


## Consultant Psychiatrist

### Job Description and Person Specification

Post and specialty:	Community Consultant Old Age Psychiatrist – Leigh Moss Hospital, 7 Thomas Lane, Liverpool L14 5NR		
Royal College of Psychiatrists approval details:	<p><i>Approval details to be completed by RCPsych</i></p> <p><b>RCPsych Ref No: NW MERS-CO-NTH-2022-00656 (Approved)</b></p> 		
Base:	Leigh Moss Hospital, 7 Thomas Lane, Liverpool L14 5NR		
Contract:	Full time (10PA)		
	Total PA: 10	SPA: 2.5	DCC: 7.5
Accountable professionally to:	Dr Noir Thomas, Chief Medical Officer		
Accountable operationally to:	Dr Aravind Komuravelli, Clinical Director for Older Adult Services		
Key working relationships and lines of responsibility:	<p>Line Manager: Dr Aravind Komuravelli</p> <p>Older People's Community Hub Manager: Jody Taylor</p> <p>Chief Medical Officer: Dr Noir Thomas</p> <p>Deputy Chief Medical Officer for Mental Health: Dr Anna Richman</p> <p>Deputy Chief Medical Officer for Mental Health: Dr Kuben Naidoo</p> <p>Clinical Director for Older Adult Services: Dr Aravind Komuravelli</p> <p>Associate Clinical Director for Older Adult Services: Dr Andrew Kiridoshi</p> <p>Responsible Officer: Dr Noir Thomas</p> <p>Head of Operations (Inpatient Capacity &amp; Flow): Toni Manley</p> <p>Divisional Director &amp; Director of Mental Health: Donna Robinson</p> <p>Chief Executive: Joe Rafferty CBE</p>		
Reason for Vacancy:	Retirement of previous Consultant		
Job Description Author:	<p>Dr Andrew Kiridoshi, Consultant Old Age Psychiatrist, Associate Clinical Director for Older Adult Services (Primary Contact for this Job Description – <a href="mailto:Andrew.kiridoshi@merseycare.nhs.uk">Andrew.kiridoshi@merseycare.nhs.uk</a>, 01928 753162</p>		
Secondary Contact for Job Description:	<p>Dr Aravind Komuravelli, Consultant Old Age Psychiatrist, Clinical Director for Older Adult Services –</p>		

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## 1. Introduction

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

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

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

### Our Vision

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

### Our Mission

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

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

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

### What We Stand For

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

### Our Strategic Objectives:

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

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

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

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

Mersey Care NHS Foundation Trust covers the following areas:



## 1. Trust details

Mersey Care NHS Foundation Trust employs over 11,000 staff which makes us one of the largest health care employers in the North West. In 2021 Mersey Care acquired the neighbouring North West Boroughs NHS Foundation Trust which comprised of the Knowsley, St Helens, Warrington and Halton areas. We provide inpatient facilities for approximately 1,000 patients and this includes one of only 5 inpatient 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 turnover of over £573m we serve a population of over 11m people in the North West and beyond.

Liverpool is recognised internationally as a vibrant, culturally rich city, but, like many cities, has high levels of deprivation and health inequalities, which results in poorer health outcomes when compared to other areas in the country. The city's health and social care system faces a number of key challenges, including an ageing population and increases predicted in long-term conditions, including cancer, dementia, cardiovascular and respiratory disease. One Liverpool is a place-based, whole-system plan, setting out how the local NHS, Liverpool City Council and other key partners across the city's health and care system will come together to establish integrated services. The aim is to better meet people's needs, improve health outcomes, and to ensure that the health and care system is financially fit for the future.

This ambition of better health is for all ages and also incorporates mental health, as well as the

need to tackle the long term health inequalities that leave the vulnerable and disadvantaged in the city with a poorer experience of care, fewer years of healthy life and earlier death.



