

# PROGRESS *your* CAREER



## **Havering Home Treatment Team Adult Consultant Psychiatrist 10 Programmed Activities (10 PAs)**

### **Job Description and Person Specification**

Royal College of Psychiatrists approval details:  
Pending



# Job Description

**JOB TITLE:** General Adult Consultant Psychiatrist – Havering Home Treatment Team  
**CONTRACT:** 10 Programmed Activities (10 PAs)  
 Substantive or Fixed Term (as preferred)  
 Flexible working available – including job share, part-time, remote sessions considered  
**BASE:** Tantallon House, Goodmayes Hospital, Barley Lane, Ilford, IG3 8XJ

## KEY RELATIONSHIPS:

Role	Staff member
Associate Medical Director for Acute and Rehabilitation Directorate (ARD)	Yasmin Sultana and Yashavanth Bangalore
ARD Integrated Care Director	Marion Reilly
ARD Deputy Director	Astrid Duminy
Chief Medical Officer for NELFT	Caroline Allum
Medical Directors in NELFT	Sarah Dracass, Helene Brown and Vincent Perry
Director of Nursing for ARD	Kathy Swanzy Derben
Deputy Director of Nursing for Quality Patients/Carers/ coproduction Groups	Newblow Jaya

## Post and Specialty:

This post is for a Consultant Adult Psychiatrist in the Havering Home Treatment Team (HHTT), based at Tantallon House, Goodmayes Hospital and working into the Havering borough of London to provide home treatment for mental health patients in crisis.

The role combines clinical leadership, direct patient care and collaboration across the care pathway for mental health patients experiencing a crisis in their mental health.

In the course of your work, you will help shape service development, support staff and champion the Trust values of **kindness, respect, and partnership with communities**.

### 1.1 Job Title: General Adult Consultant Psychiatrist – Havering Home Treatment Team

This is one of two full-time posts for a General Adult Consultant Psychiatrist in a well-established Home Treatment service with an excellent, stable and well-resourced multidisciplinary team.

This is a full-time substantive post and we would consider flexible working, job share or fixed term if preferred. It is a post with 10 Programmed Activities (PAs) with 7.5 Direct Clinical Contact activities (DCC) and 2.5 Supporting Professional Activities (SPAs).

#### Rationale for post:

This is a well-established post. The previous consultant left to work closer to home and we have had significant transformation since that time with the addition of an additional full time consultant post to the

team. Both posts are currently vacant, with long term locum cover and we wish to recruit substantively to this post as soon as possible.

On-call responsibilities:

The postholder will be part of the Senior Psychiatrist on-call rota covering out of hours for Mental Health Services in NELFT. The on-call covers Adult and Older Adult services. This is currently a 1:50 rota with a 3% Category A salary supplement. The Trust also has a Daytime (9am-5pm) Section 136 rota with an approximate frequency of 1 day every 3 months, with all Section 12 approved doctors expected to take a lead on emergency Mental Health Act assessments in the Section 136 suite on the Goodmayes site.

Accountability:

The postholder will be professionally accountable to the Chief Medical Officer via the Associate Medical Director for ARD and operationally accountable to both the Associate Medical Director (currently a split post between Yasmin Sultana and Yashavanth) and the Integrated Care Director for ARD (currently Marion Reilly) and ultimately the Chief Executive Officer (Paul Calaminus).

## 1.2 Main responsibilities

The post holder will be a Consultant Psychiatrist committed to establishing a culture of care and collaborative working in the team. You will work as part of a multidisciplinary team and provide direct input to clinical cases. You will be expected to provide clinical leadership and supervision to the team, work directly with adult patients in mental health crisis in the community, and their families and liaise as appropriate with inpatient and other community consultant psychiatrists. You will also develop the links with the whole mental health pathway and primary care networks in Havering to continually improve our services.

Havering Home Treatment Team (Havering HTT) is one of four general adult HTTs in NELFT. The aim of the service is to provide an alternative to hospital admission for people experiencing a mental health crisis, and to facilitate the early discharge of psychiatric inpatients. The service provides a rapid response, intensive home-based mental health service to working age adults and together with our Integrated Crisis Assessment Hub provides a Mental Health crisis function 24 hours, 7 days per week for adults residing in Havering.

The two team consultant psychiatrists will share responsibility for supervision arrangements for the doctors in the Havering Home Treatment Team.

