



Mersey Care
NHS Foundation Trust

Community and Mental Health Services

Mersey Care NHS Foundation Trust

CONSULTANT PSYCHIATRIST
General Adult / Forensic Psychiatry

Chesterton unit
Low Secure Female Adult Mental Health Unit

Hollins Park Hospital

Mersey Care NHS Foundation Trust

About the Trust

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; Continuous improvement, Accountability, Respect, Enthusiasm and Support.

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.

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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:



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 secures 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.

Mersey Care CMHT Transformation – Community Excellence Plan

Mersey Care Community services are in an evolving position to align and deliver on the principles of the Community Mental Health Framework through our Community Excellence Program. The Trust is an early implementer site, having won one of the competitive bids awarded by NHS England transformation funds and has already launched the Step Forward service an enhanced psychological intervention service for those individuals with complex needs who require a more intensive structured psychological intervention ensuring that evidence based psychological interventions are delivered in a timely manner to those who need them most.

The aim of the community model is to deliver a whole population approach that is integrated and maximises on the work at the interface between Primary and Secondary care. We have already established these working models in parts of our service which have demonstrated great success in managing both the demand and the need for services at local level by working collaboratively with primary care and other partners. This work results in a reduction of up to 40% of our referrals and has maximised the opportunities for working collaboratively alongside our GP colleagues with those individuals who may experience mental health needs but who do not require to be on the CMHT caseload, consequently caseload sizes are reducing significantly in sites where this work has already been implemented.

Community Mental Health Teams will be aligned to the Primary Care Networks and Integrated Care Teams we will work with smaller secondary care caseloads, utilising structured interventions but will have an active role in delivering a population based approach. The opportunities for Consultants will be to have a varied experience in their post, in work that is dynamic and which will require leadership to engage and work with partners across the boundary of primary and secondary care. Providing care that is consultant led but delivered as part of a multidisciplinary team and maximising on the assets

TRUST MANAGEMENT STRUCTURE

Executive Directors

Chief Executive: Prof Joe Rafferty CBE

Executive Director of Finance and Deputy Chief Executive: Neil Smith

Executive Medical Director: Dr Noir Thomas

Executive Director of Nursing and Operations: Trish Bennett

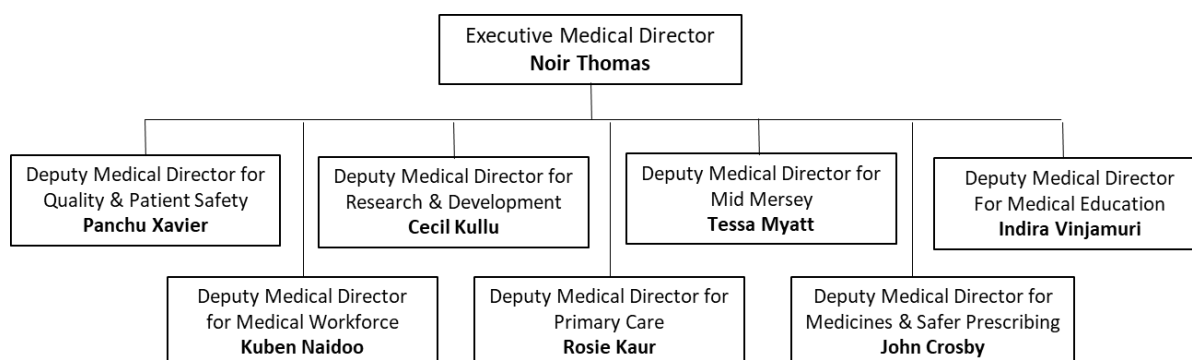
Executive Director of Communications, Corporate Governance and Estates: Elaine Darbyshire

Executive Director of Workforce: Amanda Oates

Executive Director of Strategy: Louise Edwards

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Medical management structure:



Post: Consultant Psychiatrist - Forensic / General Adult Specialist Services

Speciality: Low Secure Female Adult Mental Health Unit – Chesterton unit

Base: Hollins Park Hospital, Hollins Lane, Winwick, Warrington WA2 8WA

Contract: This is an existing post and is full-time - 1 WTE (Whole Time Equivalent; 10 PAs or 40 hours).

