbeing microsite, Keeping Well (MK), POWR wellbeing podcasts, NHS-approved apps, Good Thinking, "One you" series for physical health issues, mood zone mental health at work, guides, bitesize learning and support material.

Proactive local organisational systems are in place to support doctors' wellbeing following serious incidents. It is recognised by the Trust that supporting the wellbeing of the post holder after a serious incident that involves patients in their care eg homicide or suicide is paramount and senior clinician support and advice is routinely offered.

Availability of local initiatives/resources that promote workforce wellbeing eg self-care, work-life balance, stress management, coaching/mentoring etc. The Trust has several initiatives to support wellbeing including cycle scheme, retail and restaurant discounts, eye test scheme, gym discounts, wellbeing events and workshops. The post-holder will form part of a Consultant peer group who meet regularly.

Equality and Diversity

CNWL values diversity. There are a range of networks within the organisation including Black and Asian Minority Ethnic (BAME) Staff Network, Disabled Employees Network (DEN+), Lived Experience of Mental Health Staff Network, PRIDE @ CNWL LGBT+ (Lesbian, Gay, Bisexual and Transgender+) Staff Network, Carers at Work Network, 50+ Group and Women's Network.

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”

Proposed Timetable

The job plan is for 10 Programmed Activities. The job plan is subject to change according to service demands and the clinical preferences of the post-holder, following discussion at the annual job planning meeting and appraisal.

The following is a suggested timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	▶ Ward work	▶ Ward Round / Ward work	▶ Supervision / Ward work	▶ Ward Round / Ward work	▶ Ward work
PM	▶ Ward Round / Ward work	▶ Ward work ▶ SPA	▶ Academic Meeting (CPD) ▶ Ward work / SPA	▶ Ward Round / Ward work	▶ Ward work ▶ SPA

Person Specification

Specialty Doctor – TOPAS

Criteria	Essential Requirements	Desirable
Education and Qualifications	<ul style="list-style-type: none"> ▶ Primary Medical Degree ▶ Full GMC Registration 	<ul style="list-style-type: none"> ▶ MRCPsych (or equivalent) ▶ Section 12 MHA Approved
Training	<ul style="list-style-type: none"> ▶ GMC Licence to Practise 	<ul style="list-style-type: none"> ▶ An additional post graduate qualification of relevance
Experience, Skills and Abilities	<ul style="list-style-type: none"> ▶ Experience as a fixed term trainee or as a Specialty Doctor on a part time or flexible basis in the field of old age psychiatry. 	
Personal Skills & Qualities	<ul style="list-style-type: none"> ▶ Excellent communication and empathic skills ▶ Timely and effective verbal and written communication skills with patients, carers, colleagues and multidisciplinary team. ▶ Demonstrable leadership skills ▶ Experience of team working ▶ Sound organisational skills 	

	<ul style="list-style-type: none"> ▶ Ability to work on own initiative 	
Other	<ul style="list-style-type: none"> ▶ Interested in the overlap between physical and mental health. ▶ Sickness (or attendance) record that is acceptable to the Trust: to be checked at interview. ▶ Declared medically fit by the Occupational Health Department to perform the duties of the post. 	