

Candidate Pack For Consultant Psychiatrist in Learning Disabilities



Be part of something outstanding

Hertfordshire Partnership University NHS Foundation Trust (HPFT) provides services to over 400,000 people across Hertfordshire, Buckinghamshire, Norfolk and North Essex. We employ over 3,000 staff who deliver mental health and learning disability services. These include child and adolescent, older people and adult services within community and inpatient settings.

We also provide support services for carers within our community mental health services. We are working to improve the way that we engage families in caring for their loved ones.

In May 2019 Hertfordshire Partnership University NHS Foundation Trust became one of just five mental health and learning disabilities NHS trusts in England to be rated outstanding by the CQC.



Outstanding

Overall rating for this Trust

Outstanding



Are services safe?

Good



Are services effective?

Good



Are services caring?

Outstanding



Are services responsive?

Good



Are services well-led?

Outstanding



Our  values

Welcoming Kind Positive Respectful Professional

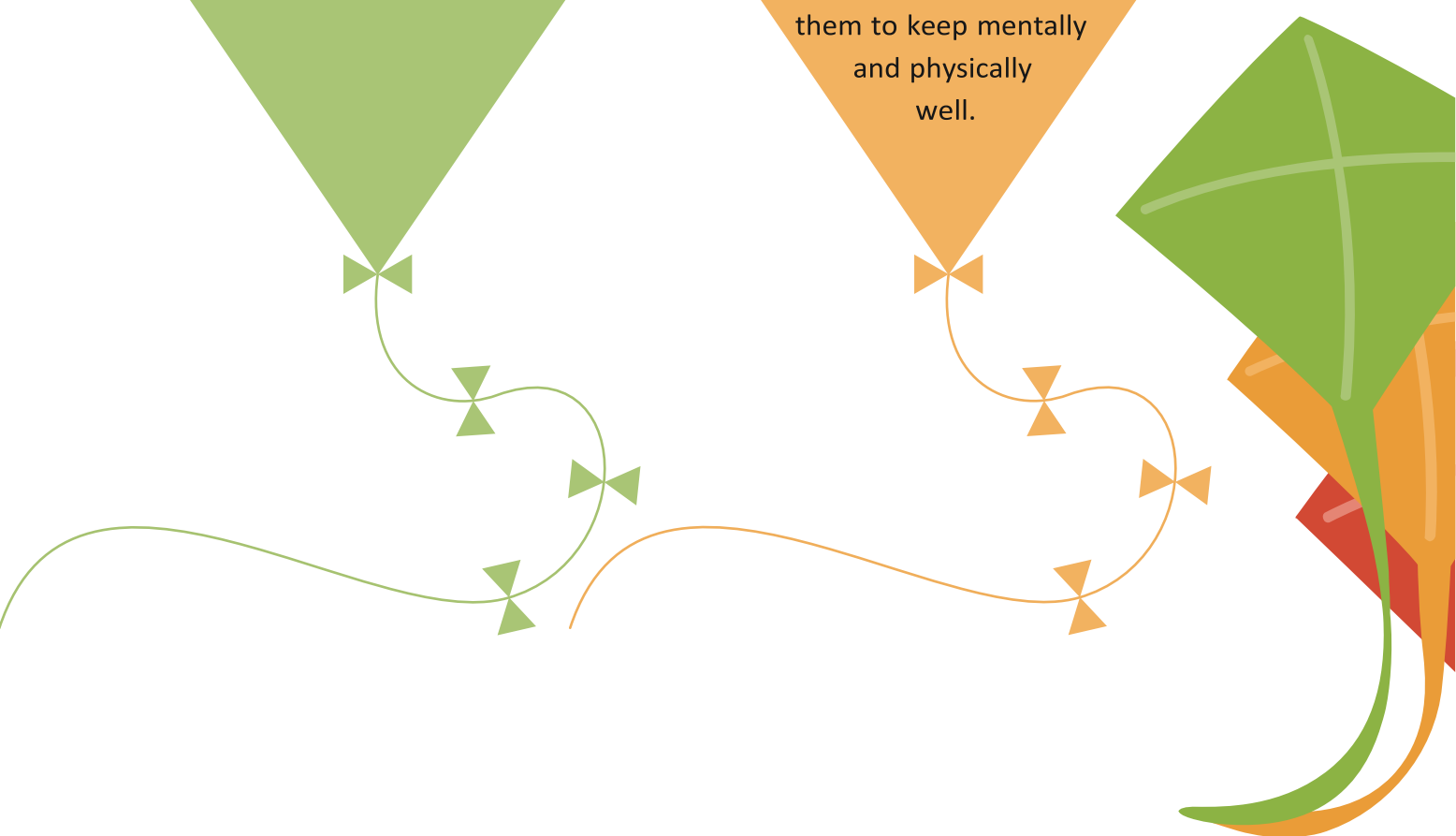


Our vision

Delivering great care,
achieving great outcomes
– together.

Our mission

We help people of all ages
live their lives to their full
potential by supporting
them to keep mentally
and physically
well.





- ✔ **Welcoming** – so you feel valued as an individual
- ✔ **Kind** – so you can feel cared for
- ✔ **Positive** – so you can feel supported and included
- ✔ **Respectful** – so you can feel listened to and heard
- ✔ **Professional** – so you can feel safe and confident

Welcoming Kind Positive Respectful Professional

 Visit the **trust website** to learn more about us.



Staff Benefits

We want to attract the best and brightest people to work at HPFT and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

Learning and development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes
- A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across psychological services, social work and allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity
- A wide range of Continued Professional Development (CPD) opportunities, working with partners – such as University of Hertfordshire, University of Bedfordshire, Anglia Ruskin University and University of Essex – to deliver training and development programmes and support





Health and wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- An equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms
- PAM life: our online personal health management resource which allows staff to set goals, track progress and develop specific, tailored programmes
