

## **HUMBER TEACHING NHS FOUNDATION TRUST JOB DESCRIPTION**

**Post and Speciality:** Consultant Forensic Psychiatrist, Forensic Services.

This is a new post.

**Royal College of Psychiatrists approval details:** RCPsych Ref No: XXXXXXXXXX

Approval details to be completed by RCPsych  
RCPsych to insert Approval Stamp

**Base:** The Humber Centre, Willerby Hill, Beverley Road, Willerby, HU10 6ED

**Contract:** Number of programmed activities: 10

**Accountable professionally to:** Clinical Lead / Medical Director / Medical Lead /  
General Manager

**Accountable operationally to:** General Manager / Clinical Lead/ Chief Operating  
Officer

### **Key working relationships and lines of responsibility:**

**Line Manager/Clinical Director:** Dr Phil Reed

**Clinical Lead:** Bekki Whisker

**General Manager:** Paula Phillips

**Service Manager:** Richard Weldrick

**Responsible Officer and Medical Director:** Dr Kwame Fofie

**Deputy Medical Director:** TBC

**Director of Operations:** Lynne Parkinson

**Chief Executive:** Michele Moran



## 1. Introduction

Humber Teaching NHS Foundation Trust provides a broad range of community and inpatient mental health services, community services (including therapies), learning disability services, healthy lifestyle support and addictions services to people living in Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale. We provide care to a population of 765,000 people of all ages who live within areas of more than 4,700 square kilometres, which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.

The Trust also runs Whitby Hospital, a community hospital providing inpatient, outpatient and community services to Whitby and the surrounding area, and three GP practices in the East Riding of Yorkshire.



## 2. Trust Details

The Trust employs approximately 2,800 staff across more than 79 sites at locations throughout Hull, the East Riding of Yorkshire and Whitby, Scarborough and Ryedale.

As a Teaching Trust, we work closely with our major academic partners, Hull York Medical School (HYMS) and the University of Hull, nurturing a workforce of tomorrow's doctors, nurses and other health professionals.

Our budgeted income for 2022/2023 is £186m, with the majority of this coming from the following providers: NHS England, NHS Humber and North Yorkshire Integrated Care Board (ICB) and Hull & East Riding Local Authorities. The area has communities ranging from those living in the Wolds and rural farming areas around Driffield and Market Weighton to the busy coastal towns of Bridlington, Hornsea and Withernsea.

## Our Vision

The Trust is a multi-speciality health and social care teaching provider committed to Caring, Learning and Growing. We aim to be a leading provider of integrated health services, recognised for the care compassion and commitment of our staff and known as a great employer and a valued partner.

**Caring** for people whilst ensuring they are always at the heart of everything we do

**Learning** and using proven research as a basis for delivering safe, effective, integrated care

**Growing** our reputation for being a provider of high-quality services and a great place to work

## Our Values and What They Mean

The way we deliver our services has a direct bearing on our patients and carers' experience of the Trust and, most importantly of all, their health. It also affects the morale of our staff and their job satisfaction. The following values shape the behaviour of our staff and are the foundation of our determination to:

- Foster a culture in which safe, high quality care is tailored to each person's needs and which guarantees their dignity and respect;
- Achieve excellent results for people and communities.
- Improve expertise while stimulating innovation, raising morale and supporting good decision making;
- Unify and focus our services on early intervention, recovery and rehabilitation;
- Engage with and listen to our patients, carers, families and partners so they can help shape the development and delivery of our healthcare;

Work with accountability, integrity and honesty; nurture close and productive working relationships with other providers and our partners.

We accept that this requires acting with courage at times

## We focus on learning and developing an open culture

We aim to provide the best services we can and constantly look at how we can improve them aspiring to excellence and be the best that we can be. We believe in the need to innovate and develop new models of care based on evidence, research and best practice. We are a teaching Trust and seek to improve standards of care and clinical effectiveness, value each other and develop teamwork. We believe in multi-disciplinary work, bringing together the right people, with the right skills, to care for our patients. We work across boundaries to deliver seamless service provision on behalf of our patients and their carers. We recognise, reward and celebrate success.

