

Specialty Doctor in CMHT for Later Life Psychiatry South Gloucestershire 10 PAs Ref: SD009-BNSSG-AS

Pending approval on behalf of the Royal College



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1. Introduction to the Post

Post and specialty:	Specialty doctor in later life psychiatry
Base:	Kingswood Civic Centre, Kingswood, Bristol
Number of programmed activities:	10 PAs per week
Accountable professionally to:	Medical Director
Accountable operationally to:	Consultant Psychiatrist

Context for the role

The trust is seeking a full time specialty doctor to join a lively and thriving CMHT for later life in South Gloucestershire. This post has arisen following the departure of current post holder to relocate to another part of the country.

Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Medical Lead:	Dr Avneet Sharma
Clinical Director:	Dr Eva Dietrich
Operational Manager:	Suzanne Howell
Consultant Psychiatrist:	Dr Sarah Price
Responsible Officer:	Dr Sarah Constantine
ADME for SAS Doctors:	Dr Julie Miller

2. Service Details



Summary of the Post

This is a full time Specialty Doctor post in Old Age Psychiatry working with a Consultant psychiatrist and the South Gloucestershire Community Mental Health Team for Older People, currently based at Kingswood Civic centre. The post will cover the locality of South Gloucestershire which serves a population of approximately 49,500 residents over the age of 65 to the north of Bristol. It includes working mainly in a community and outpatient setting, but also involves close liaison with the inpatient teams based at Southmead hospital and the Bristol Royal infirmary. Its focus is on the management of patients with dementia and/or affective illness.

It is a career grade post and includes one hour per fortnight protected supervision time with the Consultant. Attendance at the weekly postgraduate programme at Kingswood Civic Centre is encouraged. The post provides good opportunities for professional development in Old Age Psychiatry and offers the chance to broaden knowledge and learn new clinical skills. The Old Age Team is well regarded and works in a multi-disciplinary way with good morale.

South Gloucestershire Mental Health Services for Older People:

The Community Mental Health Teams for Older People provides a mental health service for people over the age of 65 in South Gloucestershire. This post will form a core component of the Community Mental Health Team for Older People.

The postholder will work closely with the Consultants in Old Age Psychiatry, Dr Sarah Price. The team includes two part-time Consultants in Old Age Psychiatry in addition to other medical staff, community psychiatric nurses, psychologists, occupational therapist and physiotherapist.

The later life services also include a care home liaison team, a memory team and a newly formed and very successful Dementia enhanced support (DEST) team and the post holder will work closely with all of these teams as well as the CMHT.

Description of CMHT:

The Community Mental Health Team is led by Liz Hammonds, Team Leader. There are close working relationships with the other members of the team and joint assessments are encouraged. The team meets together once a week to allocate referrals and to discuss recent assessments and ongoing management of patients in the community. The team also works very closely with the care home liaison team, the memory team, the DEST team and the intensive support team (IST)

for service users with functional illness, all of which are co-located in the same building. Base: Kingswood Civic Centre

Medical Staff (within this team)

- Dr Sarah Price, Consultant Later life Psychiatrist
- Dr Eva Bowditch, Consultant Later life Psychiatrist
- Specialty Doctor (this post)
- 0.6 WTE specialty doctor
- Non-medical Staff
- 1 WTE Band 7 Team Leader
- 1 WTE band 7 senior practitioner
- 2.7 WTE Band 6 CPNs
- 0.6 WTE Band 5 CPN
- Physiotherapist, occupational therapists, psychologists
- Admin Staff:

Key facts:

The locality serves a population of approximately 49,500 residents over the age of 65 to the north of Bristol. It is a predominantly rural area with 2 main population densities, the semi rural old market town of Thornbury and the more urban area north of Bristol, including Filton and Patchway. Medical workforce is divided across the east and West of the patch and this post covers the more rural West side of the patch

Referral rates:

Referral rated to the CMHT average 29 per month. The post holder will support CPN staff in treating patients on their caseload as well as assessing new patients on a weekly basis. The post holder will only hold a very small caseload as care co-ordinator.