- A quarterly staff magazine where staff can share stories and inspire others

Details of the local Occupational Health service will be shared and discussed regularly with the line manager.

The post-holder can self-refer to the Occupational Health Software Cohort v10 or can be referred by the line manager with consent. Details of the support available from occupational health specialist are available on the trust website and will be discussed with the line manager in induction. Occupational health specialists can review the post-holder face to face or remotely as appropriate. Explanatory videos are available on the trust website. In case of involvement in serious incidents, the postholder will be encouraged to attend local debriefing meetings and use the trust support line. Spiritual support and bereavement counselling are available from the trust on self-referral using the telephone number provided by the line manager.

The Employee Assistance Programme is available 24 hours to all staff by calling 01438 286514.

The trust provides Schwartz Rounds to support the post-holder with stress from the clinical work. Regular sessions of wellbeing are available, and attendance is encouraged for the post-

holder. The sessions typically include mindfulness sessions and a Schwartz round. This is happening every month and the post-holder can use supportive programmed activity sessions to attend. Wellbeing sessions include group exercise available on remote video conference of Yoga, Pilates and other forms of physical exercise.

Pay, conditions and travel


Pay and annual leave

- Generous annual leave: The basic entitlement will be 32 days per annum (less than 7 years' service) or 34 days (more than 7 years' service) based on a whole-time working week.
- Annual Leave, including Public/Bank Holidays will pro-rata to the contract hours.
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

Travel

- We have salary sacrifice schemes enabling staff to drive a brand new car or purchase a new bike

Family benefits

- A range of flexible working options across the Trust
 - An HMRC scheme enabling savings on registered childcare costs
- 

Recognising and celebrating success

We have one of the most motivated workforces in the NHS. We regularly celebrate the many staff who go above and beyond, including:

- Monthly Inspire awards – recognition awards nominated by people's peers. Over 150 people were nominated last year.
- Annual Staff Development Awards – these recognise the 200 staff who every year gain qualifications while working and looking after their families.
- Annual Staff Achievement Awards – recognising staff for outstanding service and performance. This prestigious event is held at Tewin Bury Farm, Tewin.

