

## **JOB DESCRIPTION FOR THE POST OF CONSULTANT PSYCHIATRIST IN REHABILITATION SERVICES**

### **JOB DETAILS:**

Job Title:	Consultant Psychiatrist for Rehabilitation
Band:	YC72 (Point 00) to YC72 (Point19)
Directorate:	Adult Mental Health and Learning Disabilities
Department:	Medical
Base:	Various, though located at Broadway Health Park in Bridgwater
Responsible for:	Willow Ward and Somerset Community Rehabilitation Team
Responsible to:	Clinical Director

### **Job Purpose:**

An exciting opportunity has arisen for the post of substantive Consultant Psychiatrist to work equally across Willow Ward, our inpatient rehabilitation facility, and our new developing Community Rehabilitation Team, an exciting new offering from Somerset FT in partnership with our VCSE colleagues.

Somerset Foundation Trust, alongside our VCSE partnership alliance, have been forward thinking in combining our inpatient rehabilitation facility with our newly developing Community Rehabilitation Service, allowing for a responsive, dynamic and flexible approach to patients requiring rehabilitation.

This is a full-time post based at various placements across the county. The service is actively considering full time working over four days to enhance the working lives of consultants. We will also consider partly remote working again to ensure the wellbeing of our consultants. The post-holder will have an office, access to a laptop and mobile. The successful applicant will also have dedicated administrative and secretarial support. The consultant will work with a full multi-disciplinary team and provide clinical leadership input.

Somerset NHS Foundation Trust has resulted from the merger of the former Somerset Partnership NHS Foundation Trust (SomPar), the Mental Health Trust in the area, with Taunton & Somerset NHS Foundation Trust (TST), the Acute Trust, on 4 April 2020. The merger was the first of this kind in the country. The postholder will be able to participate in the development of the merged Trust and help bring to fruition the benefits to our mental health patients the merger will provide. There are now plans in place for the further expansion of Somerset NHS Foundation Trust by merging with the Yeovil District Hospital.

Somerset NHS Foundation Trust has been awarded 'Mental Health Trust of the Year' award for 2021 by Health Service Journal.

Our Trust values that we want to support and encourage to better clinical care and that helped us achieve this prestigious award are grouped together below

Outstanding Care	Working Together	Listening and Leading
<ul style="list-style-type: none"><li>• I champion the health and care of the population, treating them fairly and with respect.</li><li>• I am courageous in striving for improvement.</li><li>• I maintain competence and actively seek development opportunities.</li><li>• I speak up when others can not.</li><li>• I admit mistakes, apologise and learn from them.</li><li>• I work safely to minimise risks to myself and others.</li></ul>	<ul style="list-style-type: none"><li>• I work with others towards shared goals.</li><li>• I treat and care for people as individuals and value their opinions.</li><li>• I break through barriers as an individual and part of a team.</li><li>• I ask for help and always assist those in need.</li><li>• I celebrate success with others.</li><li>• I communicate clearly and appropriately.</li></ul>	<ul style="list-style-type: none"><li>• I lead with empathy and take responsibility for how my emotions and actions affect others.</li><li>• I embrace change and encourage others to do so.</li><li>• I live our values and act as an example to others.</li><li>• I strive to be the best I can be and encourage others to do the same.</li><li>• I manage resources effectively (people, time, money, equipment, space).</li><li>• I hear what people are saying and always take action to help them.</li></ul>

## The Service

### Willow Ward

Willow Ward is an 11-bed inpatient rehabilitation ward which provides a county wide service for female and male adults who require a high level of support and intensive rehabilitation; this is due to severe and enduring complex mental health conditions. These patients may also have one or more of the following, cognitive impairments associated with their illness, coexisting mental health conditions such as substance misuse, pre-existing neurodevelopmental disorders such as autism spectrum disorder or attention deficit hyperactivity disorder and physical health conditions such as diabetes, cardiovascular disease or pulmonary conditions. Together these complex problems affect a person's social and everyday functioning. Willow Ward accepts referrals from both inpatient services and community, and patients on the ward are both subject to the Mental Health Act or voluntary patients.

This service description is not exhaustive. Willow Ward also provides a service to those people who have a primary diagnosis of a non-psychotic illness. Willow Ward will give appropriate advice/assessment/treatment and support patients in the mental health services and identify appropriate placements and or support packages for people with other mental health diagnoses or neurodevelopmental disorders.

## **Somerset Community Rehabilitation Team**

Our vision is that the new service will offer longer-term support for people, considering the need for a whole-system approach which holistically addresses both physical and mental health care as well as wider social, and housing, needs. This will be person centred and needs-led and will support individuals to ensure that they do not experience a 'cliff edge' when they transition into, out of, and between, services.