In-patient Units:

Mental health services for older people are delivered largely in the community or in outpatient settings. When an inpatient assessment is necessary, patients are admitted to Aspen ward at Callington Road hospital (functional) or Dune ward at Weston General Hospital (organic).

3. Clinical Duties



- To assess and treat service users in the community and in a clinic.
 - To attend weekly CMHT MDT meeting and to support the team with medical input as required.
 - To participate in CPA meetings for service users.
 - Undertake urgent psychiatric assessments when necessary.
 - To liaise with other parts of the service and GPs and non NHS organisations wherever applicable.
 - Write up all their notes using the Trusts Electronic Record system RIO which also records time and date of entry. The post holder is personally responsible for entering their notes onto the system themselves.
- Ensure effective and timely documentation and communication of clinical decision making and management plans
 - The post holder is expected to seek Section 12 approval, but this is not a requirement of the post.

Training and Training

- To participate in teaching (MDT, medical students, medical colleagues)
- To contribute to medical audit or research.
- Presentation at the Journal Club, Balint Group and academic meetings at the site
- Undertake and maintain mandatory training requirements.

Clinical Governance

- Expected contribution to clinical governance
- Participation in clinical audit, and/or Quality Improvement Projects.
- Participation in service/team evaluation and the planning of future service developments.

Administrative Responsibilities:

The post holder will undertake administrative duties associated with the running of his/her clinical work.

General Duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between medical colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- 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 annual appraisal for Specialty Doctors.
- 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 (if applicable), 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.
- To comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- Participation in the Trustwide Medical Advisory Group TMAG.
- To participate in continuing medical education and maintain good standing for Royal College of Psychiatrists CPD.
- The post holder will be encouraged to develop an area of special clinical interest in line with service needs.

External duties, roles and responsibilities

The Trust actively supports the involvement of the SAS Doctors in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

Other duties and review of duties

These duties are intended to be a guide to the post and should not be considered exhaustive. It is subject to review, depending on the needs of the department. The post holder will be encouraged to participate in any such review. The Trust is committed to regular performance appraisal (including setting objectives for review annually) and agreement of personal development plans for all staff to enhance their ability to fulfil the requirements of their post.

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.

Administrative Support

The post holder will have will have access to administrative support through a named Administrator based at Kingswood Civic Centre.

Office Facilities

The post holder will have access to a desk, computer and lockable drawer in open plan office space at Kingswood Civic Centre. The computer will have access to the trust intranet and to the electronic patient record (RIO). A mobile phone will be provided.

On-Call

There are no out of hours on-call arrangements for this post.

Cover Arrangements

Cover will be provided by arrangement with one of the other Specialty doctors, Consultant or trainee psychiatrists in the team.



4. Suggested Timetable

Day	Time	Activity	Category	No. of PAs
Monday	AM	SPA	SPA	1
	PM	Clinical visits	DCC	1
Tuesday	AM	Memory supervision/visits	DCC	1
	PM	Personal supervision/admin	DCC	1
Wednesday	AM	CMHT meeting and PGME meeting	DCC	1
	PM	Clinical visits/admin	DCC	1
Thursday	AM	SPA/admin	SPA/DCC	0.5/0.5
	PM	Clinical visits	DCC	1
Friday	AM	Clinical visits		1
	PM	Clinical visits/admin		1

The timetable above is an example only. The job plan and timetable will be agreed with the Medical lead and Service Manager after appointment, and will be reviewed annually.

5. Remuneration and Benefits



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

Salary

The appointment is at Specialty Doctor Grade with salary thresholds from £45,124 to £77,519 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Specialty Doctor and may take account of other Specialty Doctor level experience in accordance with the Terms and conditions of service for Specialty Doctor England (2021). This post is also subject to nationally determined terms and conditions of service.