Accountable Professionally to:

Dr Noir Thomas Executive Medical Director

Accountable Operationally to:

Dr Melanie Higgins, Associate Medical Director

Key working relationships and lines of responsibility:

Victoria Lloyd – Ward Manager

Louise Roper – Clinical Psychologist

Louise Tyms - Modern Matron

Mark O'Farrell – Head of Operations Secure services

Dr Nismen Lathif – College Tutor

SERVICE DETAILS

The inpatient low secure service at Hollins Park site Winwick, Warrington has a 16 bedded female low secure unit, an 8 bedded female step-down service (Tennyson), a 15 bedded male low secure unit (Marlowe unit) and a 10 bedded male step-down service (Auden unit – previously Reed Lodge). The Low Secure inpatient service is part of a wider network of low secure care across the North West region.

The A&E services and acute general hospital services are located at Warrington & Halton Hospital and Whiston Hospital. The Trust has a fully established Psychiatry Liaison team at both acute hospitals utilised by people in Halton, that can help the ward in managing patients transferred to the acute hospital.

There is a contractual agreement with a local General Practitioner Service who provide one session a week primary care input.

Consultants in Specialist services Hollins Park site

1 WTE Consultant Psychiatrist, Low secure Male Inpatient, Marlowe unit, **Dr Nagaraj**
1 WTE Consultant Psychiatrist, Low secure Female Inpatient, Chesterton, **(this post)**
0.8 WTE Consultant Psychiatrist, Auden unit & SCFT, **Dr Tavernor**
0.2 WTE Consultant Psychiatrist, **Dr Chinnari**
0.6 WTE Consultant LD Psychiatrist, Byron unit, **Dr Gladstone / Dr Dinahalli**

Other Staff Grade / Doctors in Specialist services

0.8 WTE Specialty Doctor, Chesterton unit – **Dr Clarke**
1 WTE ST 4-6 trainee Forensic psychiatry Mersey Rotation, Marlowe unit

MAIN DUTIES OF THE POST

Clinical Role & Local working arrangements

The Trust is seeking to recruit 1.0 WTE Consultant Psychiatrist for Chesterton unit. The post is a replacement post with the existing post holder moving on to a new post.

We are looking for an enthusiastic, proactive consultant colleague who will provide dynamic leadership to the service as a whole to make it fit for the demands of the 21st century.

In line with New Ways of Working, the post holder will provide a consultative, supervisory and supportive role to the multidisciplinary team's work. He/she will take an active part in the clinical work of the team and a lead role in the development of the service.

The post holder will have RC responsibility for up to 16 low secure female patients detained under the Mental Health Act in Chesterton Low secure unit. The female forensic pathway includes pre-admission assessments, inpatient pathways, care planning and co-ordination of on-going care and discharge. MDT meetings are held twice weekly. The patients are divided into 4 clinical teams each consisting of 4 patients. Every week patients from 2 teams are discussed so the patients are reviewed fortnightly where on-going care and management are discussed. Discharge

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planning and liaison with the receiving service is also undertaken. Pre-tribunal, renewal of detention, pre-managers hearings, discharge planning and pre-discharge meetings will also be scheduled as required. The general weekly timetable will involve attendance at weekly pre-admission meetings, attendance at weekly ward round meetings and as required HCR20 / other risk management meetings, preparation for and attendance at Tribunals, managers hearings and meetings, involvement with care and treatment planning, including discharge planning and liaison with other agencies such as MAPPA.

The post holder will be involved in the delivery of the secure CQUIN targets and attendance at local management meetings. There is an average of approximately 1 admission monthly. The majority of admissions come from medium or other secure services and patients are discharged either to step-down or directly into 24 hour supported housing community placements on supervised discharge. There is no outpatient service attached to this post.