## 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 and 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

## 2. Service Details

The Divisional Director and Director of Mental Health is Donna Robinson. The three Deputy Divisional Directors are Andy Williams, Lynn Hughes and Lyndsey Kelly. The Chief Medical Officer is Dr Noir Thomas, the two Deputy Chief Medical Officers for Mental Health are Dr Anna Richman and Dr Kuben Naidoo. The Clinical Director for Older Adult Mental Health Services in MerseyCare is Dr Aravind Komuravelli and the Associate Clinical Director for Older Adult Mental Health Services is Dr Andrew Kiridoshi. There are Clinical Directors and Associate Clinical Directors for the various disciplines including Adult Community, Adult Inpatients, Urgent Mental Health, Forensics, Learning Disability & Autism, CAMHS and Specialist Services.

Older Adults Mental Health Services in Liverpool and Sefton are provided from the Leigh Moss site for the Southern, Central and Northern areas in Liverpool, the South Sefton Neighbourhood Centre for South Sefton and the Hartley Hospital in Southport for North Sefton.

Earlier in 2022 the Older People's Community Mental Health Teams relocated from Mossley Hill and Norris Green to their new office base at Leigh Moss Hospital. The team support people with dementia of any age and people with mental health problems aged 70 and over, who are residents of Liverpool and Kirkby. The multi-disciplinary team provide community based mental health support including assessment, treatment and psychosocial interventions to enable people to live well with their conditions. The service also includes the Care Navigator service which provides



support and signposting for people with dementia and carers from diagnosis onwards.

Leigh Moss Hospital also provides inpatient services through a 16 bedded mixed gender dementia care unit called Fern ward. The newly refurbished facility includes Activities of Daily Living (ADL) kitchens, activity spaces as well as all single occupancy rooms. It will support patients needing further assessment and treatment from the multi-disciplinary team, working towards collaborative goals to support timely discharge. A new dementia-friendly garden will further enhance the experience of patients, carers and staff. It has all-weather surfaces and has been designed to prevent slips, trips and falls, plus a range of outdoor features and equipment, storage and seating areas for all-year round use.

Following retirement of the previous Consultants covering the Northern parts of Liverpool the post holder will lead a dynamic and highly functioning team that provides high quality care to older adults requiring mental health care. There are two MDT's covering the North of Liverpool and the post holder will be leading one of these MDT's. A substantive Consultant is in the process of being recruited for the other MDT in North Liverpool. Given the recent changes in the Trust leadership and management structure as well as evolving ways of working for local teams the post holder will be an integral part of this innovation.

The other Community Old Age Psychiatrists based at Leigh Moss Hospital are:

- Dr Biswadeep Majumdar
- Dr Aashish Tagore
- Dr Ian Upton
- Dr Alia Wajid

The inpatient Old Age Psychiatrists in Liverpool and Sefton are:

- Dr Anna Richman – Fern ward, Leigh Moss Hospital, Liverpool
- Dr Vishnukumar Govindaraj - Dunes Ward, Hartley Hospital, Southport

The Community Consultants in Old Age Psychiatry within the Trust are:

- Dr Sudip Sikdar & Dr Isabelle Eardley - South Sefton Neighbourhood Centre
- Dr Lisa Williams, Dr Sarada Kodali – Hartley Hospital, Southport
- Dr Ashley Baldwin & Dr Jayne Nash – Knowsley Resource & Recovery Centre

- Dr Jukanti Raju & Dr Jessy Chittillapilly – The O’Hanlon Centre, St Helens
- Dr Aravind Komuravelli & Dr Rosemary Cameron – The Beckett Unit, Hollins Park Hospital, Warrington
- Dr Andrew Kiridoshi, Dr Dave Watson & Dr Divya Jain – Halton Later Life & Memory Service

Dunes ward is a 20 bedded functional older adult ward at the Hartley Hospital in Southport.

There are also well established and fully staffed community mental health teams for older adults in the Trust across the division. Memory Services are also well established.

There are also well-resourced general hospital liaison services for older adults and adults within 3 acute Hospital Trusts namely Royal Liverpool University Hospital, Aintree University Hospital and Southport District Hospital. There are a range of other mental health services provided by Mersey Care including a 2 hour Urgent Community Response service, Armed Forces Community Services, CMAGIC (Cheshire & Merseyside Adult Gender Identity Collaborative), Criminal Justice Liaison & Diversion Service, Drug & Alcohol Services including the Hope Centre which offers inpatient detoxification programs, Learning Disabilities Services, Maternal Mental Health Services including a Specialist Perinatal Service, Mental Health Triage Car Services, a Psychotherapy & Personality Disorder Hub, Student Mental Health Services and The Life Rooms.