Annual Leave

The basic entitlement will be 28 days per annum (less than 2 years' service in that grade) or 33 days per annum (more than 2 years' service in that grade) or 34 days per annum (after 7 years' service in that grade) based on a whole-time working week. In addition there is an entitlement of 8 Public/Bank holidays. Annual leave, including Public/Bank holidays will be pro rata to the contracted hours.

Sick Pay

Entitlements are outlined in schedule 17 of the TCS for Specialty Doctor England (2021).

Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

Equal Opportunity & Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their sex, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

Wellbeing

- **Effective local occupational support**

As part of our Health and wellbeing program AWP work in partnership with People Asset Management (PAM OH) to provide our staff with a high quality occupational Health services. PAM OH are SEQOHS accredited (Safe, Effective, Quality, Occupational health Service) and provide a full range of OH services including new employee health assessments, access to a full workplace immunisation programs and manager referrals to support staff and managers during periods of ill health. Staff also have access to a 24/7 "sharps" telephone advice line, and a wealth of health and wellbeing information and resources via both the PAM OH website and the AWP health and wellbeing pages on ourspace.

As a mental health Trust AWP recognise the importance of supporting staff mental wellbeing, a free employee assistance program (EAP) provided by PAM assist gives staff access to 24/7 confidential counselling service, which can be accessed online, via the telephone or face to face, additionally we have our own in-house staff Traumatic stress service which can provide support to staff following a traumatic incident.

- **Proactive local organisational systems to support doctors' wellbeing following serious incidents**

AWP has a range of sources of psychological wellbeing support that would be available to doctor's following an incident. Following a serious incident a Staff Support Debrief Meeting can be requested for all staff involved and are facilitated by trained AWP staff. In addition, further wellbeing support is available through our Occupational Health service and psychological interventions for post-traumatic stress disorder are available from AWP's Traumatic Stress Service for staff.

- **Availability of local initiatives/resources that promote workforce wellbeing**

AWP has several ways to support the Health and Wellbeing of staff. There are policies that cover the approach to work life balance such as flexible working and retire and return the flexible approach to retirement. AWP also supports psychical wellbeing through schemes like the cycle to work scheme, our health and wellbeing booklet, vulnerable person's risk assessment and events like the Walking Challenge. Psychological wellbeing is also important and AWP has a range of interventions starting with wellbeing conversations with line manager to a pathway of interventions such as reflective practice, staff support debriefs and the AWP Traumatic Stress Service for staff. We have an active coaching network and doctors can take part in reciprocal mentoring. There is also peer group support and Balint groups for Consultant/SAS doctors. There are active Health and Wellbeing Groups in each area that you can connect in with and have your voice heard.

Flexible Working

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

Maternity, Paternity and Special Leave

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available.

Additional Paternity Leave (APL) is also available subject to eligibility.

In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

Relocation Expenses

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

Travel Expenses

Travel expenses will be in accordance with schedule 20 of the TCS for journeys incurred in performing your duties.

Interview Expenses

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

Two Ticks Disability Symbol

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

Policies and 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, OurSpace or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service

user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references.

Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

DBS (formerly CRB) Checks

The appointment will be subject to clearance from the Disclosure and Baring Service.

Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community. Staff must also be mindful of public perception and must therefore not smoke whilst travelling in Trust identified vehicles or when in uniform or can otherwise be identified as Avon and Wiltshire Mental Health Partnership NHS Trust staff.

Period of Notice

The employment is subject to three months notice on either side.