Listening to our people

Along with the national NHS Staff Survey we have put in place a range of channels for ensuring that senior leaders listen to staff at every level in the Trust and respond to what they are telling us. These include:

- A quarterly Pulse Survey, based on the National Staff Survey questions. The Pulse Survey shows a 30% improvement in the scores over the last three years.
- The Big Listen event at our Head Office and Local Listen events which have taken place in Buckinghamshire, Essex and Norfolk. The Big Listen and Local Listen events are open to all staff in the organisation. They provide the opportunity for the Executive Team to hear the staff views on key topics and priorities, so that we can act on staff suggestions to improve the way we do things.
- The Senior Leaders' Forum brings together the top 70 leaders from across the organisation on a regular basis throughout the year.
- The Chief Executive holds breakfast meetings, approximately bi-monthly, inviting different groups of staff (including Consultants, Student Nurses, Social Workers and HCAs).

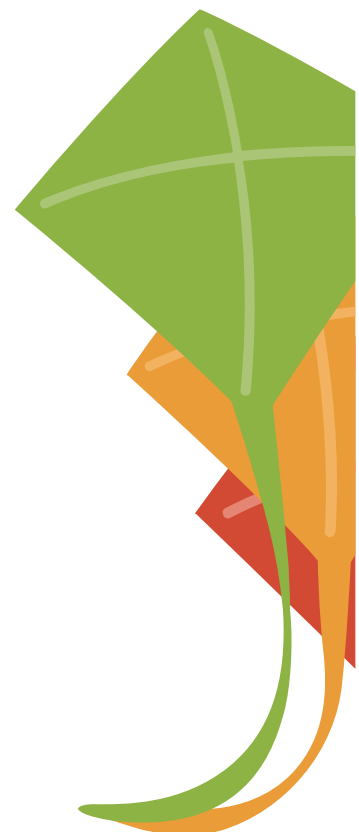


Living in Hertfordshire

Hertfordshire is a beautiful county with picturesque, rural villages and a number of lovely vibrant towns and garden cities.

Ranked (uSwitch Better Family Life Index, 2016) as the best place to raise a family, Hertfordshire scored highly on top exam results, good pay prospects, high employment rates, fast broadband and better weather than other towns in the Index! It is also well known for its excellent schools, stunning countryside and fantastic local facilities which provide plenty of opportunities to relax and enjoy yourself away from work.

Situated just north of London, Hertfordshire is easy to access by road and rail. There are good transport links across the county and it's simple to get into London if you want to enjoy the benefits of the capital, without the costly living and travelling expenses.



The Post

Title: Consultant Psychiatrist in Learning Disabilities

Location: 99 Waverley Road, St Albans

Responsible to: Medical Lead

Responsibilities: Medical cover for Learning Disabilities

Details: Permanent – 10PAs

On-Call responsibilities: To provide on-call out of hours cover. Currently nonresident on call at 1 in 9 frequency – category A low frequency on consultant contract

Facilities
Dedicated Admin & Clerical staff
Dedicated Office space
Personal computer

A system of cross cover will be required when individual doctors are away.

Learning Disability Services – Hertfordshire

The learning disability service stream provides specialist health care to adults with learning disabilities in Hertfordshire. This is a population of over one million people. There is a close working relationship with Hertfordshire adult care services, through integrated community teams and joint management arrangements

There are currently 7 community learning disability consultants providing psychiatric expertise to the community learning disability teams across Hertfordshire. The catchment areas are closely aligned to the Primary care Networks in the locality.

The community learning disability teams currently include:

- Watford and three rivers.
- Hertsmere
- St Albans (Current Post)
- Dacorum
- North Herts and Stevenage
- Welwyn and Hatfield , Lower Lea Valley and Stort Valley
- Upper Lea Valley

Hertfordshire Partnership NHS Foundation Trust is commissioned to provide direct specialist health services for adults with learning disabilities in the above locality.

These include:

- Psychiatry
- Psychology
- Occupational therapy
- Intensive support nursing
- Arts therapies
- Speech and language therapy
- Loss and bereavement counselling
- Sexuality support counselling

These disciplines are managed through the Community Assessment and Treatment Services.

There are two separate Specialist Learning Disability community teams based on a geographical split.

- East and North Community Assessment and Treatment Service
- West Community Assessment and Treatment Service

The psychiatrists are core members of these teams and are expected to provide strong clinical leadership for the Community Assessment and Treatment services. The post holder will be working in the East and North Community Assessment and Treatment services (E&N CATS).