There are Neuropsychiatry and Acquired Brain Injury Rehabilitation Services based at the nearby Walton Centre on the Aintree University Hospital site.

Both Core and Higher Trainees are posted at Leigh Moss Hospital and the post holder will be the Clinical Supervisor for any trainees allocated to their team.

### **3. Local working arrangements**

The post holder will be responsible for the overall management of patients under their caseload which is defined by groupings of General Practice surgeries in the local area. There are a total of 91 General Practice surgeries included within the North, Central & South areas of Liverpool which Leigh Moss Hospital covers and each on average makes 40 referrals per year to the Older Adult Services. The majority of referrals are from primary care and a small number are from Liaison mental health services or from other medical specialties such as Neurology or Geriatrics. Currently there are 1993 open referrals (correct as of September 2022), with the average population covered by each practice being 8561 and an average of 1290 patients over the age of 65 being registered at each practice.

There are two MDT’s covering the North of Liverpool. Each of these MDT’s receives referrals from 12 GP surgeries in the local area. The post holder will be leading one of these MDT’s. The annual number of referrals into the post holder’s MDT was 403 last year. In the 2020-2021 year the annual number of referrals was 304. In 2019-2020 this number was 194. The over 65 year old population in Liverpool as a whole is 73,800 (correct as of 2020 ONS Population Estimate) which accounts for

14.7% of the whole population of Liverpool (500,500). The catchment area in the North of Liverpool which the post holder's MDT covers has a total over 65 year old population of 12,750. The current caseload for the post holder's MDT is 326.

The total annual number of referrals to Leigh Moss Hospital Community Older Adult Services has remained stable over a period of at least 8 years, ranging from a minimum of 1501 in 2020 up to a maximum of 1764 in 2021 and all years going back to 2014 otherwise having a total number of approximately 1650.

The team composition is as follows:

#### **Liverpool North (advertised post)**

3.8 x Band 6 nurses, 1 x Band 5 nurse, 1 x Band 3 nurse, 1 x Band 6 Occupational Therapist. Team managed by a Band 7 Deputy

#### **Liverpool South and Central x 4 MDT's**

Dr Tagore

(total 3.5 x Band 6 nurses, 2 x Band 5 nurses, 2 x Band 3 nurse, 0.8 x Band 6 OT) managed by a Band 7 deputy

Dr Upton

(total 4 x Band 6 nurses, 2 x Band 5 nurses, 1 x Band 3 nurse, 1 x Band 6 OT, 1 B4 OT) managed by a Band 7 deputy

Dr Majumdar

(total 2.8 x Band 6 nurses, 1.8 B5, 1.5 B3, 1 B6 OT) managed by a Band 7 deputy

Dr Wajid

(total 3.1 B6 nurse, 2 B5 nurse, 1B3, 0.8 B6 OT, 0.5 B4 OT) managed by a Band 7 deputy

\*\* there are 4 x Band 7 nurses that cover these 6 MDT's

\*\* 1 x Band 7 nurse also manages the Care Navigators Team – 10.4 x Band 4 care navigators (team to follow up all dementia diagnosis patients in community – excluding those in care homes).

Across the entire footprint of Leigh Moss Hospital

Physio

Vicky Glaze 1 x B7 WTE

Paula Meredith 1 x B6 WTE

AHP

Lauren McAlpine B7 SaLT 1WTE

Hannah Horry B6 1 WTE

Intermediate care

Pam Duffy 1 x B7 Nurse



#### **4. Continuing professional development (CPD)**

The Trust is committed to CPD of Consultant doctors and there is a designated budget for study leave. The post holder will join a peer group for Consultants in the locality which meets four to six times a year. There are numerous peer groups made up of local Consultants and these include ones which contain only Old Age Psychiatry Consultants and those which have a mix of other Psychiatry subspecialties. The post holder would be able to choose which peer group to participate in. The post holder will be encouraged to take their study leave entitlements in line with learning objectives identified in PDP. Consultants are also encouraged to attend the weekly post graduate medical education programme which incorporates case presentation, journal club presentation, 555 presentation and also an expert led presentation. Clinical audits are also presented at this meeting and the post holder will be expected to undertake audit as part of their PDP. There will be 2.5 sessions allocated for SPA for the post holder in a week. The post holder will be expected to be in good standing in CPD with the college.