The Trust is divided in to four Care Groups:

1. Community and Primary Care
2. Children's and Learning Disability Services
3. Secure Services
4. Mental Health Services – Planned and Unplanned

### **3. Service Details**

#### **3.1 Forensic**

The forensic division provides 49 medium and 20 low secure male in-patient beds (total inpatient beds 69), a specialised community forensic team, an LD FOLS team as FCAMHS team and provision to a prison. We are also the lead provider for the Humber North Yorkshire Provider Collaborative.

The forensic inpatient provision which incorporates the Humber Centre for Forensic Psychiatry is an established Medium secure provision. The Low secure estate incorporates Pine View and South West Lodge.

Current bed numbers are:

15	Swale Medium Secure	Personality Disorder Ward
14	Ouse Medium secure	Mental Illness ward
10	Derwent Medium Secure	Mental Illness Ward
10	Ullswater Medium Secure	Learning Disability Ward
16	Pine View Low Secure	Mental Illness Ward
4	South West Lodge Low Secure	Low Secure step down

The Humber Centre for Forensic Psychiatry provides leadership to engagement work across the region and is highly regarded by commissioners for providing quality care. It was a pioneer (one of the first 8 units nationally in cycle 1) in the Quality Network for Forensic Mental Health.

The Forensic Services are committed to training, and welcome students from a variety of professional backgrounds. There are close links with Hull York Medical School (HYMS) and our consultants and trainees are regularly involved in training of medical students. Consultants including the post holder are invited to take part in medical student examinations.

The Trust is also a provider of healthcare into local prison establishments through visiting psychiatrists and mental health in-reach teams. The forensic services are committed to training, and welcome students from a variety of professional backgrounds. Of relevance to the post holder is the involvement in HYMS teaching (see other paragraphs).

### 3.2 Post of Consultant Forensic Psychiatrist

The post holder will be responsible for the overall psychiatric care of community forensic patients.

Together with colleagues in the multidisciplinary team, you will offer medical leadership, assessment and management both for patients and for the wider responsibilities of the forensic service locally. The post-holder will have an opportunity to help shape the future of community services locally and will support service development with regional colleagues.

Two consultants currently provide consultant input to the Specialist Community Forensic Team (SCFT) (). The Forensic division provides a range of other services including inpatients (personality disorder/mental health and learning disability) across low and medium secure, and psychiatric provision to two local prisons. This allows for care across all levels of care.

This post would be a full-time position with a community caseload. Currently there is no inpatient commitment attached to this post. The post is being developed with a focus on a community-to-community model of care and to enable the expansion of the SCFT and the increasing demand for community services as opposed to secure inpatient care. Flexibility can be discussed.

Referrals to the forensic service are sent directly to the single point of access (SPA), attended by all 6 Consultants, and referrals allocated for access assessments appropriately, taking into account individual workload and availability. Assessments are multidisciplinary and if the RC is not directly involved, they will be expected to oversee the reporting and approve through MDT referral meetings. The rate of referrals varies but each consultant can reasonably expect to undertake an assessment and provide a written report 1-2 x monthly.

### 4. Local Working Arrangements

Consultant Psychiatrist	6 additional Consultant Forensic Psychiatrists:	
	Dr Phil Reed	Humber Centre
	Dr Mohammed Qadri	Humber Centre
	Dr Hannah Sayeed	Humber Centre
	Dr Alex Collins-Flatt	Humber Centre
	Dr Geoffrey Ijomah	Humber Centre
	Dr Tahmina Haque	Humber Centre
Other medical staff	Support from a Speciality and Associate Specialist (SAS) Doctor who works across the MSU Pathway.	