The average case load for the patch approaches 80 -100 with an average of 30-40 new referrals in a year. All referrals to the CATS team are initially triaged and assessed by a Multidisciplinary team. All cases triaged are discussed in a wider MDT meeting named referral meeting prior to allocation to individual clinicians. The post holder will participate in the MDT assessment and in the team discussions.

There is a 14 bedded acute assessment and treatment unit called Dove ward, on the Kingsley Green site called Kingfisher Court. The Dove ward MDT comprises team of senior nurses, OT, Psychologist, Junior doctors – a full time SAS doctor, working at a middle grade level and trainee doctor who work in the ward as part of their training rotation. In addition Hertfordshire Partnership University NHS Foundation Trust (HPFT provides low and medium secure forensic inpatient services from its sites at Kingsley Green and the Eric Shepherd Unit. There are also specialist residential services on the Kingsley Green site. There is a newly set up Community based Forensic L D service (Offending Behaviour Intervention Service). The current post holder will not have any direct input to the inpatient and Forensic services unless it is agreed as a job plan by the applicant.

In principle, we are moving away from inpatient provision towards more robust community services. The Community Assessment and Treatment services [CATS] have been expanded to provide out of hours cover and to deliver crisis intervention and assertive outreach models of care.

We also co work with the community learning disability teams managed by the County Council. The team consist of social workers and community learning disability nurses. This team manages minor behavioural and physical health difficulties of Learning disabled individuals who do not reach the threshold for specialist Learning disability services provided by CATS. However, CATS team including the psychiatrist work with the Community LD teams during transitions or interfaces of the individual's care journey.

Within social services there is also a transition team for adults aged 18 -25 and a transforming care team whose focus is currently on bringing service users back from long stay hospital placements. The LD consultants also provide specialist clinical input to these teams in the form of expert advice or during the Service Users transition back to their care.

Service Details

The Trust is seeking a dynamic and innovative consultant psychiatrist to join community learning disability services in West Hertfordshire. This post has risen due to retirement.

The job plan includes 2.5 SPA for audit, CPD, service development and managerial activities.

Consultant Colleagues

Dr Kamalika Mukerhji	Clinical Director & Consultant Psychiatrist of North Herts
Professor Asif Zia	Medical Director & Consultant Psychiatrist
Dr Georgina Parkes	Consultant Psychiatrist Watford and Three Rivers
Dr Paul Bradley	Consultant Psychiatrist in CLDT – Upper Lea Valley
This Post	Consultant Psychiatrist in CLDT – St Albans
Dr Sonika Bhasin	Consultant Psychiatrist in CLDT – Dacorum
Dr Zakiah Lyons	Consultant Psychiatrist in CLDT – Hatfield, Welwyn Garden City and Lower Lea Valley
Dr Shyamala Thalayasingam	Locum Consultant Psychiatrist
Dr Alaa Al Dabbagh	Locum Consultant Psychiatrist
Dr Claire Reynolds	Consultant Psychiatrist – Stevenage and Dove Ward

Job Plan

It is envisaged that the post holder will work 10 programmed activities. However, interests for part time, flexible working or job sharing can be discussed and considered as appropriated.

Following appointment there will be a meeting at no later than three months with the Medical Lead to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and the Medical Lead three months after commencing the post and at least annually thereafter.

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Base	CPD	SPA	1.0
	PM		Home visits / Complex case reviews	DCC	1.0

Tuesday	AM	Base	Multidisciplinary team meetings / CPA	DCC	1.0
	PM		Clinic	DCC	1.0
Wednesday	AM	Base	Clinic	DCC	1.0
	PM		Clinic Admin	DCC	1.0
Thursday	AM	Base	Clinic	DCC	1.0
	PM		IST Team meetings and admin	DCC	1.0
Friday	AM	base	Audit / Service development	SPA	1.0
			Trainee supervision and teaching	SPA	0.5
	PM		admin and emergencies	DCC	0.5
Unpredictable / Emergency on-call work					
Total PAs	Direct clinical care				7.5
	Supporting activities				2.5