#### **5. Clinical leadership and medical management**

The Trust recently underwent a reconfiguration of its medical management structure in May 2022 following its acquisition of North West Boroughs NHS Foundation Trust in 2021. The Chief Medical Officer is Dr Noir Thomas, Dr Anna Richman and Dr Kuben Naidoo are the Deputy Chief Medical Officers, the Clinical Director for Older Adult Mental Health Services is Dr Aravind Komuravelli and the Associate Clinical Director for Older Adult Services is Dr Kiridoshi. The Line Manager for this post holder will be Dr Komuravelli.

#### **6. Appraisal and job planning**

The post holder will be expected to participate in the Trust's current arrangements for appraisal in line with good medical practice and guidance from the General Medical Council. The current arrangement is for annual job planning with the Clinical Director for Older Adult Services, Dr Komuravelli. The Trust has a list of approved and trained Appraisers and an annual Appraiser would be allocated. Dr Noir Thomas is the Responsible Officer for revalidation which would happen every 5 years. Bilateral consultation and negotiation would take place in the event of any change in job plan. Line Management structure is via Clinical Director, Dr Komuravelli, and Associate Clinical Director, Dr Kiridoshi, and for professional matters, Dr Richman and Dr Naidoo. The post holder would be encouraged to take up leadership roles within the medical management and Medical Education Team structures and flexibility would be provided in the timetable in future when such opportunities arise. The post holder would be expected to be in good standing with the GMC and the Royal College of Psychiatrists.

#### **7. Teaching and training**

There are close links with Liverpool University including undergraduate medical training. The Trust is part of Liverpool Health Partners and the Academic Science Network. The research lead for the

Trust is Prof Nusrat Hussain who is the Director for Research & Development. Trust-wide weekly teaching takes place on Tuesday mornings and is currently held virtually via Zoom. Each week core trainee doctors present case conferences, journal clubs, 555 (bitesize revision on a variety of topics) and a Consultant Psychiatrist presents an expert-led session. The post holder would be encouraged to attend and participate in these teaching sessions. Medical student teaching is on an individual attachment basis and Clock View Hospital will accommodate its share of medical students on a rotational basis and the post holder would be expected to provide teaching and supervision to the medical students.

Dr Indira Vinjamuri is the Director for Medical Education for the Trust, Dr Ashley Baldwin is the Associate Director for Postgraduate Medical Education and Dr Helen Pears is the Associate Director for Undergraduate Medical Education. There is an audit department that registers and collates all audits and will help the post holder in disseminating its findings of any audits. It is expected the post holder completes or supervises one audit each year. There is no requirement in the training of non-medical clinical staff although the post holder is expected to show clinical leadership to the team they work with including clinical supervision of Advanced Practitioners. The Trust provides standard levels of professional and study leave and funding appropriate courses as identified in the post holder's PDP. The post holder will be encouraged to involve in CME and to remain up to date with CPD. The post holder would be taking part in CPD and peer groups. The post holder would be allowed to engage in activities with other organisations such as GMC and CQC. The Trust has an online active library service which publishes up to date evidence based information service for all needs. It brings together clinical and health information to save valuable time. All of the quality web based resources are searched and this provides doctors with an easy to use essential tool. There are also post graduate libraries at the Maghull Health Park site, Rathbone Hospital, Hollins Park Hospital and the Acute Trust Sites.

## **8. Research**

The Trust has an active research department which is the Research Facilitation Forum (RFF). It meets every 3 months and is led by Prof Nusrat Hussain who is the Director of Research & Development. There will be opportunities to get involved in research in terms of patient recruitment and active participation in research projects undertaken by the Trust.

## **9. Mental Health Act and Responsible Clinician approval**

It is essential that the post holder is approved under Section 12(2) of the Mental Health Act 1983 and has Approved Clinician status.