	<p>1-3 junior doctor's working across the forensic division (FY-CT). Generally working across inpatient services</p> <p>1-2 Higher Trainee(s) working with Clinical Supervisors. Generally working across inpatient services depending on training requirements</p>
Nursing and Social Care	<p>2 WTE Modern Matrons</p> <p>2 x WTE Service Manager</p> <p>5x Advanced Nurse Practitioners/ Nurse specialists</p> <p>1 x WTE Art Therapists</p> <p>1 x WTE Speech and language therapist</p> <p>1x Social work team (including senior social worker)</p>
Psychology	2 Forensic Psychologists, 3 Clinical Psychologists, Assistant Psychology posts.
Occupational Therapy	Occupational Therapist and band 7, 6 & 5. Additional Associate Practitioner posts.
Admin	<p>3.0 WTE (37.5hrs) Secretaries shared between 6 Consultants.</p> <p>The SCFT has additional dedicated admin support</p>
SCFT	The SCFT has its own dedicated MDT from within the workforce described above. This includes psychology, social work, OT, peer support, nursing and admin

## 5. Continuing Professional Development (CPD)

CPD is supported by the Trust and all Consultants are encouraged to be in good standing with the CPD requirements of the Royal College of Psychiatrists. Time and funding is available to provide 10 days study leave in a year or 30 days over a 3 year period. Time is also given to complete mandatory training leave. The appointee will be required to participate in CPD peer review. The peer review group meets quarterly. If preferred, the post holder is welcome to make their own arrangements for peer review.

## 6. Clinical Leadership and Medical Management

The Trust comprises 4 Divisions that report to the Clinical Director who in turn reports to the Medical Director and Chief Operating Officer. In addition, each Division has its own Clinical Lead.

## **7. Appraisal and Job Planning / Supervision**

All doctors employed by the Trust are required to participate in an annual appraisal by a trained appraiser which will be pre-allocated to them. The Trust has a network of trained medical appraisers. The outcome of the appraisals forms the basis of the decision by the Responsible Officer (Medical Director) to recommend revalidation to the General Medical Council. The appraisal process is in accordance with the Trust's Medical Appraisal & Revalidation Policy.

A formal job plan will be agreed between the appointee and the Clinical Director approximately three months following the commencement date of the appointee. The proposed 10 PAs job plan is to be used as a guide for the first three months. Thereafter job planning is held annually. This is a prospective agreement that sets out the consultant's duties, responsibilities and objectives for the coming twelve months. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, continuing professional development and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external to the employing organisation. In addition, it should include personal objectives, including the link to the wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

The Trust recommends mentors for newly appointed consultants and will make arrangements for providing a mentor from within the organisation or will support a Consultant who wishes to engage in mentoring external to the Trust.

Clinical Supervision will be provided by the Medical and/or Clinical Lead. Operational Supervision will be provided by the Secure Services Community Lead.

## **8. Teaching and training**

### **8.1. Post Graduate Training**

The Trust runs a successful Core training programme in psychiatry with 16 trainees rotating through various sub-specialties across the East Riding of Yorkshire and NE Lincolnshire Rotation. The scheme is fully approved by the Royal College of Psychiatrists.

Core trainees attend the preparation course at the University of Leeds for one day a fortnight during the academic year, and actively participate in the Wednesday morning local teaching programme which includes invited speakers as well as journal clubs. Consultants are encouraged to attend to support their trainees and to promote their own continuing professional development. Trainees gain experience of psychotherapy under the guidance of Psychotherapy tutors and supervising psychologists. They will also attain ECT competencies during the first 3 years of their training.