The Medical staffing on the team consists of:

- 2 whole time equivalent (wte) Consultant
- 2 wte SAS Doctor
- 0.5 wte Core/GP Trainee

### General Duties

- Organise and prioritise own and team workload in line with Trust protocols.
- Ensure effective clinical and team-level risk management.

### Training & Supervision

- Provide clinical supervision and education to team doctors, promoting high standards of care.
- Maintain personal professional development and support a culture of lifelong learning.
- Undertake regular appraisal and maintain a personal development plan.
- Facilitate integration of new staff and support team-wide training initiatives.

### Education

- Deliver in-service teaching to medical students, trainees, and multidisciplinary team members.

### Administration

- Complete all patient-related administrative tasks accurately and promptly.
- Use the Trust's electronic case record system effectively.

### Management

- Collaborate with the team manager and senior colleagues to ensure safe, high-quality care through clinical governance.
- Act as line manager for resident doctors.

### Leadership

- Contribute to service development, business planning, and clinical leadership within the service and directorate.
- Demonstrate leadership to foster effective teamwork and positive relationships across the Trust.
- Promote integrated care and a supportive team culture.
- Participate in Trust-wide mental health strategy and advocate for co-production in service development.
- Share knowledge and best practice based on current research and evidence.

### Communication

- Communicate effectively with colleagues, senior managers, and clinical leads.
- Convey complex patient information clearly to support collaborative decision-making.

## 1.3 Provisional Job Plan

### Specimen Timetable:

	AM	Type of Activity	PM	Type of Activity
Monday	MDT Meeting Patient Assessments at base	DCC	Audit and QI	SPA
Tuesday	Home Assessments	DCC	Clinical Administration	DCC
Wednesday	Pt reviews	DCC	SPA activity & CPD	SPA
Thursday	Home Assessments / reviews	DCC	Supervision (SAS/CT) Clinical administration	DCC
Friday	MDT Meeting	DCC	Emergency reviews SPA activity	DCC / SPA

The final Job Plan (within the terms of the New Consultant Contract) will be agreed with the Associate Medical Director (AMD) after a period of induction after commencing the post. The post holder should recognise that the job will evolve as teams develop, and the post holder should be willing to adapt to change when this becomes necessary. The typical split in DCC to SPA is 7.5 to 2.5.

The postholder will at a minimum, have annual Job Planning with the Associate Medical Director. Timely job plan review will take place with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload). The postholder's Personal Development Plan (PDP) from their last annual appraisal will form part of this process. The Trust's requirements will also form part of the job planning process.

#### **1.4 Office, Admin, and IT Facilities**

The post holder will have access to a designated Consultant's office (shared with the other Consultants from the other Home Treatment Teams) at Maggie Lillie building, Goodmayes Hospital, Barley Lane, Ilford, IG3 8XJ. Assessment rooms are available in Tantallon House for private discussions. Ample parking is available at base. There is dedicated administrative support from the medical administrators (1 wte medical secretary).

#### **1.5 Other aspects of the post:**

##### **Appraisal & Revalidation**

Annual appraisal is required under Trust policy and GMC guidelines. NELFT is the Designated Body for revalidation, with the Chief Medical Officer as Responsible Officer while we are out to recruit a dedicated Responsible Officer.

##### **Registration**

You must hold GMC registration, licence to practise, Approved Clinician status, and CCT (or equivalent). Maintaining up-to-date training and registration is expected.

##### **Continuous Professional Development (CPD)**

CPD is supported through job plans, free Royal College eLearning, local academic programmes, and monthly CPD sessions. The post holder is encouraged to be registered for CPD with the Royal College of Psychiatrists and there is an expectation to remain in good standing for CPD. The post holder will be expected to become part of a CPD Peer Group to discuss and reflect on clinical cases and to provide support in achieving their Personal Development Plan.

##### **Supporting Professional Activities (SPAs)**

Up to 2.5 PAs per week for SPAs (e.g., QI projects, service development, supervision, teaching).

##### **Medical Education Department:**

Our Medical Education Department, led by Dr Shirin Mishra (Director of Medical Education), supports training across all levels. The team includes three postgraduate tutors, two medical fellows, one nurse fellow, and roles such as Simulation Training Lead and Supported Return to Training Champion. Consultants have many opportunities to contribute and develop educational interests. Several of our consultants act as Educational Supervisors.