## **10. Secretarial support and office facilities**

The post holder will have their own office at Leigh Moss Hospital. The post holder will share one Band 3 and one Band 4 medical secretary with one other Consultant at Leigh Moss Hospital. The Trust is also implementing dragon based dictations and it would be expected that the post holder would undertake in this project. The post holder would have a desktop computer and also laptop computers with built in 4G access to access electronic patient records in the community. In addition they would have a smart phone to access patient related e-mails when off site. Mersey Care has a dedicated IT support service which accepts requests for support 24 hours per day by phone or through an online reporting service. IT technicians can remotely access desktops in order to quickly rectify any IT issues.



## **11. Clinical duties of post holder**

The post holder will be the Responsible Clinician for patients in their caseload within the Older Adults Community Mental Health Team. There are allocated GP surgeries for each caseload within the service and these are allocated to ensure equity in terms of number of referrals. In line with New Ways of Working, the post holder will provide a consultative, supervisory and supportive role to the multidisciplinary team's work. They 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 be expected to provide leadership to the Team whose role is to provide assessment, management and support to people who may need contact with Older Adults Mental Health services. Practitioners within the team will support access to services in a timely manner, as well as ensure arrangements are in place to enhance smooth pathways between primary care and secondary services. The post holder will be enabled to work in a consultative manner, being accessible to team members, GP and primary care staff, patients and carers, for the provision of expert advice and interventions in a timely manner. The post holder will operate within multi-disciplinary integrated and co-located teams, which including Health staff and Social services staff. The post holder will be expected to be part of the allocation procedure within the team and be responsive and flexible to the needs of the team.

## **12. Training duties**

The post holder would be expected to undertake undergraduate medical student teaching. This would involve pairs of medical students being placed on the ward during the academic year on a rotational basis. Medical students will complete history taking and accompany trainee doctors in completing ward duties as well as the post holder when completing ward rounds and other assessments of inpatients. The majority of medical students are from the University of Liverpool and a small number are from Edge Hill University. The post holder will be expected to have or obtain Clinical Supervisor status in order to provide clinical supervision to trainee doctors and although there is no expectation for any formal teaching to non-medical staff, the post holder may engage in such training to nurses and other non-medical colleagues within the team. Educational supervision of trainees would not be required of the post holder as this is provided by local Tutors or Training Programme Directors. Allocated trainee doctors would usually be a Core Trainee in Psychiatry (CT1-CT3). However in certain rotations a Higher Trainee (ST4-ST6) doctor may be allocated to be supervised by the post holder.

## **13. Clinical governance and quality assurance**

The post holder would be expected to complete or supervise one clinical audit per year and participate in other quality improvement activities. The post holder would be expected to join in any service evaluations such as from the Royal College of Psychiatrists or CQC. The Trust has a well established clinical audit department that has standardised forms and records of all audits undertaken within the Trust. They would be helpful in identifying which audits need to be undertaken and how they are also disseminated with appropriate action plans and re-audits. Line Management is via Dr Komuravelli for clinical matters and via Dr Myatt, who is the Clinical Audit and Quality Improvement Lead, for audits.

## **14. Quality improvement**

The post holder will be expected to participate in regular quality improvement projects such as Audits, Case Based Discussions, review of Datix forms and liaise with Trust's Audit Department, Nurse Managers as and when required. Evidence of this will be required for annual appraisal.

## **15. General duties**

The post holder would be expected to work on Rio which is the Trust's electronic health record system, training for this will be provided on induction. The post holder would be required to record clinical activity accurately and comprehensively in a timely fashion. The post holder would undertake an annual appraisal, CPD and maintain professional registration with General Medical Council and abide by its professional codes of conduct. It is essential that the post holder has Mental Health Act Section 12(2) status. The post holder would participate in annual job plan review with the Clinical Director taking into account service configuration and delivery associated with modernisation. The post holder would work with local colleagues and managers ensuring efficient running of the services and also comply with the Trust's agreed policies, procedures, standing orders and financial instructions.

## **16. External duties, roles and responsibilities**

The Trust would support the post holder in actively engaging with National and local/regional organisations.