There are a number of higher trainees (ST 4-6) across the Trust's services, including CAMHS, Forensics, Learning disability, General adult and Older people services. Higher trainees can also choose to undertake special interest in niche areas, such as Substance misuse, perinatal psychiatry or PICU. In addition, the Trust also trains GP trainees and Foundation Doctors. The post holder will need to be registered/trained by the Deanery as an Educational Supervisor for Core, Foundation and GP trainees. To support training orchestration and trainees,





the Trust has dedicated members within the department of medical education; including Director of medical education, Head of Medical Education & Medical Directorate Business, College Tutor, Higher training tutor, psychotherapy tutors, IMG champion and Guardian of safe working. Dr Soraya Mayet is the Director of Medical Education for the Trust, and Dr Doug Ma is the College Tutor.

The Knowledge Management and Library Services work in partnership with the Libraries of Hull Royal Infirmary, Castle Hill Hospital and the local NHS Commissioners. All staff are entitled to full membership of these libraries and also to membership of Brynmor Jones Library, University of Hull. The Librarian provides inter-library loans, current awareness service, mediated literature searches and guidance in 'information retrieval skills'.

The Trust emphatically support additional personal development and CPDs. Appropriate and approved course can be claims through the relevant study leave process. The Trust also holds an active account with Andre Sims and MIAD, where a number of useful courses including S12/ AC status, communications skills and leadership masterclasses, and many more can be discovered.

## **8.2. Undergraduate Medical Teaching**

The Trust is a Teaching Trust and therefore considers the active participation of consultant and other medical staff in teaching and training to be part of core activities. Not all consultants will have regular and substantial teaching commitments but all will be involved in related activities from time to time. It is therefore expected that all consultants will be familiar with the principles of effective teaching and will enable the service and colleagues to fulfil their obligations to learn and teach about effective care.

Our Trust is an active partner of the Hull York Medical School (HYMS) for teaching medical undergraduates and all consultant medical staff are expected to participate to the level agreed within their service.

Where it is agreed by the Associate Director of Clinical Studies (ADoCS), and Clinical Director that the post holder will be significantly involved in delivering undergraduate medical teaching, the following requirements have been agreed with Hull York Medical School:

In accordance with its Policy on Honorary Titles, the Hull York Medical School will award the title of Honorary Senior Lecturer to the Consultant appointed to the role in recognition of their willingness to participate in undergraduate teaching in support of these arrangements. The honorary title will be awarded for a period of 5 years and renewable thereafter as appropriate.

This honorary title will entitle the consultant to request access to the Hull York Medical School, and University premises and facilities, including the use of the Medical School's IT systems and the Universities' library services.

In accepting the role, the appointee will undertake to satisfy the criteria for the award of an Honorary University title, which will include:



- a) Contribution to teaching and assessment (including examinations) of medical students as agreed with the Associate Medical Director and Associate Director of Clinical Studies (ADoCS).
- b) Attend the Hull York Medical School tutor induction course or equivalent within the first 2 years (not required for renewals).
- c) Show a commitment to learning and teaching by having attended at least 2 relevant courses over 5 years (as identified on an individual basis and as relevant in that particular field). This may include, for example, training in lecturing, student assessment or, peer reviewing.
- d) Participate in peer reviews or a similar review of teaching, as advised by the Trust Associate Director of Clinical Studies (ADoCS)."

## 9. Research

Humber Teaching NHS Foundation Trust has a well-established Research Department which sits within the Medical Directorate and is managed by the Assistant Director Research & Development. Our Trust recognises the importance of investing in research, enabling our staff to learn and grow and our community to participate in healthcare improvement. As a research-active Trust we work with local, national and international research experts and evaluate innovative healthcare interventions.

We are partners in the National Institute for Health and Social Care Research Clinical Research Network ((NIHR CRN) for Yorkshire and Humber and can support you with various opportunities, including taking on local Principal Investigator roles in research projects, with support from our research team as required, or even leading on and generating research as a Chief Investigator in your own right. The Trust has been very successful in recruiting participants for various NIHR 'Portfolio' studies and has a team of researchers who promote, facilitate and support these studies in collaboration with clinicians. Links have been established with various higher education institutions and new ones are being formed for future collaboration on research studies.