We deliver undergraduate and postgraduate education in partnership with Health Education North Central and East London (HENCEL), Health Education East of England (HE EOE), and University College London Partners (UCLP).

Our trainees range from Foundation Year doctors to Higher Specialist trainees in psychiatry, paediatrics, geriatrics, and audio-vestibular medicine. We also provide placements for medical students from Barts & The London School of Medicine and Dentistry and University College London, with opportunities for bedside teaching and formal lectures.

### **Study Leave & Allowance**

Up to 10 days per year (or 30 over 3 years) and £1,000 annually (£3,000 over 3 years).

### **Research & Development**

Research is optional but encouraged. NELFT offers academic supervision, training, and funding opportunities, with strong R&D infrastructure and NIHR trial leadership. The Trust Research and Development Department is headed by Dr Russell Razzaque.

### **Library & Education Resources**

Access to Aubrey Keep Library and Medical Education Department for teaching and learning opportunities, including undergraduate and postgraduate programmes.

### **Mentoring**

Optional access to trained mentors within the Trust.

### **Leave & Cross-Cover**

32 days annual leave (34 after 7 years), plus study leave. Cross-cover arrangements apply between the two Consultants in the team and if necessary neighbouring teams.

### **Audit/Quality Improvement (QI):**

The post holder will be expected to support a culture of continuous improvement by utilising a Quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology. High quality clinical leadership should empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission. Dr Stephen O'Connor is the Associate Medical Director for Quality Improvement and our Director for Quality Improvement is Mirek Skrypak.

### **External Duties:**

The Trust supports consultants to take up and carry out external duties i.e., Royal College roles, HEE roles, within the context of job planning.

### **The post holder is required to:**

- Work in accordance with Trust policies and guidelines.
- Always adhere to the Trust Information Security Policy, in particular ensuring that there are no breaches of confidentiality because of your actions.
- Carry out other duties commensurate with the grade as directed.

### **2:1 Acute and Rehabilitation Directorate (ARD)**

The Acute and Rehabilitation Directorate forms one of the 7 Directorates in NELFT. It is mainly a mental health directorate, however there are some crisis community health services and an Intermediate Care unit for the rehabilitation of the elderly by our geriatric services.

The main purpose of ARD is to manage mental health patients who are in acute crises, and cannot be safely managed in the community without additional support. Most of ARD's activity takes place on the Goodmayes Hospital site, which is at Barley Lane, Ilford, IG3 8XJ. Goodmayes is also adjacent to King George Hospital, which is one of the local acute hospitals.

ARD has a culture of continual learning and in implementing a Culture of Care initiative to improve patient experience of care and safety on our wards and across our services. We are actively pursuing recruitment to new roles including Multi-professional Approved Clinicians and we are implementing a program of compassionate and collaborative leadership across the organisation.

## 2.2 Directorate Composition:

ARD hosts an all-age Mental Health Crisis pathway which includes: Inpatient services, Psychiatric Liaison teams, HTTs, and the Integrated Crisis Assessment Hub (ICAH). We also have three Section 136 suites based at Sunflowers Court.

**Within ARD there are 7 Home Treatment Teams (HTTs). They are:**

Team	Consultant
Havering HTT	Dr Puran Madan (locum) Dr Muideen Adebisi (locum)
Barking & Dagenham HTT	Dr Yashavanth Bangalore Dr Vibha shah
Redbridge HTT	Dr Olusola Aina (locum) Dr Mohammad Bhenick (locum)
Waltham Forest HTT	Dr Rose Mbah-Maduabueke (locum) Dr Rehan Khan (locum)
Older Adults HTT	Dr Tanveer Islam
Children & Young people	Dr Leon Wehncke Vacancy
Intellectual Disabilities Intensive Support Team (IST)	Dr Romuald Pitera

**Wards within ARD:**

Adult	Consultant
Picasso Female: Waltham Forest /Redbridge 20 beds	Dr Mohamed Sesay (locum)
Ogura Male: Redbridge 20 beds	Dr Bardhan Jung Shah
Monet Male: Waltham Forest 20 beds	Dr Ken Anakwue
Kahlo Female: Havering 19 beds	Dr Olufunke Otuwehinmi
Turner Male: Havering 20 beds	Dr Haitham Islam
Knight Female: Barking and Dagenham 21 beds	Dr Yasmin Sultana
Rodney Male: Barking and Dagenham 12 beds	Dr Yadanar Oo
Titian Male PICU 15 beds	Dr Jude Ezeonwuka
Morris Male Low Secure 15 beds	Dr Emmanuel Okoro
Older Adult	
Cook Female: Goodmayes 20 beds	Dr Essam Kamel (locum)
Stage Male: Goodmayes 10 beds	Dr Sukran Altan (locum)
Woodbury Mixed: based at Whipps Cross 21 beds	Dr Akshith Shetty
Children and Young People	
Brookside Mixed 15 beds	Vacant locum tbc Dr Leon Wehncke