6. Person Specification

Criteria	Essential	Desirable	Means of Assessment
QUALIFICATIONS	MB BS or equivalent medical qualification.	Section 12 Approval Membership of the Royal College of Psychiatrists.	Application form
ELIGIBILITY	Eligible for Full GMC registration with a licence to practise at time of confirmation of appointment. Completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in Psychiatry or as a fixed term specialty trainee in Psychiatry; or shall have equivalent experience and competencies.		Application form
SKILLS	Ability to manage own time and workload and prioritise clinical work Ability to appraise own performance Excellent written and oral communication skills	Evidence of specific achievements that demonstrate leadership skills	Application form Interview References
KNOWLEDGE	Up to date knowledge of issues in Mental Health Service for this specialty.		Application Form Interview
TEACHING	Commitment to teaching other members of the multi-disciplinary team.	Teaching of undergraduate students PGCME or equivalent/aspiration to attain a postgraduate teaching qualification	Application Form Interview
RESEARCH & AUDIT	Ability to critically appraise published research. Experience of carrying out an audit project.	Experience in involvement in a research project and publication. Interest in research.	Application Form Interview
APTITUDE AND PERSONAL QUALITIES	Ability to deal effectively with pressure. Ability to work effectively within a Team. Excellent interpersonal skills and the ability to communicate effectively.	Commitment to service development. Motivational skills Aspiration to work towards consultant grade via CESR	Interview/ references

	Commitment to high quality patient centred specialist Mental Health Service provision.	accreditation route	
APPRAISAL & REVALIDATION	Name and details of current Responsible Officer, where appropriate	Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).	Post interview processes
OTHER	Able to fulfil the duties of the post. Able to fulfil the travel requirements of the post Satisfactory pre-employment checks	Experience of using video conferencing and remote consultation platforms (eg Microsoft Teams, Attend Anywhere)	Application/ Interview/ Post interview process

7. Geography/Attractions of Area



South Gloucestershire is situated in the South West of England and covers an area of 49,700 hectares; a diverse landscape stretching from the Severn estuary in the west to the Cotswold Hills in the East. It is a mix of urban communities, market towns and small villages with amazing countryside.

It has many attractions such as the Concorde Museum, Thornbury Castle, Avon Valley Railway, Westonbirt Arboretum, Dyrham Park and The Mall, Cribbs causeway for shopping.

It is ideally placed along the M4, M5 corridor with easy access to surrounding towns and cities.



Kingswood is a suburb in South Gloucestershire, England, on the eastern border of the City of Bristol. The suburb is situated 3.4 miles east-northeast of Bristol City Centre and 102 miles west of London.



Kingswood is a largely residential area with a central high street for shopping, with cafes and restaurants. Houses are mainly period terraces, but there are also some modern flats.

Kingswood has a park with a play area, bowling green and tennis courts. There is also a leisure centre with a swimming pool and gym.

There are plenty of bus services running through Kingswood, which means it's easy to pop into the centre. The A420 links up with the ring road with easy access into Bristol and Bath.

8. The Local Health Community & Local Services



AWP provides treatment and care in people's own homes and other community settings, reflecting the preferences of our service users. Our community services are supported by high quality inpatient services that provide short term assessment, treatment and care.

Community Services

Primary Care Liaison Services (PCLS)

The Primary Care Liaison Service based at Kingswood Civic Centre acts as a part of the 24 hour front door services, alongside the intensive service. It operates from 8am to 8pm Monday to Friday and reviews all referrals that are not required within 4 hours (which is done by the Intensive teams).

Recovery Services

The recovery service teams are based at Kingswood Civic Centre and The Elms, Thornbury. The recovery service provides ongoing care, treatment and support for service users, their families, friends and supporters. The service operates 5 days a week between 9:00 am and 17:00 pm and provides specific periods of interventions to service users requiring short or long term support to assist their recovery.

Psychological Therapies Service (PTS)

The South Gloucestershire Psychological Therapies Service is a multidisciplinary team based at Kingswood Civic Centre and provides specialist psychological therapies to residents of South Gloucestershire. The multidisciplinary team includes nurse therapists, CBT therapists, clinical psychologists, art psychotherapists, a consultant adult psychotherapist. The range of psychological therapies offered include: individual psychodynamic psychotherapy, group analytic psychotherapy, cognitive behaviour therapy, art psychotherapy, systemic therapy, mentalisation-based therapy, dialectical behaviour therapy and mindfulness groups. The service has well established specific local treatment programmes for people with a diagnosis of personality disorder including MBT and DBT programmes which collaborate closely together. The MBT and DBT clinical leads also provide regular supervision for recovery team staff working with people with a diagnosis of personality disorder.