## **17. Other duties**

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

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.

## **18. Work programme**

This is a full time 10PA post. The post holder's job plan would be reviewed within 12 months. The overall split of DCC and SPA would be 7.5 and 2.5 respectively. The timetable attached is an indicative timetable which can be discussed further with the ward team and adjusted accordingly.

## **19. On-call and cover arrangements**

The post holder will be expected to participate in the Consultant on call rota covering Older Adult services only in the Liverpool and Sefton areas. Currently the on call rota is on a 1 in 8 frequency with one week being covered at a time on a non-residential basis with prospective cover Category B (1%) pay supplement. There are separate Consultant on call rotas covering General Adult, CAMHS and Forensics. When taking annual and study leave, cover will need to be agreed with the Clinical Director for Older Adult services, Dr Komuravelli.

## 20. Wellbeing

The Trust is committed to encouraging the wellbeing of the post holder. It runs various employee initiatives to help with wellbeing. The post holder will have SPA time which will help with wellbeing and avoid burn out. In addition the post holder will have access to Occupational Health services if needed. Self-referrals and referrals from the post-holder's line manager, with the post holder's consent, are accepted by Mersey Care Occupational Health services which are SEQOHS accredited. They are based at Switch House, Northern Perimeter Road, Bootle, Liverpool L30 7PT. All information discussed with Occupational Health services is treated with confidentiality. Occupational Health services can be contacted by email [staffsupportservices@merseycare.nhs.uk](mailto:staffsupportservices@merseycare.nhs.uk) or by phone 0151 330 8103.

The Trust is committed to supporting our Mersey Care staff and look after your physical, mental and financial wellbeing. Once you join our Trust you will have access to a range of support networks and sessions which will help you stay healthy. Looking after one another and supporting our colleagues are one of Mersey Care's highest priorities and will enable us to continue to provide the best care for our service users.

Mersey Care also offers a range of physical wellbeing resources to our staff, including:

- **Physiotherapy** - Access to our in-house physiotherapy team. You can self-refer
- **Physical Activity Options** - The Trust has a studio gym which staff can use for free, 24/7. There's an in person group exercise class and a selection of live and prerecorded online exercise classes, including yoga, which can be accessed on any device and at any time. We also have a purpose built Health and Wellbeing Centre based at Hollins Park, which offers staff and services users the availability of mental health inpatient facilities and free use of the gym
- **Health Assessments in the workplace** - The health and wellbeing team run regular health promotion events, visiting many of our sites to support the wellbeing of the workforce. These include mini-health checks which give an opportunity to have a series of health assessments completed by trained staff, who can offer tailored advice to suit your needs
- **NHS North West Games** - Mersey Care pays the registration fee to enable its staff to take part in the annual series of sporting events across the region, for free.

We have carefully selected the safest and most effective resources available to support your mental health and wellbeing, which can be found on our internal extranet, YourSpace. We encourage you to refer to these when you need them and practice self-care every day. The resources we make available to our workforce include:

- **Resilience programme** - Group sessions led by the health and wellbeing team, exploring and identifying factors that impact on our resilience and finding practical solutions to keep ourselves well
- **Menopause sessions** - online group supports sessions for our female staff, led by a female counsellor
- **Mindfulness** - online drop-in sessions facilitated by a mindfulness teacher, with options for those who are new to the practice and those with experience
- **Access to psychological therapies** - self referral to our in-house team of psychological therapists for one to one support is available for those experiencing emotional distress. There's also support available from Cheshire and Merseyside Resilience Hub which has been established to ensure all NHS, Social Care and Emergency Service staff within the region have access to the right support, information and confidential psychological interventions they need.



You will receive more details of what is available at your induction and regularly whilst in post.

In the event of a serious incident involving a doctor's patient, the doctor's wellbeing is ensured through nominated senior colleague support. A mentor may be allocated to the post holder to support their professional development, especially for Consultants who are new to the role. Additionally the peer group that the post holder will be part of can provide professional and emotional support in relation to any work related adverse incidents.

## **21. Management**

The Trust has a number of medical management roles and encourages medical staff to participate in these. Likewise, medical staff are 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. The post holder will be encouraged to take on any opportunities for adding in management and leadership roles within the Trust.