Trainee doctors:

There is a trust grade junior doctors (CT level) 0.8 wte on the inpatient unit. There is also a full time higher specialist forensic trainee in placement for low secure service currently based at Marlowe unit and the service is also hoping to obtain a core trainee. The post holder will have clinical supervisor responsibilities for the trainees on the ward and support will be provided to gain Educational supervisor status accreditation if eligible. Alternate suitable educational supervision arrangements will be made to these trainees if required.

There is a visiting GP service available for meeting physical health issues along with on-call junior doctors who are available at Hollins Park site 24/7

The post holder will be enabled to work in a consultative manner, being accessible to team members, GP, patients and carers, for the provision of expert advice and interventions in a timely manner

Team staffing composition

The ward has a full complement of Ward manager, deputies, qualified staff, Health care assistants and Clinical Psychologist.

- Band 7 ward manager x1
- Band 7 Social Worker x 1
- Band 8a Clinical Psychologist x 1
- Band 6 RMN full time x 4
- Band 6 Occupational Therapist x 1
- Band 5 RMN 10.8 currently 5 in post, 6 have been recruited to start in September
- Band 4 Psychology Assistant x 1
- Band 3 Activity Workers x 3
- Band 3 Peer Support Worker 0.6 x 3
- Band 2/3 Health Care Assistants x 22
- Medical Secretary 0.6 x 1
- Ward Secretary x 1
- Receptionist x 1

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Office Facilities and Base

The post holder has a dedicated office base at Chesterton Unit, Warrington.
The post holder will have designated secretarial support (Band 4).

The post holder must be able to undertake local travel as required to undertake the duties of the post. Support will be given where required to undertake local travel, such as through the Access to Work Scheme.

PROGRAMMED ACTIVITIES

This job is one whole time equivalent job but suitable for job share.
10 Programmed Activities of 4 hours duration and equates to:-
7.5 direct clinical care / 2.5 supporting professional activities

ON CALL COMMITMENTS

The trust medical on-call system has 3 tiers.

There is a dedicated resident day time 1st on-call junior doctor rostered for Halton between the hours of 09:00 to 21:00. At night time between 21:00 to 09:00 the next day, there is one on-call junior doctor covering the boroughs of Halton / St Helens and Knowsley.

There is a 1:9 non-resident 2nd on call rota for higher specialist trainees in the trust with prospective cover, covering Adult, LLAMS, LD and CAMHS service across the trust footprint and their predominant function is to respond to Mental Health Act assessments / 136 assessments in the community.

The consultants on the on-call Rota provide the 3rd tier medical on-call cover. From Aug 2021 there will be a 1:25 non-resident 3rd on call rota with prospective cover Category B (1%), covering the Boroughs of Halton, St Helens & Knowsley and Warrington covering Adult and LLAMS service only. There is a separate CAMHS Consultant on-call rota.

Section 12(2) / Approved Clinician

Consultants must be Section 12 (2) approved and have Approved Clinician (AC) status or be eligible to gain approval, ideally before commencing the post. During the course of their employment, they will renew their approval in good time prior to the date of expiry.

Mental Capacity Act and DOLS:

Due to the nature of the job it is expected that the post holder has good working knowledge and skills in the use of The Mental Capacity Act and DOLS. The Trust offers regular training sessions on various updates under The Mental Capacity Act and DOLS.

Continual Professional Development (CPD)

The individual consultant is responsible for maintaining their own CPD identified through Appraisal, in line with the Royal College of Psychiatrists requirements and
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Trust peer groups. This will be undertaken through study leave, the in-house teaching detailed below and individual study of journals, books and relevant websites during the Supporting Programmed Activities (SPA) time allocated in the job plan. Consultants and all medical staff are encouraged to attend local and Trust wide teaching for case presentations, journal clubs and teaching on specific topics. Consultants and junior medical staff contribute to these sessions. In addition, there is a bi-monthly joint Academic Forum alternating with a bi-monthly Audit Forum which is held within the Medical Education Department at Hollins Park (Warrington).