Care Home Liaison Service

The CHLS team is based at Kingswood Civic Centre and works across all older people's residential and dementia care homes within South Gloucestershire. It consists of Community Mental Health Nurses and is supported by Community Support Workers and the Later Life Medical Team. It works in collaboration with the care homes, and strives to continuously improve care home patient and staff experience. CHLS provides assessments, interventions and support to sustain placements and

prevent avoidable hospital admissions and escalations of care. It also seeks to work with care homes to identify and provide bespoke training, and supports inpatient pathways to empower care homes to feel more confident in working with long-term residents.

Bristol & South Gloucestershire Hospital Liaison Service

Hospital Liaison psychiatric services are based in and provide services to patients at Southmead Hospital and Bristol Royal Infirmary (BRI)

Memory Service

The Memory Service Team is also located at Kingswood Civic Centre. This service offers assessment and diagnosis for people with early signs of dementia and provides nursing assessments, medical assessments and, if necessary, neuropsychological assessments, in addition referral to appropriate neuroradiology. The service works closely with the CMHT, but does not provide care management for complex cases.

Later Life Therapies Service

This team comprises of Occupational Therapists, Psychologists, Physiotherapist and Support Workers and is based at Kingswood Civic Centre. The team works in conjunction with and in support of the other three community teams in Later Life. It provides specialist therapeutic assessment, advice and care to people on the caseloads. It works both with people in the community and in-patient facilities, ensuring a seamless care pathway, both into and out of inpatient services.

Inpatient Services

Acute Inpatient services for South Gloucestershire are at Oakwood Ward, Southmead Hospital. Inpatient services provide multi-disciplinary, multi-skilled treatment to people 24/7 whose needs require specialist investigation, assessment and intervention and whose care needs cannot be managed at home due to their complexity, intensity and unpredictability.

Later Life Inpatient Services Inpatient Services for South Gloucestershire are Aspen and Laurel wards at Callington Road Hospital. This service provides specialist assessment and treatment to service users whose circumstances or needs mean that they cannot be treated and supported appropriately at home or in any other environment. The inpatient team will agree defined goals with the service user or carer through the Community Intervention Teams.

Rehabilitation Inpatient Service

The Rehabilitation Service is based at Whittucks Road, Bristol. The rehabilitation services work with client groups; male and female aged 18 years and over who experience long-term complex mental health problems, therefore the services are structured to offer an extended period of engagement to help individuals maximise their potential. The emphasis is on a recovery approach.

Specialist Services

The Trust provides a range of specialist services within the Trust aimed at individuals with particular needs. The types of services that can be accessed are:

Learning Disabilities Service	Low and Medium Secure Services	Mother & Baby Unit	Deaf Mental Health Service
Eating Disorders Service	Personality Disorder Service	CARS – Liaison & Diversion	S136 Unit
Veterans Mental Health Service	IAPT Service	Community Drugs & Alcohol Service	Care Home Liaison Service
ADHD Service	CAMHS Service	Pathfinder Service	Criminal Justice Service
Autism Spectrum Services	Street Triage Service		

Population and Demographics



The residential population of South Gloucestershire, according to the 2011 census was 262,800. This is an increase of 7.0% in population since the 2001 census. According to the Joint Health and Wellbeing Strategy (JHWS 2013-15) this is predicted to rise up to 15% in 2035. Within the residential population there has been an increase of 25.7% in older people aged 65+ with an increase of 30.8% for those aged over 75 years. This is considerably higher than the national increase of 10.8% (Census 2011). 5.7% of the population is estimated to be of Black and minority ethnic (BME) origin and 1 in 9 children

and young people live in poverty, defined as household income less than half the national average (Joint Strategic Needs Assessment 2013).