Our Research Conference is a sell-out event each year. In 2022 over 460 people registered, from a huge range of organisations and professional groups. Speakers covered a wide variety of topics, from many different specialties and varied professions.

We view research as a core component of our clinical services, enhancing our offer to those who access our services, but also making Humber Teaching NHS Foundation Trust an excellent place for staff to work, learn and innovate. Our Research team welcome contact from practitioners who are interested in getting involved in research.

A research strategy, approved by the Trust's Board, is in place and includes the following priorities:

1. Research embedded as a core component of clinical services
2. Enhanced community involvement and awareness
3. Growing our strategic research presence and impact

## **10. Mental Health Act and Responsible Clinician Approval**

The post holder will be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12 (2) MHA and will be expected to renew the approval according to agreed procedures.

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

- There is a dedicated office available within The Humber Centre. The Trust complies with the College guidance on office accommodation as stated in College's position statement PS06/2016
- Within the Department there are 3 WTE (37.5hrs) Band 3 secretarial posts shared between 6 Consultants.
- The post holder will be provided with a personal computer which will be networked with the Trust's information systems. Smart phone will also be provided.
- The Trust Health Informatics Service provides access to training and direct support in relation to information technology. A full range of infra-structure services are also available within the trust to support the post holder and the service.
- There is a team of medical secretaries and administrative staff within the Secretarial Support Unit, which aims to provide a flexible and consistent level of cover. The team will provide support to this consultant post and others, such that the post holder will have a named person(s) to whom to relate, but that others will also provide assistance based at the Humber Centre.

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

You will be required to provide medical leadership to the Community Forensic Team and carry a personal caseload of approximately 50-60 patients, depending on complexity. Other members of the SCFT will be allocated as care coordinator to patients and you will be supported by a full MDT (including psychology, peer support, social work, OT and nursing).

You will be responsible for the assessment and management of these patients, and for associated work, such as reporting to the Ministry of Justice, attending Tribunals and MAPPA panels.

You will be expected to participate in the multidisciplinary assessment of referrals into the SCFT, averaging 1-2 referrals monthly, and to provide supervision to multidisciplinary colleagues for those assessments you are not directly undertaking.

You will also be expected to participate in the forensic on call rota (non-resident 1 in 6 or 7).

The Trust adopts a 'hybrid policy' to remote working. This will be supported where appropriate, though this post will clearly require face to face contact with patients.

### **13. Training Duties**

The consultant will contribute to postgraduate teaching and supervision of junior doctors and will be encouraged to participate in the training of other disciplines.

To provide appropriate professional supervision, clinical leadership and management of junior medical staff and to support their training needs and professional development. The post holder will be encouraged to acquire ST4-6/Specialist Registrar Trainer status, in order that specialist trainees might benefit from the training opportunities of the post. The appointee will be encouraged to participate in undergraduate teaching of Hull/York Medical School students (H.Y.M.S.). Opportunities to provide additional teaching may be available subject to job planning.

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

Each consultant is responsible for the management of their practice. This includes the supervision, appraisal performance management and discipline of junior doctors who are attached to them. Doctors are expected to cooperate in using the best available evidence and up to date guidelines in order to achieve best clinical practice and cost-effective care. All consultants are required to participate in the agreed clinical governance agenda, which includes clinical audit. An established programme of continuous quality improvement including clinical audit exists within the Adult Mental Health service and the appointee will be expected to participate in this.

HTFT staff must be aware of the individual professional responsibilities to develop their practice and deliver care through a clinical governance framework, i.e., Continuing Professional Development, Audit and Supervision.

All staff should understand the role of the national agendas and systems for improving quality of care provision (National Service Frameworks, strategies, National Institute for Clinical Effectiveness, Strategic Health Improvement).