The service will need to be linked in with Open Mental Health and the Recovery College, as well as existing SFT teams including inpatient services, AOT, Dual Diagnosis and the Home Treatment Team. There will also need to be a clear housing and accommodation strategy which considers the need to be flexible based on client need.

In addition, the Community Rehab service will need to link with services and providers outside of SFT, for example Somerset County Council, District Councils, other VCSE providers and primary care.

There will be a commitment to open and honest communication within system partner interactions and with service users.

## **Emerging Delivery Model**

The proposed core service will include:

An 8A operational manager

A psychiatrist (working 0.5 WTE in community rehab and 0.5 WTE on Willow ward)

A psychologist

Occupational Therapy

Peer roles (paid and non-paid)

The aim is to provide a system rehab approach with a cross-agency workforce which wraps around individuals. This means that the core team will be working closely with colleagues in physical healthcare, partners across the VCS including the recovery college, social care and housing departments as well as other agencies as indicated.

There is an opportunity to think creatively about workforce given recruitment challenges, taking into account wider determinants and linking in with the Open MH ecosystem work to think about people's onward journey. The proposed model will take a whole system approach to include a mixture of clinical staff and VCSE partners, as well as working closely with individual's social workers.

Willow ward (inpatient rehab) will continue to provide inpatient admission to assess individual rehab needs as well as supporting people where they are at risk of placement breakdown / loss of accommodation.

Dialog+ will be used as the care planning tool and qualitative metrics will be used for continuous service improvement.

There will need to be a robust housing strategy in place to facilitate the model and it is important that the housing provider feels that the individual is well supported to ensure the best possible outcome.

In the first instance the team will work with 40-50 clients. Service size and patient population will be benchmarked against other Trusts.

## **The Trust**

Somerset Foundation Trust is formed by inpatient and community services that are spread around the county.

Adult inpatient wards are located in Yeovil (Rowan Ward, 16 beds) providing inpatient services for South Somerset and Taunton (Rydon Wards 1 + 2, 30 beds) providing inpatient services for the west of the county including Taunton, Bridgwater, Minehead and Burnham. St Andrew's ward is located in Wells and provides inpatient services to patients from the Mendip Area. Further inpatient services include, Holford ward, PICU in Taunton, Pyrland Ward, Inpatient service for older adults in Taunton, Wessex Ward, CAMHS in Bridgwater, Willow ward, Rehabilitation in Bridgwater, and Ash ward, Low Secure Forensic Unit also in Bridgwater.

Community Services for adults of working age, older adults and CAMHS, including Home Treatment Teams can be found in Wells, Bridgwater, Taunton, Yeovil and Minehead.

Psychiatric Liaison Services can be found in Yeovil District Hospital and Musgrove Park Hospital.

The Trust is part of Open Mental Health network of voluntary and third sector agencies that aim to support people with mental health needs.

## **Key Responsibilities**

The main duties of this post are to provide consultant leadership to Willow Ward and the Community Rehabilitation team and to deliver the service expansion together with the existing team, Clinical Director and Service Manager. The post holder will play an important role in delivering our community strategy as we expand these services and have an active case load of patients with the Community Rehabilitation Team, as well as patients that are managed on Willow Ward. The post holder will also offer consultation services to various partner services and agencies.

The list below is not exhaustive and there will be a significant opportunity for the successful post holder to help shape the role further:

- provide medical leadership to Willow Ward and the Community Rehabilitation Team either through direct responsibility arising from the direct clinical involvement or distributed responsibility for the care of individuals whose care is distributed amongst other professionals.
- maintain AC/RC responsibilities for any patients in the community who remain under the framework of the MHA.
- work with other senior clinical team members to make sure that colleagues understand the professional status and specialty of all team members, their roles and responsibilities in the team, and who is responsible for each aspect of patient care
- work with other senior clinical team members to make sure make sure that staff are clear about their individual and team objectives, their personal and collective responsibilities for patient and public safety, and for openly and honestly recording and discussing problems
- communicate effectively with colleagues within and outside the team; making sure that arrangements are in place for relevant information to be passed on to the team promptly