The mortality rate from all causes has fallen by 36% since 1993 and remains lower than the national rate. The levels of mental ill health in South Gloucestershire are expected to be the same as or slightly lower than the national average (JHWS 2013-15).

Avon and Wiltshire Partnership Mental Health Trust (AWP) deliver integrated Health and Social Care services in South Gloucestershire, in an area coterminous with the South Gloucestershire Clinical Commissioning Group and the South Gloucestershire Council boundary.

9. The Trust



Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 5,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams across a geographical region of 2,200 miles, for a population of approximately 1.8million people.

We are passionate about promoting good mental health and wellbeing. We strive to use the expertise and resources within our organisation, and through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of the Trust and our services.

Trust Details



AWP is a partner in two Integrated Care Systems (ICSs). We work closely with our partners across the Bristol, North Somerset and South Gloucestershire ICS and the Bath and North East Somerset, Swindon and Wiltshire ICS to meet the health and care needs of the local populations.

The organisations that make up an ICS – including commissioners, local authorities, hospitals and community services – take collective responsibility for managing resources, delivering care and improving the health of the population.

The benefits of partnership working have been highlighted by health and care systems working together in response to the COVID-19 pandemic, with NHS Trusts, GPs, councils, care homes and others joining forces to meet local people's needs.



Integrated Care Systems have allowed organisations to work together and co-ordinate services more closely, to make real, practical improvements to people's lives. For staff, improved collaboration can help to make it easier to work with colleagues from other organisations, and systems can better understand data about local people's health, allowing them to provide care that is tailored to individual needs.

AWP operates under 3 divisions mirroring the ICSs areas:

- West Division: Bristol, North Somerset and South Gloucestershire
- East Division: B&NES, Swindon and Wiltshire
- Specialised, Secure and CAMHS Division

Our Purpose: Working together, living our best lives

This captures the purpose of our organisation. To deliver care that empowers individuals to take control and stay in control of their life despite having a health problem. It is founded on the principle of co-production and partnership; a shared ambition and commitment to living well.

Our Vision: We aspire to give you the best possible care in the right place, at the right time, to help you recover and live your best life.

This captures our belief that more care should be accessible and increasingly available in local communities.

Our Values:

P	Passion	Doing our best, all of the time
R	Respect	listening, understanding and valuing what service users and carers, staff and stakeholders tell us
I	Integrity	Being open, honest, straightforward and reliable
D	Diversity	Relating to everyone as an individual
E	Excellence	Striving to provide the highest quality support to service users and their families

Our Strategic Principles:

Our strategic principles guide everything we do; they respond to the challenges we face today and ensure we maintain focus on what matters as we work towards our vision for the future. They are our top priorities.

Key Trust Staff

Chair	Charlotte Hitchings
Chief Executive	Dominic Hardisty
Director of Finance	Simon Truelove
Executive Medical Director	Dr Sarah Constantine
Director of Nursing, Compliance, Assurance and Standards	Julie Kerry
Director of Human Resources	Julian Feasby
Chief Operating Officer	Mathew Page

Continuing Professional Development (CPD)



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

Specialty Doctors are expected to participate in Continued Professional Development and are supported in this by the Trust. They are expected to keep abreast of current good practice and be aware of important developments within the fields of medicine in general and psychiatry in particular.

All substantive Specialty Doctors should join a peer study group to facilitate personal development plans in line with Royal College Guidance. These are informally configured but advice can be provided by Medical Education as to groups available within the Trust. The Director of Medical Education is Dr Angelika Luehrs and the Associate Director of Medical Education for SAS Doctors is Dr Julie Miller.