Consultants in Low secure service join the peer group of Forensic Consultants at Ashworth site which the post holder may wish to join.

Education

The Trust has strong links with Health Education North West (HENW). In line with this, consultants have an important role in providing teaching and training for undergraduate and postgraduate doctors. Each borough has an active teaching programme and the post holder is expected to contribute to this. The Trust has well developed research governance. Each consultant is encouraged to undertake research and other academic work as part of his/her professional development. Consultants will be expected to and supported to gain clinical/educational supervisor accreditation as part of their role.

Academic

Consultants are encouraged to link with the University of Liverpool to take up honorary chairs, senior lectureships etc. The MRCPsych course is now delivered locally in the Trust to all trainees. The post holder would be expected to contribute to the teaching in their speciality.

Access to library facilities

In partnership with Mersey Deanery, the Trust's Education Centre has a fully equipped library and education facilities based in Hollings Park House, Hollins Park. The Trust has a Research, Audit and Clinical Effectiveness Team who support research and audit throughout the Trust.

Teaching and development

The Trust holder will be encouraged to participate in local and trust-wide teaching, both at an undergraduate and postgraduate level. The Consultant is expected to take up the role of supervisor for juniors and career grade doctors. The post holder will be encouraged to apply to become an Educational Supervisor. The post holder will also undertake training of medical students, when this is arranged.

Research, development and Audit

The post has no specific research responsibilities other than those which are inherent in clinical duties. There is however opportunity for clinical and other basic research through the Research Department for the Trust based at Hollins Park Hospital. All medical staff is required to select and complete an audit from the Trust Policy List. The Research and Audit Team provide advice and support on the selection of topics.

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and the approval mechanism to ensure the findings and recommendations are of benefit to the Trust and individual clinician. Time is provided in the job plan to allow for such activity.

Appraisal and job planning and revalidation

Consultants must maintain consistent high professional standards and act in accordance with the relevant code of professional conduct.

In line with the National Appraisal Scheme for Consultant Medical Staff, all consultants will undertake an annual appraisal between themselves and a trained Consultant Appraiser from the Trust Panel.

Job planning is an annual process undertaken with the individual consultant and respective Lead Consultant (line manager) and Associate Medical Director.

The trust processes to support job plan and annual appraisal links to revalidation. Dr Noir Thomas is the named Responsible Officer for the trust.

Management

The Trust has a number of medical management roles and encourages medical staff to participate in these. Likewise, medical staff is encouraged to participate in the wider discussion forums within the Trust and join committees/working parties in other areas. Support is provided within job plans to undertake these roles. The Trust does have its own leadership development programme.

NHS and other organisations

It is expected that the Consultant will develop working relationships with colleagues in other Trusts and organisations outside the Trust e.g. in the voluntary sector.

External duties, roles and responsibilities

The Trust actively supports the involvement of the Consultant body in regional and national duties e.g. as a representative for the Royal College of Psychiatrists or for the BMA, subject to discussion and approval by the Trust.

Other duties

From time to time, it may be necessary for the post holder to carry out other duties as may be assigned, with agreement by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

Induction and mentoring

Newly recruited Consultants will attend the mandatory Trust Induction and be provided with a local induction by their Lead Medical Consultant. A mentoring scheme exists for medical staff in the Trust and is available to all doctors, including Consultants

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Office Facilities including support to the post and Base The post holder will have his/her own dedicated office base with full IT facilities at Chesterton Unit. The post holder will have designated band 4 secretarial support. IT/informatics support is provided by a dedicated IT department. The post holder must be able to undertake local travel (as required), to fulfil the duties of the post.