- work with other senior clinical team members to make sure that all team members have an opportunity to contribute to discussions and that they understand and accept the decisions taken
- encourage team members to co-operate and communicate effectively with each other
- work with other senior clinical team members to make sure that each patient's care is properly coordinated and managed, and that patients are given information about whom to contact if they have questions or concerns; this is particularly important when patient care is shared between teams
- work with other senior clinical team members to set up and maintain systems to identify and manage risks in the team's area of responsibility
- work with other senior clinical team members to monitor and regularly review the team's performance and take steps to correct deficiencies and improve quality
- work with other senior clinical team members to deal openly and supportively with problems in the conduct, performance or health of team members through trust procedures
- work with other senior clinical team members to make sure that your team and the organisation have the opportunity to learn from mistakes.
- respect the skills and contributions of team colleagues; not making unfounded criticisms of colleagues, which can undermine patients' trust in the care provided.
- participation in business planning for the locality and, as appropriate, contribution to the broader strategic and planning work of the trust.
- prioritise clinical governance initiatives within his/her areas of responsibility
- to undertake the administrative duties associated with the care of patients.
- to record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- to participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- to participate in annual appraisal for consultants.
- to attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- to maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- to participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- to work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- to comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

**Other responsibilities relating to the professional standards of the post hold holder can include**

- participate in Medical Audit, including audit of their own practice and attendance at quarterly Medical Audit meetings
- understand and participate in the maintenance, monitoring and evaluation of service specific performance indicators and targets
- maintain good standing with the Royal College of Psychiatrists for Continuing Professional Development (CPD); the Trust actively encourages continuing professional development and appropriate study leave and expenses will be supported by the Trust (up to 30 days study leave every three years)

- join a Trust peer group for CPD purposes (a group will be identified if this cannot be easily arranged by the postholder with colleagues locally)
- provide cross cover for planned leave with the other medical staff
- participate in the local arrangements for peer supervision with consultant colleagues, including case-based discussion
- undertake annual appraisal and job plan reviews
- attend the weekly Postgraduate Medical Education Programme
- attend Senior Medical Staff Advisory Group and Adult Psychiatrists meetings
- special interests in accordance with PDP and service requirements can be developed through discussion and agreement in job plan review meetings

## **OUT OF HOURS ON CALL DUTIES**

- The applicant can opt out of participating in the on-call rota
- On call rota duties include senior medical and Responsible Clinician cover for the inpatient wards and S12 MHA work both in Trust premises and in the community
- This is a 1 in 12 rota operating 5pm to 9am on weekdays; at the weekend the rota operates from 9am on Saturday morning to 9am on Monday morning. The postholder will be encouraged to participate in the on-call rota although there is no contractual obligation to partake on call duties.
- This rota provides senior medical cover including Responsible Clinician duties to all the inpatient wards in the Trust. It therefore covers inpatient services for adults of working age (Rydon 1 and 2 Wards in Taunton, Rowan Ward in Yeovil and St Andrews Ward in Wells), older people (Pyrland Ward in Taunton), the PICU (Holford Ward in Taunton), the rehabilitation and low secure wards (Willow and Ash Wards both in Bridgwater) and CAMHS tier 4 inpatient unit (Wessex House in Bridgwater)
- The senior on-call rota also involves MHA assessments in inpatient wards, the two Hospital Place of Safety suites (located in Yeovil and Taunton) and the district general hospitals
- Participation in the on-call rota attracts a payment supplement of 1.25 PA (for the S12 component) plus a 3% salary enhancement for the RC / senior medical cover for inpatient wards. MHA Assessments are paid independently to the assessing doctor by Somerset CCG following submission of a claim form. There is no separate PA time allocation linked to participation in the on-call rota.
- The rota is occasionally supported by senior trainees who accept calls before the consultant but require consultant supervision and stop working at midnight.

## **JOB PLAN**

The Service is currently based within the Adult and LD Mental Health Division. Dr Lucy Knight is Medical Director, Dr Andreas Papadopoulos, Associate Medical Director, and the Service Director is Jane Yeandle.

The postholder is expected to fulfil the duties of the weekly timetable.

The following is a provisional timetable to be negotiated during job planning with the CD and Service Director.

Day	Time	Location	Work	Category	No. of PAs
<b>Monday</b>	AM	Inpatient	Individual patient reviews/ Clinical Administration	DCC	1
	PM	Community	Home visits/ Clinical Appts at 'The Hub' in Bridgwater	DCC	1
<b>Tuesday</b>	AM	Inpatient	Willow MDT meeting	DCC	1
	PM	Community	Comm Rehab MDT meeting	DCC	1
<b>Wednesday</b>	AM	PGME/CPD	Directorate Operational Meeting/Clinical Governance and Senior Management Team / Research / Multi-disciplinary Presentation/Doctors meeting/Journal Club/Medico-Legal Presentations/Clinical Audit/Consultant Peer Supervision / Academic	SPA	1
	PM	Inpatient	Inpatient clinical review/ clinical administration/ MHA Tribunals/ Clinical Review Meetings	<b>DCC</b>	<b>1</b>
<b>Thursday</b>	AM	Inpatient/Com munity	Single point of access referrals meeting	DCC	0.5
			Service development liaison with SFT and VCSE colleagues.	SPA	0.5
	PM	Community	Quality improvement/ service development and clinical audit	SPA	1