The Inpatient and Acute directorate also has an ECT department, which provides electroconvulsive therapy 2 days a week.

The forensic consultant psychiatrist working on the Low Secure Unit provides forensic assessments and opinions to the inpatient wards and we have a Forensic Psychology Service to support the acute wards and community services with forensic assessments and treatment.

The 4 Community Directorates (Havering, Barking & Dagenham, Redbridge, and Waltham Forest) all have the following services:

- Mental Health and Wellness Teams for Adults
- Community mental health teams and Memory Services for Older Adults
- Early Intervention in Psychosis teams (for younger patients with first episode psychosis)
- Community Child and Adolescent Services
- Community Learning Disability Services

NELFT provides a psychiatric liaison service to Queens Hospital A&E (Romford), King George Hospital A&E (Ilford) and Whipps Cross Hospital A&E (Leytonstone). NELFT also has a Trust-wide Eating Disorder service, Perinatal services, and a specialist Personality Disorder service (IMPART).

### 2.3 Leadership

Each Operational Directorate is lead by an Intergated Care Director (ICD), an Associate Medical Director (AMD), a Director Psychological professions, a Director of Allied Health Professionals and a Director of Nursing (DoN).

### 2.4 Havering Home treatment Team

The London Borough of Havering is the 3<sup>rd</sup> largest borough in London (43 miles) and contains 18 electoral wards. It is mainly characterised by suburban development, with almost half of the area dedicated to open green space. The principal town (Romford) is densely populated and is an area of major metropolitan retail and night-time entertainment. The southern part of Havering is within the London Riverside section of the Thames Gateway redevelopment area and will be an area of increasing development and population change. Havering is a relatively affluent local authority but there are pockets of deprivation to the north and south of the borough.

The estimated population of the London Borough of Havering is 249,085. It has the oldest population in London with a median age of approximately 40 years old. The population has increased year on year from 2002, with a 10.7% increase from 2002 to 2015. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females. Havering is one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British, higher than both London and England. About 90% of the borough population were born in the United Kingdom. It is projected that the Black African population will increase from 4.0% in 2016 to 5.2% of the Havering population in 2031. About 18% of working age people living in Havering disclosed that they have a disability or long-term illness.

Havering Home Treatment Team provides an alternative to hospital admission to people experiencing a mental health crisis and can facilitate the early discharge of psychiatric inpatients.

The team offers rapid, intensive home-based care across Redbridge, operating 24/7 in collaboration with Psychiatric Liaison and ICAH.

It delivers assessment and treatment in patients' homes wherever possible, aiming to resolve crises quickly and avoid admission, using the least restrictive care. If home management is not feasible, inpatient care is arranged. Interventions address mental health, psychological, and social factors contributing to the crisis.

Referrals come from A&E (eg. Queens Hospital), Community Mental Health Wellness Teams, Early Intervention in Psychosis, police via Section 136, and ICAH. The team also facilitates early discharge, working closely with the Redbridge inpatient wards and attending daily handovers to identify patients suitable for community care.

	<b>Redbridge HTT</b>
Caseload	55 -75 (post covers half of these)
Weekly referral rate	15 - 17
Monthly referrals	60
Average length of stay	22 days
% patient subject to MHA	10%
% patients seen at home	80%
% patients seen at Team base	20%

Medical reviews will usually take place within the patient's home environment, with the facility for some reviews to take place at base or in other community resources. The caseload of the team currently varies between 55 and 75. The average monthly referral rate to the team is 60 per month. The average length of stay target is 22 days (with a wide variation depending on patient recovery). On average each consultant will do 4 - 6 assessments per week requiring senior input.