### **15. Quality improvement**

Consultants are encouraged to promote and participate in Quality Improvement which includes:

- To lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.
- To utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- To support the empowerment of the team to resolve local issues on a daily basis using the tools and methods of quality improvement without staff having to seek permission.
- To promote awareness and understanding of quality improvement, and share learning and successes from quality improvement work.

## **16. General duties**

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competencies under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- 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.

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

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

## **18. Other duties**

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

## **19. Work programme**

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the Clinical Manager 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 associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

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

- The post holder will be expected to participate in emergency cross cover arrangements with the other Consultant colleagues in the Forensic Service.
- To provide short term cover for authorised periods of absence from duty of Consultant colleagues.
- To participate in the Forensic Consultant 'on-call' rota for Humber Teaching NHS Trust which is currently 1:6 and will become 1:7 following appointment to this post (assessed as category A intensity). This will be pro-rata. First on-call is provided by one of three junior doctors' rotas.

## **21. Equality, Equity, Diversity, and Inclusion**

The Humber Teaching NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity. This also goes as far as recognising that we do not all start from the same place and must acknowledge and make adjustments to such imbalances to ensure both fairness and social justice.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. Because of this the Humber Teaching NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

## **22. Wellbeing**

- The Occupational Health Service is an independent confidential service that provides an impartial advisory service to both employers and employees. The OH service provides advice on health effects on work and work effects on health which is both independent and fair, recognising the needs of the employers and the rights of employees. The post holder can self-refer or be referred through their manager for Physiotherapy Services, Wellbeing Services and Health Services; offering blood pressure checks, flu jabs, general health and advice. The post holder will have access to a 24 hour employee assistance service, which provides free Counselling, CBT and Wellbeing resources, including face to face, online and legal and financial support. Information relating to OH and employee assistance will be disseminated at Induction and regularly

when in post to ensure the post holder has timely access to the details whilst seeking help if necessary.

The post holder will have access to Humber Teaching NHS Foundation Trust, Occupational Health (OH) Department, based at Skidby House, Willerby Hill Business Park, Beverley Road, Willerby, HU10 6ED; Telephone: 01482 389335 / 01482 389333; Email: [hnftr.occupationalhealthdepartment@nhs.net](mailto:hnftr.occupationalhealthdepartment@nhs.net)

- The Trust has proactive local organisational systems to support doctors' wellbeing following Serious Incidents and Significant Events that involve patients in their care.
- The Trust identifies that Job Planning is a professional as well as contractual obligation for consultants, and employers. Regular reviews of the efficient and effective use of consultant's time are critical during a busy period. When there are changes in the pre-agreed workloads, for example, unexpected cover of a different unit/service outside of the casual cross-cover arrangement, a timely job planning review will be arranged with the line manager before cover starts. This will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A suitable job plan adjustment will be agreed if a new working arrangement is to proceed.
- The Trust invests in staff health and wellbeing and actively supports and encourages a good work-life balance. Peer group arrangements are in place for each specialty and Balint groups take place on a regular basis led by a consultant. There are arrangements in place for staff to have individual risk assessment with regards to covid, the use PPE and working arrangements including support for remote working if required.
- The Trust will provide support for postholders specifically focussing on individualised risk assessment and adjustments to facilitate remote working where required and in the event of future outbreaks/pandemics.

### **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. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

### **24. Leave**

The post-holder is entitled annual leave in line with Consultants National Terms and Conditions of Service and 30 days study leave over three years. The leave entitlements of consultants in regular appointment are additional to eight public holidays and two statutory holidays or days in lieu thereof.