<b>Friday</b>	AM	Inpatient	Clinical Admin/MHT reports/ Inpatient Reviews	DCC	1
	PM	Community	Clinical Admin/MHT reports  Clinical Administration / Community Appointments	DCC	1
			Supervision/Appraisal  Supervision of Core Trainee  Quality Improvement Project  Research / External duties	SPA	0.5

This timetable proposes:

\* The postholder will have 1.5 SPA plus up to provisionally a 1.0 additional SPA for undertaking a specific role of Rehabilitation Service Development in line with the applicant's interests and career aspirations and Trust objectives. Any successful applicant will have a job plan within 3 months of appointment to review how the allocation of SPAs. In the event that a successful candidate does not want to take on any additional roles, then the additional 1.0SPA will revert to Direct Clinical Care time. There will be a minimum of 7.5PAs for direct clinical care.

## **CLINICAL LEADERSHIP**

Medical staff are professionally and operationally accountable to the Chief Medical Officer, Dr Daniel Meron, through the Associate Medical Director, Dr Andreas Papadopoulos, and Service Director, Jane Yeandle. Operational Management of the Trust is led by the Chief Operating Officer through Service Directors.

The postholder will be expected to attend the Senior Medical Staff Advisory Group which meets quarterly and includes all medical staff in the Trust. This meeting provides an opportunity for consultants to offer professional advice to the Executive Team, for senior managers to consult medical staff and inform them of key Trust business.

The postholder will have the opportunity to undertake a medical leadership role (making up an additional 1.0 SPA) and this might include business planning, service development, medical appraisal or a clinical governance role.

## **STUDY, TRAINING AND EDUCATION**

The Trust is supportive of Continuing Professional Development (CPD) and will expect the postholder to take part in CPD relevant to their specialty, to be registered with the Royal College of Psychiatrists and to maintain good standing for CPD with the College.

The Trust has a system of peer groups for consultants in line with the Royal College CPD process. Membership of a peer group is usually arranged mutually between consultant colleagues, but a group can be allocated by the CD if required. Peer groups approve CPD plans and also provide an opportunity for Case Based Discussions and peer clinical supervision with consultant colleagues.



Consultants are expected to seek peer supervision as required and to submit evidence of this in their annual appraisal portfolio. They can access supervision as required through the CD and through the Senior Clinical Review Panels, which include consultant colleagues.

Study leave entitlement, subject to the approval of the Medical Director, is up to 10 days per year or 30 days in any three-year period. Study leave will be granted to meet identified learning objectives agreed through the peer group.

There is a junior training post attached to this job. The postholder will be supported in applying to become an Advanced Trainer and apply to the Severn Deanery to have a ST 4-6 trainee attached to this post.

Medical students are on attachment from Bristol and Plymouth University. The postholder is encouraged to become involved in their teaching in discussion with Deputy DME (Dr Linda Heaney).

There is a medical library at the Wellsprings Hospital site in Taunton, with extensive journals, information technology and dedicated Library staff.

## **RESEARCH / ACADEMIC RESOURCES**

The Trust Postgraduate Medical Education Programme takes place on most Wednesday mornings. The postholder is entitled to attend any of these teaching sessions. These normally occur at a venue in Taunton close to Foundation House. Dr Amanda Hoar is the Clinical Tutor / DME responsible for this teaching and for organising the psychiatry training scheme. The tutor for Specialty Grades organises regular teaching which is also open to other medical staff in the Trust.

Somerset NHS Foundation Trust is committed to supporting research and development activities and has an active central research department based at Mallard Court in Bridgwater. The Trust is currently participating in a number of studies covering a range of specialties (Mental Health, Community Health, Learning Disabilities, Diabetes, and Stroke). The Trust has a Clinical Research Group and there are biannual Research Seminars to highlight research opportunities, promote research activity and to provide a forum for the presentation of research findings. The postholder can become involved in research or volunteer to become a research champion by contacting the Head of Research and Clinical Effectiveness.

The postholder will be expected to comply with the requirement of the Research Governance Framework and seek ethical approval for all research conducted in the Trust.

## **APPRAISAL / REVALIDATION ARRANGEMENTS:**

The Trust has appointed a group of trained medical appraisers (who are all consultant medical staff working within the Trust) that undertake annual appraisal reviews with all doctors. This is separate from line management arrangements. The process is supported by an electronic appraisal system, which includes functionality for 360 multisource feed-back.