The Home Treatment Teams works closely with the Intergraded Crisis Assessment Hub (ICAH). This Trust wide team includes members of each Home Treatment Team who work on a rota basis. ICAH operates 24 hours a day, 7 days a week. The team will screen referrals received by the Home Treatment Team and do initial assessments. They then refer to the appropriate agencies for further management and treatment.

There is also an Extended Duty Team (EDT), which consists of Approved Mental Health Professionals (Social workers) who works after-hours, mainly dealing with Mental Health Act assessments and Adult Social care needs.

#### **Having Home Treatment Team composition:**

<b>Consultants</b>	2wte
<b>Specialty Doctor</b>	2wte
<b>Resident Trainee</b>	0.5 wte
<b>Medical Secretary</b>	1wte
<b>Team Manager</b>	1wte
<b>Clinical Lead</b>	2wte
<b>Psychiatry Nurses</b>	14wte
<b>Occupational Therapist</b>	1wte
<b>Social Worker</b>	1wte
<b>Psychologist</b>	0.6wte
<b>Health Care Support Workers</b>	4wte

### 3.1 NELFT Profile

NELFT provides award winning community and mental healthcare for over 4.9 million people across 2,914 square miles of parts of Kent, Essex and North East London.

We work with our patients and their communities to meet health needs. With an excellent reputation for research and development, and quality improvement, our skilled health professionals are at the cutting edge of evidence-based innovation, opening up the possibilities for better ways of working and delivery of high quality care. Our journey includes service development in coproduction with people who use our services and we are an early adopter of the Patient and Carer Race Equality Framework.

We employ over 6,500 staff and operate with an annual budget of more than £490 million in order to deliver the best care by the best people across the communities we serve.

We take pride in our achievements in the Workforce Related Equality Standard (WRES) and have an active Global Majority Network (GMN) for our staff. We also have several other networks, all of which make a vital contribution to our vibrant and inclusive organisation.

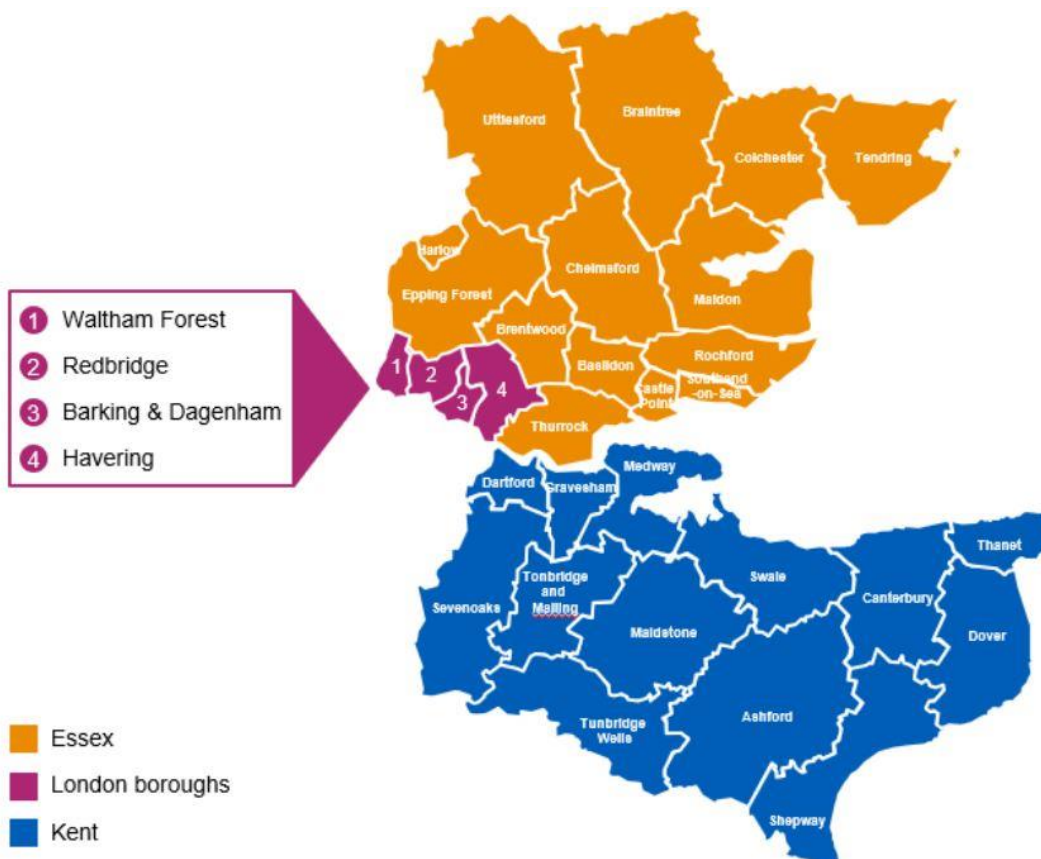
We are in the top 10 most improved Trusts in the NHS National Staff Survey, with all ten elements measured in the top quartile of results (2020), and we are in the top four organisations in London for the 2021 NHS National Staff Survey.