## **22. Equality, Diversity & Human Rights**

Mersey Care is committed to the principles of Equality and Human Rights. The Trust promotes health equalities for our colleagues, patients, service users, carers, volunteers and visitors to the Trust by identifying and overcoming barriers to access and inclusion within our employment opportunities and across the range of mental and physical health services.

For our communities this means services that are fair, flexible, engaged and responsive to cultural, physical and social difference. We deliver our services via a workforce that is made up of many talented individuals with a large diversity of backgrounds and perspectives, styles and characteristics. We aim to foster an inclusive workplace environment with a welcoming climate in which everyone can reach their full potential.

Mersey Care have adopted a human rights based approach to its clinical and organisational practice by adhering to the underlying core values of Fairness, Respect, Equality, Dignity and Autonomy (FREDA).

## **23. 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. Amanda Oates is the Director of Human Resources and Pauline Copland is Human Resources Business Partner who would be looking after the post holder.

## **24. Leave**

Annual leave entitlement for Consultants with less than seven years' NHS service – 32 days  
For Consultants with greater than seven years' NHS service the annual entitlement is 34 days  
The post holder will be expected to provide prospective cover for Consultant colleagues in the service and vice versa.

Study & Professional leave entitlement is 30 days in three years.

Sick leave entitlement is as per Trust Terms & Conditions of service. The Trust policy on special leave covers areas such as compassionate leave and time off for domestic emergencies etc.

## **25. 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).

## **26. 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.

## **27. Job Plan**

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

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.

## **28. 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 post holder and Clinical Director for Older Adult Services.

## 29. Suggested Draft Timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Norris Green Hub	Outpatient Clinic (2 x new patients, 2 x follow ups)	DCC / SPA	DCC
	PM	Leigh Moss Hospital	Supervision of trainees / admin	DCC / SPA	DCC/SPA
Tuesday	AM	Remote	Local Academic Programme	DCC / SPA	SPA
	PM	Leigh Moss Hospital	Team MDT – new referrals/CMHT case discussions	DCC / SPA	DCC
Wednesday	AM	Community	Community Clinic (1 x new patient, 3 x follow up patients)	DCC / SPA	DCC
	PM	Leigh Moss Hospital	Admin	DCC / SPA	DCC
Thursday	AM	Community	Community Clinic (2 x new patients, 2 x follow up patients)	DCC / SPA	DCC
	PM	Leigh Moss Hospital	SPA time (CPD, Audit)	DCC / SPA	SPA
Friday	AM	Community	Urgent Reviews & MDT Discussions	DCC / SPA	DCC
	PM	Leigh Moss Hospital	Admin	DCC / SPA	DCC
Unpredictable / emergency on-call work					
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

**Total Professional Activities = 10.0 (7.5 DCC + 2.5 SPA)**

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

## 30. Approval of this job description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

## Appendix 1: Person Specification

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	DESIRABLE
<b>REGISTRATION</b>	<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 Old age Psychiatry at date of interview</p> <p>Section 12 (2) Approval + Approved Clinician Status or demonstrated ability to gain approval</p>	<p>In good standing with GMC with respect to warning and conditions on practice</p>
<b>QUALIFICATIONS &amp; TRAINING</b>	<p>MbChb, MBBS or equivalent</p> <p>Membership of the Royal College of Psychiatrists or equivalent, 3 years higher professional training in Old age psychiatry</p>	<p>Qualification or higher degree in medical education, clinical research or management</p> <p>Additional Qualifications</p>

		Undertaken 'Train the Trainer' and 'Equality and Diversity' Training
<b>TRANSPORT</b>	Holds valid UK driving licence and will use own car for work related travel OR provides evidence of proposed alternative	
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>	<p>Excellent clinical 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 Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>Experience in working previously in similar roles at a relevant level.</p> <p>Training or worked as a DoLs assessor</p> <p>Experience in management and service development Knowledge and use of IT systems</p>
<b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b>	Able to deliver undergraduate or postgraduate teaching and training	Able to plan and deliver teaching and training relevant to this post

	<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>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>
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