The primary base is Hollins Park Hospital, Warrington. The Trust has newly adopted RIO as the preferred IT vehicle for patient records management and every employee is given the relevant training. Support will be given where required to facilitate local travel, such as through the Access to Work Scheme.

Wellbeing

To deliver high quality patient care, the NHS needs a workforce that is healthy, well and at work. Research has shown that looking after the health and wellbeing of staff directly contributes to the delivery of quality patient care. Without staff that are well and at work the NHS could not deliver quality and effective care to patients.

The trust recognises that we need to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing, because poor workforce health has high and far reaching costs to the organisation and ultimately its service users.

The Trust's health and wellbeing offer is substantial and is led by our Occupational Health and Wellbeing Department. The team consists of doctors, nurses, physiotherapists, psychologists, counsellors, and specialist exercise instructors, all of which have specific occupational health training and experience. All staff can self-refer to Trust Occupational Health service. The department can be contacted on 01925 664 010 / 664 012 or by emailing: OccupationalHealth@merseycare.nhs.uk

The service offers evidence based interventions underpinned by the five ways to wellbeing. Connect / Be Active / Take Notice / Keep Learning / Give.

The trust has a number of Wellbeing initiatives for staff such as

- Health and Wellbeing centre open 24 hrs a day 7 days a week at Hollins Park site Warrington.

- Cycle to work scheme
- 8 week Mindfulness programme
- 6 week Stress management programme
- 6 week Why Weight? Group weight management programme

Information Technology

The post holder will be provided with a PC/laptop with intranet, internet, e-mails account and a printer. The post holder also has a mobile telephone provided by the Trust if required.

Confidentiality

It is the responsibility of all employees to comply with the law in relation to Information Governance, which incorporates all areas of processing data. This includes professional codes of practice and common law duties specifically relating to

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Confidentiality, Information Security, Data Protection Act 1998, and the Freedom of Information Act 2000

You may, in the course of duty, gain knowledge of confidential matters, which may include personal and/or medical information about patients/staff, or matters pertaining to the business of the Trust. Such information should be regarded in the strictest confidence and as such, must not be discussed or disclosed, except as part of your legitimate duties or professional responsibilities. Unauthorised disclosure may lead to disciplinary action. Your attention is drawn to the Protected Disclosure of Issues of Concern Policy which can be accessed via your line manager, the Trust's Intranet or the Human Resources Department.

The Trust has in place a range of policies which underpin Information Governance legislation and your attention is drawn particularly to the Information Governance policy, the Information Sharing policy and the Information Lifecycle Management policy. All policies can be found on the Trust Intranet site. Failure to observe these policies and rules may, in some circumstances leave employees open to prosecution. Any breach of confidentiality or misuse of the Trust's e-mail, intranet/internet facilities or other information systems will be regarded as serious/gross misconduct and may result in disciplinary action, up to and including dismissal.

Equal Opportunities

The Trust promotes the concepts of equality of opportunity and managing diversity.

Health and Safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for patients, visitors and employees.

Safeguarding Children

The post holder must be aware of the responsibility placed on them under the Children's Act 1989 and 2004, which states that the child's needs are paramount.

Code of Conduct

The post holder will be expected to maintain a consistently high standard of conduct and to provide the highest standard of service, in accordance with the Trust Code of Conduct for all employees.

Infection Prevention and Control

And Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards performance review

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Employees are expected to participate in the performance review process and to support the development of performance standards within the service / department - to ensure the service is responsive to and meeting the needs of its service users.

Finance

All Trust staff will comply with financial processes and procedures.

Terms and Conditions of service

As per Terms and Conditions - Consultants (England) 2003, consultants will be expected in the normal run of their duties to deputise for absent consultant colleagues so far as is practicable (Schedule 2).

Study & Professional Leave

30 days over three years.

Sick Leave

Entitlement as per Terms and Conditions of Service.

The Trust Policy on special leave covers areas such as compassionate leave and time off for domestic emergencies etc.