On call rota 1 in 9 LD rota (consultation on-going re inclusion on less frequent general adult / LD / old age rota)

Duties of Postholder

The vacant post involves the following clinical commitments:

- To provide community psychiatric care to adults with learning disabilities living in the catchment area of West Herts are covers three geographically contiguous PCNs(Primary care network) in a mainly areas of Watford and Three Rivers.
- The LD population in this area as per the PCN QOF prevalence rate is 1000 and the current case load is approximately 75 patients. The community responsibility includes outpatient clinics, home visits, Care Programme Approach meetings and multidisciplinary assessments. The new referral for the last few years is approximately 20-30.
- To provide medical leadership to the Specialist Learning Disability Service. This specialist health team provides assertive outreach and crisis resolution models of care to adults with learning disabilities. There is a weekly referrals meeting. It is a well provided and comprehensively staffed multidisciplinary team with the active disciplines of Clinical Nurse specialist , Psychology , PBS practioners , Occupational Therapists, Physiotherapists , SLTs providing both Communication and Dysphagia pathways.
- The main focus of the team is to provide home treatment as an alternative to hospital admission and to facilitate prompt discharge from hospital where admission is unavoidable. The post

holder will be responsible for those service users residing within the community catchment area described earlier. They will be available for emergency home visits and multidisciplinary assessment of new referrals as well as following up and reviewing care plans as required. It is expected that the post holder will work jointly with the service manager to achieve high quality outcome data and ensure compliance with trust key performance indicators.

- From time to time adults with learning disabilities are admitted to the inpatient services. It is expected that the post holder liaises proactively with the acute inpatient consultant over the management of such admissions.
- The post holder will have administrative support from a medical secretary. They will have shared office facilities as other consultants do in the trust .
- The Trust has expanded the agile/ remote working facilities and all consultants have use of a laptop computer, mobile phone , RAS token (for home working) to facilitate access to email, internet and electronic care records.

The clinical roles will include:

- Expertise in the assessment and management of mental illness, behaviour disorder, pervasive developmental disorders, dementia and epilepsy including running epilepsy and dementia clinics in adults with learning disability
- Provision of outpatient clinics and home visits for service users in the responsible catchment area. Conduct special interest clinics in dementia, epilepsy and neurodevelopment disorders according to local need.
- Working jointly with colleagues from adult care services to ensure implementation of Safeguarding Adults from Abuse policy
- Facilitating access for service users with learning disabilities to mainstream services • Ensuring mainstream services provided by HPFT are accessible for adults with learning disabilities
- Assessment and management of other inpatients in generic mental health services who are perceived as having a learning disability
- Developing sound working relationships with services for children and adolescents to ensure a smooth transition from children's services to adults services
- Provision of medical leadership within the various multidisciplinary teams described earlier and to work jointly with colleagues from other disciplines in the provision of high quality clinical care and the delivery of relevant trust targets.
- Working to avoid inappropriate hospital admissions through the function of the intensive support team
- Take a lead in the implementation of the Care Programme Approach across community services
- Providing expertise on the Mental Health Act, Mental Capacity Act, Deprivation of Liberty Safeguards and other relevant legislation.
- Supervising and advising other members of the multidisciplinary team on clinical issues
- Psycho education of families and carers
- Participation on the Learning Disability Consultant on call rota – currently non resident on call at 1 in 9 frequency – category A low frequency on consultant contract. This is a 3rd tier rota with mainstream junior and senior trainees providing 1st and 2nd on call respectively

Clinical Governance

Prof Azif Zia is the Executive Medical Director. The Trust has established systems to ensure that quality and risk are managed in the organization.

The post holder must ensure the relevant professional registration is maintained, including Section 12, Approved Clinician, and Responsible Clinician status.

As a minimum the post holder would be expected to complete two audit cycles on clinically important topics over a five year period. This is in keeping with the Royal College of Psychiatrists' standards for revalidation. The Trust has an audit department (The PACE department) to facilitate running audits. The post holder must remain in good standing with the college for CPD and would be encouraged to pursue CPD topics of relevance to both the consultant and the service. In addition mandatory training must be attended in relation to such topics as Safeguarding, Information Governance and Equality and Diversity.