Our staff are incredibly important to us, and we have focused on ensuring that our staff are well supported. We have developed numerous initiatives across the Trust supporting staff wellbeing (e.g., self-care, work-life balance, stress management, coaching/mentoring) and individuals are encouraged to complete a Personal Wellbeing Plan. Staff members have access to a wide range of benefits which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits. Teams can also access wellbeing support sessions where required.

Our Quality Improvement team have trained more than 325 facilitators and 30 mentors in Institute of Healthcare Improvement (IHI) methodology, and we are using QI as the way to drive better services for patients and staff across the organisation. Our commitment to Quality is strong and our journey of improvement ongoing.

We know that Clinical Leadership is key in delivering safe and effective services and the Trust has invested in clinical leadership across all clinical specialities, with £2.4 million earmarked over a three-year period. We have already recruited to many different Clinical Leadership posts to ensure all our services are clinically led and operationally enabled.

We have numerous accreditations across our services and are currently rolling out the AIMS program across our adult acute inpatient units, which is an exciting and patient focussed program.



Our mental health services include:

- Specialist inpatient and community-based treatment and care for people experiencing acute mental illness
- Help for children and young people with emotional, behavioural or mental health difficulties
- Care for people with dementia
- Specialist community eating disorder teams
- Specialist community perinatal teams
- Specialist community personality disorder teams
- Support for people with problems associated with drug and alcohol misuse

Our community services are provided in clinics, hospitals and in people's own homes, and include:

- Care and support for people living with long term conditions such as diabetes
- Speech and language therapy
- Health visiting, district and school nursing
- Specialist community paediatric therapy and nursing services

We actively sought to develop our stakeholder partnerships locally and are fully engaged in the development of Primary Care Networks, Sustainable Transformation Projects, and Integrated Care Systems. This is led locally by the Integrated Care Directorate leadership teams to ensure that the needs of our local populations are met. Partnership work with our governors, people using our services, and our staff is also critical in maintaining momentum and energy for the changes that the future of public services will demand.

Benchmarking of our services and their performance has proved that we are often leading the field. Our focus on high quality and value for money means we are able to play a key role in supporting the local health economy to provide integrated healthcare services for local people.

#### **Area demographics:**

Area	Total Population	CYP	Adult	Older Adult
Barking & Dagenham	214,107	58,551	135,749	19,807
Essex	1,800,000	359,000	1,100,000	367,000
Havering	260,651	53,208	160,925	46,518
Kent	1,900,000	367,000	1,100,000	364,000
Redbridge	305,658	76,447	189,938	39,273
Waltham Forest	277,000	66,750	180,250	29,980

For more information on local demographics, please use the following links:

[Population and demographic data | LBBD](#)

[Essex population stats in maps and graphs. \(plumplot.co.uk\)](#)

<http://www.haveringdata.net>

[Kent population stats in maps and graphs. \(plumplot.co.uk\)](#)

[Redbridge \(Borough, Greater London, United Kingdom\) - Population Statistics, Charts, Map and Location \(citypopulation.de\)](#)

[Statistics about the borough | Waltham Forest Council](#)

### 3.2 Trust & Medical Management Structure

#### Our Trust Board

The Trust Board is made up of executive and non-executive directors. They work together to set the strategic direction and priorities for our organisation. They are held to account by our Council of Governors.

The executive directors are also part of our wider Executive Management Team, which is responsible for the day-to-day running of the Trust. Other members of our Executive Management Team attend board meetings.

Our current Board structure can be found on this page: [Providing care for people in London, Essex, Kent and Medway | NELFT NHS Foundation Trust](#)

#### Medical Management Structure:

Our Chief Medical Officer is Dr Helene Brown, we are actively recruiting a new Responsible Officer. Our Deputy Chief Medical Officers are Dr Sarah Dracass (Mental Health), Dr Manjari Tanwar (Children and Young People ) and we are also recruiting a DCMO for Community physical health.