The Chief Medical Officer is the Responsible Officer for revalidation.

## **JOB PLANNING ARRANGEMENTS**

This job description will form a composite part of a job plan / timetable, which will be subject to periodic review between the postholder, Service Director and Clinical Director, if needed. Job plans are routinely reviewed on an annual basis.

## **CLINICAL GOVERNANCE AND AUDIT**

The postholder will be expected to comply with the Trust Clinical Governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit and review of outcomes working towards achievement of National and local performance management targets, complying with risk management policies and participating in the Consultant appraisal process. Audit of one's own practice is a requirement for medical appraisal and the postholder will be supported in achieving this.

The Integrated Governance Committee is a Sub-Committee of the Trust Board and is responsible for monitoring all aspects of quality and patient safety, patient experience and clinical and corporate risk. The Clinical Governance Group (which reports to the Integrated Governance Committee) is chaired by the Chief Nurse and oversees Serious Incidents Requiring Investigation, Medicines Management, Clinical and Social Care Effectiveness and a range of other clinical governance functions.

Medical audit meetings are held quarterly. There are also a range of Best Practice Groups that promote evidence-based practice

[Review of this Job Description](#)

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

### **General Information**

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

### **Confidentiality**

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

### **Equality & Diversity**

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

### **Safeguarding**

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

### **Risk Management / Health and Safety**

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

### **Records Management**

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, the Freedom of Information Act and any other relevant statutory requirements.

### **Clinical Governance**

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

### **Prevention and Control of Healthcare Associated Infection**

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

### **Smoking**

The Trust operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

### **Policies & Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

### **Sustainability Clause**

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

### Person Specification

This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

Requirement	Essential / Desirable	How Assessed
<b><u>BEHAVIOURS ALIGNED WITH TRUST VALUES</u></b> <ul style="list-style-type: none"> <li>Outstanding care</li> <li>Listening and leading</li> <li>Working together</li> </ul>	<b>E E E</b>	<b>Interview &amp; Application form</b>
<b><u>QUALIFICATIONS &amp; TRAINING Evidence of Qualifications required</u></b>	Section 12 approval  Mental Health Act Approved Clinician (or plans to obtain approval within 4 months of appointment)  Entry on GMC Specialist Register; eligible for entry on Register or within 6 months of receipt of Certificate of Completion of Training (CCT) at time of interview Or plans to obtain CESR within 12 months of appointment	MRCPsych passed  Accredited for the training of junior doctors  Postgraduate thesis
<b><u>KNOWLEDGE AND EXPERIENCE</u></b>	Clinical training and experience required for gaining UK CCT / CESR including widespread and detailed experience of assessment and management of patients in adult community psychiatry  Ability to offer expert clinical independent responsibility for clinical care of patients.  Ability to take full and independent responsibility for clinical care of patients.	3 years supervised training in an appropriate ST4-6 equivalent training programme
<b><u>SKILLS &amp; ABILITIES</u></b>	Compassionate - exceptional interpersonal skills with the ability to communicate effectively with patients, carers and relatives remaining sensitive and empathetic  Listens to others' views respecting	Experience of teaching basic clinical skills to undergraduates  Publications in

	<p>and valuing individual patient needs</p> <p>Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members</p> <p>Excellent organisational skills, ability to manage own time and plan timed activities for staff and patients</p> <p>Ability to recognise and manage challenging situations in a calm and professional manner</p> <p>Able to take instruction and direction and work effectively as part of a team</p> <p>Ability to record and retrieve information on charts / paper and electronic patient records</p> <p>High standards of written communication skills with the ability to use email and internet</p> <p>Ability to undertake PMVA training to required level for role</p> <p>Ability to advise on efficient and smooth running of a department</p> <p>Ability to organise and manage e.g., outpatient prior</p> <p>Ability to manage and lead.</p> <p>Experience of audit management</p> <p>Ability and willingness to work within the Trust and NHS performance framework and targets.</p>	peer-reviewed journals
<b>COMMUNICATION SKILLS</b> <ul style="list-style-type: none"> <li>Evidence of a good standard of Literacy / English language skills</li> </ul>	<b>E</b>	
<b>PLANNING &amp; ORGANISING SKILLS</b>	<b>E</b>	

<b>OTHER</b> <ul style="list-style-type: none"> <li>• Willingness to use technology to improve standards of care and support to our patients</li> <li>• Must be a car driver with a valid driving license</li> </ul>	<b>E</b>	



## Department Organisational Chart