The post requires the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with relevant professional codes of practice and Trust policies and procedures. The use of Electronic Patient Record (PARIS) is mandatory.

The post holder would contribute with other Professional, Medical and Service Leads in the development and implementation of best practice in mental health, and comply with all the relevant professional codes of conduct.

There is a Research and Development Department which supports consultants who are interested in research. Any research or academic work sessions will be subject to agreement and review by the Clinical Lead and Clinical Director and should not interfere with the clinical work. Programmed activities may be available for such work, which will be subject to annual job planning and appraisal.

The Trust Board

Welcome to Hertfordshire Partnership University NHS Foundation Trust

The Board

<div> Karen Taylor Chief Executive Officer</div>								<div> Sarah Bettelley Chair</div>
<div> Sandra Brookes Director of Service Delivery and Customer Experience</div>	<div> Helen Edmondson Head of Corporate Affairs and Company Secretary</div>	<div> Janet Lynch Interim Director of People and Organisational Development</div>	<div> Paul Ronald Director of Performance Improvement</div>	<div> Jacky Vincent Director of Quality and Safety</div>	<div> Maria Wheeler Director of Finance and Estates</div>	<div> Paul Wood Interim Director of Strategy and Partnerships</div>	<div> Dr Asif Zia Director of Quality and Medical Leadership</div>	

Non-Executive Directors

<div> David Atkinson</div>	<div> Anne Barnard</div>	<div> Tim Bryson</div>	<div> Catherine Dugmore</div>	<div> Diane Herbert</div>	<div> Patrick Vernon</div>	<div> Jon Walmsley</div>	<div> Kush Kanodia (Associate)</div>
--	--	--	---	---	---	--	--



Key Terms and Benefits of Joining our Trust

Remuneration and benefits

Following is a summary of the main terms and conditions together with the benefits of joining Hertfordshire Partnership NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of Terms and Conditions. Our Human Resources team will be happy to discuss any of the points raised here.

Salary

The appointment is at Consultant grade (New Consultant Contract 2003) with salary thresholds from £84,559 - £114,003 per annum. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards, these will be honoured. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service.

Resources

Shared office space is available with access to a networked computer. The team are supported by a full time secretary and a full time administrator.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Safeguarding Children

The post holder will be expected to carry out responsibilities in such a way as to minimise risk of harm to children and young people and promote their welfare in accordance with the Children Act (1989) and (2004) and Working Together to Safeguard Children (HM Government 2006).

Confidentiality

All staff must be aware of the Data Protection Act 1984, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Asylum and Immigration Act 1996

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. The employers' contribution covers about two thirds of the cost of benefits paid to NHS Pension Scheme members' scheme and employee contributions are 6% of gross salary. Membership of the scheme is optional and further details are available on appointment.

Equal Opportunity & Diversity

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

This includes recognising diversity of staff, service users & carers and not treating anyone less favourably on grounds of age, ethnic origin, religion or belief, gender, gender reassignment, culture, health status, relationship status, disability, sexuality, social background, trade union affiliation or any other unreasonably grounds.

The Trust will strive to eliminate all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination, but also action through positive policies to redress the inequalities produced by past discrimination.

Flexible Working


The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

References

Any offer of appointment will be subject to the receipt of (three) satisfactory references.

Occupational Health & Disclosure and Barring Service Checks

The appointment will be subject to clearance from the Occupational Health Department and the Disclosure and Barring Service.



Period of Notice

To terminate employment a period of 3 months' notice on either side will be required.

Annual Leave

Entitlement will be 32 days annual leave per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. There is scope for £800 study budget and 10 days study leave per annum.

Training and Development/ Study and Education

The Trust is committed to training and development as it is recognised that trained and motivated staffs are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development.

There is a study leave allowance for Consultants of 10 days per annum. The post holder is expected to join the consultant group CPD programme and monthly meetings. This is registered with the Royal College of psychiatrists. There are opportunities on a monthly basis for a CPD programme across psychiatry within the Trust.