We currently have 7 operational Associate Medical Directors who lead in each of the directorates, and we have strategic Associate Medical Directors who lead across the organisation to implement best practice in specialist areas.

Our 7 operational directorates include:

- Acute and Rehabilitation Directorate (ARD)
- Barking and Dagenham
- Essex
- Havering
- Kent
- Redbridge
- Waltham Forest

Our 3 strategic Clinical Groups include:

- Children and Young People
- Intellectual Disability and Autism
- Older People and Frailty

## Staff Health and Wellbeing

Managing health and wellbeing is the responsibility of both the employer and the employee. The Trust strives to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing. We will ensure the following is in place to support all staff:

- Local occupational health service for pre-employment and in-employment support is available. Our Occupational Health provider is OHWorks Ltd. Referral will be by their line manager with their consent.
- There is also access to an Employee Assistance Programme (EAP), which offers employees confidential, independent, unbiased information and guidance on a range of emotional, health and social issues. A range of other support services are available to provide emotional wellbeing support of a short- or long-term nature.
- Support for staff following serious incidents is available and teams can access wellbeing support sessions.
- A wide range of local initiatives/resources are provided to promote workforce wellbeing for example: self-care, work-life balance, stress management, coaching/mentoring, and individuals are encouraged to complete a Personal Wellbeing Plan.
- Individuals will have access to a wide range of benefits, which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits.

All staff will be provided with information on how to access these support resources during induction, and regular updates are also communicated in our weekly newsletter.

## Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

## Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

## Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

## Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

## Amendments:

This is a description of the post as it is at present constituted. In consultation with the post holder, periodic reviews will be carried out to ensure that the job description relates to the job being performed and to incorporate any changes being proposed. It is hoped that agreement can be reached to any reasonable

changes. If this is not possible your line manager reserves the right to make changes to the job description in consultation with you.

**Who to contact for informal inquiries:**

**Associate Medical Director: Yashavanth Bangalore** [Yashavanth.Bangalore@nelft.nhs.uk](mailto:Yashavanth.Bangalore@nelft.nhs.uk)

**Deputy Chief Medical Officer: Dr Sarah Dracass** [Sarah.Dracass@nelft.nhs.uk](mailto:Sarah.Dracass@nelft.nhs.uk)

**Medical Staffing:** [medicalstaffinghr@nelft.nhs.uk](mailto:medicalstaffinghr@nelft.nhs.uk)

## Person Specification

	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b>
<b>Qualifications</b>	<p>Inclusion in/eligibility for the Specialist Register in General Adult Psychiatry (or within 6 months of CCT).</p> <p>Approved Clinician status/eligibility</p>	<p>Postgraduate qualification.</p>	<p>Application form and interview.</p>
<b>Knowledge</b>	<p>Comprehensive understanding of biological, psychological, and social determinants of mental health disorders.</p> <p>A range of evidence-based treatment approaches.</p> <p>Awareness of NHS and NELFT strategic priorities and clinical governance.</p>	<p>Understanding of systemic leadership principles.</p> <p>Working knowledge of quality improvement methodology</p>	<p>Application Form Interview</p>
<b>Clinical Skills</b>	<p>Excellent diagnostic and therapeutic skills for adult mental health</p> <p>Strong verbal and written communication.</p> <p>Demonstration of Clinical leadership across various forms of service delivery</p> <p>Competence in diverse cultural contexts and working with interpreters.</p>		<p>Application Form Interview</p>
<b>Leadership &amp; Organisation</b>	<p>Ability to lead multidisciplinary teams and build relationships with partner teams/organisations</p> <p>Ability to manage time and workload effectively.</p>	<p>Experience of leadership through change or service development</p> <p>Experience involving service users in service development and/or quality improvement</p>	<p>Application Form Interview</p>
<b>Teaching</b>	<p>Experience training junior doctors and other professionals.</p>	<p>Experience in multidisciplinary education.</p>	<p>Application Form Interview</p>
<b>Academic Skills</b>	<p>Willingness to engage in research and quality improvement methodology</p>	<p>Research experience and publications.</p>	<p>Application Form Interview</p>
<b>Personal Skills</b>	<p>Enthusiasm, integrity, flexibility, resilience under pressure.</p>		<p>Interview</p>