### **Visiting arrangements (key contact numbers, trust website etc.)**

Applicants are encouraged to visit the Trust. Further information and visits can be arranged through:

**Michele Moran**  
Chief Executive

Tel: 01482 389107

**Dr Kwame Fofie**  
Medical Director

Tel: 01482 301701

**Bekki Whisker**  
Clinical Lead  
Mental Health Services

Tel: 01482 336224

### **Website**

The website for HFT is [www.humber.nhs.uk](http://www.humber.nhs.uk)

The website for MHARG is <https://www.york.ac.uk/healthsciences/research/mental-health/>



Suggested Draft Timetable:

Day	Time	Location	Work	Categorisation	No of PAs
Monday	09.00 - 13.00	The Humber Centre	Referral / Allocation Meeting Admin Supervision of staff, grade Doctor Forensic Consultants Meeting	DCC	1
	13.00 - 17.00	The Humber Centre	Clinical Network Meeting (monthly) Business Meeting (monthly) Governance meetings (monthly)	DCC	1
Tuesday	09.00 - 13.00	Community team/Humber centre	SCFT MDT	DCC	1
	13.00 - 17.00	Community team/Humber centre	Community Team SCFT formulation meetings (monthly) Admin, MHRT, Patient Reviews CPA, Risk reviews, home visits	SPA DCC	0.5 0.5
Wednesday	09.00 - 13.00	Lecture Theatre, Trust HQ	CPD – local and regional teaching programmes (including Quality Network)	SPA	1
	13.00 - 17.00	The Humber Centre	Supporting professional activities – Audit, Research Business Meeting (monthly)	DCC	1
Thursday	09.00 - 13.00	Trust HQ	Trust wide Medical Staff Meeting (monthly) Trust Wide Consultants Forum (quarterly) Admin	SPA	1
	13.00 - 17.00	Venue TBC	Supervision of junior doctors/trainee Admin, Assessments, MHRTs	DCC	1
Friday	09.00 - 13.00	Community team/Humber centre	Flexible – Admin, Assessments, MHRTs	DCC	1
	13.00 - 17.00	Community team/Humber centre	Flexible – Admin, Assessments, MHRTs	DCC	1
Additional agreed activity to be worked flexibly					
Predictable Emergency On-Call Work					
Unpredictable Emergency On-Call Work					
TOTAL PAs					10



## Appendix 1: person specification/selection criteria for consultant

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

### Person Specification

<b>Department: Forensic</b>	<b>Post No: xxxxxxxxxxxxxxxxxxx</b>	<b>Job Title – Consultant Forensic Psychiatrist, Forensic Services Specialist community forensic team</b>	<b>Hours (Full Time) 10Pas</b>
<b>Shortlist Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>How measured during recruitment and selection process</b>
Experience	Experience of psychiatric practice in a range of settings Evidence of commitment to undergraduate and postgraduate teaching Evidence of experience in medical audit or QIP and understanding principles of clinical governance	Demonstrate interest to teach staff in other specialities/ agencies/professions Experience of working within custodial settings  Experience of working within Forensic Secure Services and or forensic community teams	Check application form  Check at interview  Documentary Evidence



Education/Training/Skills.	<p>Basic Medical Qualification</p> <p>Approved Clinician status or Section 12 Approval</p> <p>Applicants must be included on the GMC's Specialist Register or Specialist Registrars within 6 months of completing their CCT</p> <p>Full Registration with the GMC</p> <p>Ability to supervise junior staff</p> <p>Evidence of ability to take a leadership role within a multidisciplinary team</p> <p>Demonstrate commitment to a collaborative model of multidisciplinary and multi-agency working</p>	<p>MRCPsych</p> <p>Willingness in due course to become an ST4-6 trainer</p>	<p>Check application form</p> <p>Check at interview</p> <p>Documentary Evidence</p>
Personal Qualities	<p>Commitment to personal professional development</p> <p>Excellent written &amp; verbal communication skills</p> <p>Excellent organisational skills</p> <p>Ability to demonstrate diplomacy at all times</p>		<p>Check application form</p> <p>Check at interview</p> <p>Check references</p>
Working arrangements and Flexibility	<p>Ability to commute effectively within the Trusts geographical area</p>		<p>Check application form</p>



	Ability to work flexibility within the needs of the service		Check at interview Check references
--	---	--	--