There is an expectation in the appraisal process of registering ongoing CPD interests and fulfilling a personal development plan. There are opportunities for CPD as HPFT has links with the University of Hertfordshire learning programmes – the current chair is - Prof Tim M Gale PhD - Lead, Research & Development Department - Hertfordshire Partnership University NHS Foundation Trust who can be contacted regarding expressions of interest for research into child and adolescent mental health projects.

This post has support from a Specialty Doctor and Senior Trainee, for whom day to day clinical supervision will be required.

Interview Expenses


Second-class travelling expenses will be reimbursed to short listed candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, short listed candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

Continuing Professional Development

Study leave is available for thirty days in three years. The post holder will be expected to participate in local training opportunities and to pursue particular educational objectives as agreed with the Consultant and Clinical Tutor.

Medical and clinical audit

All medical staff are encouraged to attend practice governance meetings and to participate in audit projects.



Rota and on-call requirements

The post-holder will be expected to join the Learning Disability Consultant rota at 1 in 9 frequency.

Career Development

The post holder is expected to develop skills and knowledge according to CPD requirements and participating in audit is encouraged. The post holder will be encouraged to develop interests and to participate in service development.

Relocation Expenses

The post holder will be expected to live within 10 miles or 45 minutes travelling distance of the base. The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.



Simulation Training Facility

In our continuous drive to improve quality of care we want to be at the forefront of offering innovative learning and development opportunities for our medical workforce and all our staff. HPFT has developed a pioneering Simulation Training Facility within the Trust to provide innovative mental health simulation training.

Simulation is a fantastic experiential learning modality offering participants the chance both to engage in high fidelity scenarios and reflect as a group on the challenges and issues raised. People learn most effectively when training is interactive, immersive and replicates real life. It makes sense to practice what to do when things go wrong, but how do we do this in a safe environment without increasing risk for patients? This is where simulation comes in. Simulation replicates a real-life scenario, but in a safe and controlled environment.

The simulation environment offered via this training will help teach practical skills, for example risk assessment and management, core psychiatry and physical health skills and will teach teams of staff how to work well and communicate effectively together.

The delivery of the innovative Simulation training will lead to positive outcomes for our staff and service users:

- Staff will practice skills in a real life scenario and benefit from learning whilst doing in a safe learning environment
- Increasing staff ability to appropriately and confidently respond to service user need
- The debriefing of scenarios allows for reflective learning working as a team about how human factors, alongside technical skills, can influence clinical care.
- Staff will feel more engaged and motivated to deliver great care and great outcomes to service users and carers
- Staff will be supported to generate ideas and test new improvement ideas and approaches to solving problems
- Improved quality of care for our service users
- Improved service user and carer satisfaction



Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications		
MB BS or equivalent medical qualification	✓	
MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists; candidates may achieve registration into GMC specialist register through CESR	✓	
Qualification or higher degree in medical education, clinical research or management		✓
Additional clinical qualifications		✓
Eligibility		
Fully registered with the GMC with a licence to practise at the time of appointment	✓	
Included on the GMC Specialist Register OR within 3 months	✓	
Approved clinician status OR able to achieve within 3 months of appointment	✓	
Approved under S12 OR able to achieve with 3 months of appointment	✓	
In good standing with GMC with respect to warning and conditions on practice		✓
Clinical Skills, Knowledge & Experience		
Excellent knowledge in specialty	✓	
Excellent oral and written communication skills in English	✓	
Able to manage clinical complexity and uncertainty	✓	
Makes decisions based on evidence and experience including the contribution of others	✓	
Able to meet duties under MHA and MCA	✓	

Wide range of specialist and subspecialist experience relevant to post within NHS or comparable service		✓
Training and Education		
Able to deliver undergraduate or postgraduate teaching and training	✓	
Participated in continuous professional development	✓	
Participated in research or service evaluation	✓	
Able to use and appraise clinical evidence	✓	
Has actively participated in clinical audit	✓	
Reflected on purpose of CPD undertaken		✓
Experienced in clinical research and / or service evaluation		✓
Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications		✓
Has led clinical audits leading to service change		✓
Transport		
Holds and will use valid UK driving licence OR provides evidence of proposed alternative	✓	