Travel Expenses

These are paid in line with the Terms and Conditions of Service for Hospital Medical and Dental Staff, Doctors in Public Health Medicine and the Community Health Service, Terms and Conditions – Consultants (England) 2003 and the General Whitley Terms and Conditions of Service (England and Wales).

Annual Leave

Greater than seven year's consultant service – 34 days + Bank holidays

Less than seven years consultant service – 32 days + Bank holidays

Cover of Annual and Study Leave

The post holder will be expected to provide prospective cover for consultant colleagues in the borough. The female ward consultant usually covers for male ward consultant and vice versa.

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.

Job Plan

7.5 DCC - programmed activities per week for planned direct clinical care, including administration.

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- 2.5 SPA - programmed activities per week for supporting professional activities, including CPD, audit, teaching, educational supervision, research, special interest or management.

The post is suitable for Consultants wishing to work less than full time (e.g. part time, job share, flexible working) and the job plan below will be modified accordingly to meet the number of programmed activities to be worked.

Interim Job Plan Review

In accordance with the Department of Health document, 'Job Planning – Standards of Best Practice', there may need to be an interim job plan review where duties, responsibilities, or objectives have changed or need to change significantly within the year. The review will be undertaken by the Consultant, Medical Manager and relevant Business manager.

Typical Weekly Timetable: Total Professional Activities = 10.0

DAY		TYPE OF ACTIVITY
MONDAY	A.M.	1 DCC – MDT meeting / Ward Rounds
	P.M.	1 DCC – MDT Referrals meeting
TUESDAY	A.M.	1 DCC – MHRT / Managers Hearings
	P.M.	1 SPA – Trust / Local Teaching programme
WEDNESDAY	A.M.	1 DCC – CPA meetings for treatment planning and identifying care pathways / Section 117 meetings / CTO meetings
	P.M.	1 SPA – Patient Safety Panel / Regional Forensic Meetings
THURSDAY	A.M.	1 DCC – CPA meetings for treatment planning and identifying care pathways / Section 117 meetings / CTO meetings
	P.M.	0.5 DCC / 0.5 SPA 1 DCC – Business stream meeting / Trainee supervision
FRIDAY	A.M.	1 DCC – MDT meeting / Ward Rounds
	P.M.	1 DCC – Clinical / Mental Health Act related reports
Unpredictable / emergency on-call work		Medical 3rd on-Call rota- 1:25 category B.

This timetable is illustrative only and subject to job planning within three months of commencing in the post and thereafter at least annually. There will be a review of the travel involved with the post which is included with the 7.5 Direct Clinical Care Programmed Activities

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
REGISTRATION	<p>Full registration with General Medical Council</p> <p>Inclusion on or eligible for inclusion on the Specialist Register of the General Medical Council or within 6 months of CCST/CCT or equivalent in General Adult / Forensic psychiatry at date of interview.</p> <p>Section 12 (2) Approval + Approved Clinician Status or demonstrated ability to gain approval within 3 months of appointment</p>	<p>In good standing with GMC with respect to warning and conditions on practice</p>
QUALIFICATIONS AND TRAINING	<p>MbChb, MBBS or equivalent</p> <p>Membership of the Royal College of Psychiatrists or equivalent</p> <p>3 years higher professional training in General Adult psychiatry and experience in forensic psychiatry.</p>	<p>Qualification or higher degree in medical education, clinical research or management.</p> <p>Additional Qualifications</p> <p>Undertaken 'Train the Trainer' and 'Equality and Diversity' Training</p>
TRANSPORT	<p>Holds valid UK driving licence and will use own car for work related travel OR provides evidence of proposed alternative.</p>	
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on</p>	<p>Experience in working previously in similar roles at a relevant level.</p> <p>Training or experience in management of personality disorder</p> <p>Experience in management and service development</p> <p>Knowledge and use of IT systems</p>

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	<p>evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit.</p>	<p>Able to plan and deliver teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Has led clinical audits leading to service change.</p>