Medical Education provides a range of training opportunities (leadership, e-learning etc). Protected time will be made available for participation in an Academic Programme which takes place once a week at varied sites across the Trust and which includes case conferences, lectures (with a wide range of high-quality invited speakers). The case conferences are led by Consultants, but non-Consultant doctors are responsible for presenting a patient of the team's on a rotational basis. There is a regular Journal Club which all doctors are expected to attend and to contribute to on a rotational basis. Encouragement will be given to take protected time for audit and research projects.

The Trust is committed to supporting those Specialty doctors who aspire to obtain consultant status in psychiatry via the CESR route. AWP has a defined, active support programme to support doctors with this process, and protected SPA time can be provided for these individuals. The CESR candidates' support working group is led by Dr Julie Miller.

The post holder is entitled to study leave in accordance with the Medical and Dental Terms and Conditions of Service which is 30 study days over 3 years. Encouragement will be given to attend courses and meeting relevant to the specialty.

Study leave will be supported by the supervising consultant and liable to approval by the Director for Medical Education in the Trust.

Appraisal and Revalidation

All Specialty Doctors within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the supervising Consultant or an approved Trust appraiser. This is in line with our medical appraisal policy and the good medical practice and guidance from the General Medical Council in preparation for revalidation. The appraisal lead for

the Trust and the Medical Education Department hold a list of recognised appraisers within the Trust.

The appraisal process requires all Specialty Doctors to use Edgecumbe 360 and to provide an on-going portfolio of supporting evidence which conforms to national, General Medical Council and Royal College standards and guidance.

Appraisals link to the job planning process in line with all Trust medical staff. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition all medical staff must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is Dr Sarah Constantine.

The Trust uses PReP (Premier IT Revalidation e-Portfolio) to organise the appraisal process and facilitate revalidation recommendations by the Responsible Officer. All medical staff will be required to use PReP.

Job Planning

The post holder will be expected to participate in Job planning in accordance with the standards identified in Job Planning Standards of Best Practice for Associate Specialist and Speciality Doctors.

The job planning process links to appraisals. Job planning and appraisal will be agreed on an annual basis. There will be bilateral consultation and negotiation in the event of job content changing.

Job plans are submitted electronically using PReP (Premier IT Revalidation e-Portfolio) the same software that manages the appraisal process.

Teaching and Training

The Medical Education Team is based in Kingswood Civic Centre, South Gloucestershire. The Director of Medical Education; Dr Angelika Luehrs, is supported by 4 Associate DMEs, one Senior Teaching Fellows, 16 Undergraduate and Postgraduate Tutors and 7 FY Leads across the footprint of the Trust.

Junior Doctors in Training

The Trust is the largest provider of Postgraduate Psychiatric Training in the Southwest. The Trust has 51 Core Trainees, 37 Advanced Trainees, 35 FY1 and FY2 Doctors, and 18 Vocational Training Scheme posts for General Practice (GPVTS) across 9 training locations within the Trust.

Medical Students

Within the University of Bristol's Faculty of Medicine, Psychiatry is an Academic unit within the Department of Community Based Medicine. The clinicians within the Trust are responsible for delivering Undergraduate Medical training in Psychiatry of the majority of students at Bristol Medical School, and also provides undergraduate placement for medical students from the University of Southampton. This takes place at six Trust sites, which overlap with five clinical academies set up by the University.

There are lots of opportunities to get more experience in teaching and assessing medical students, psychiatry trainees and Foundation doctors. All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee.

Research and Development

The Trust has an active central research department and receives more than £500K in NHS R&D Levy funding each year to support both externally funded and internal research. The Trust, together with its partner universities has recently been awarded Hub status by NIMHE. Research is organised in 5 NHS priorities and Needs Programmes: Psychotic Disorders, Affective and Anxiety Disorders, Older Adults Mental Health, Child and Adolescent Mental Health and Addictions. The programmes have been rated highly by the Department of Health. The Trust has excellent links with the three local Universities: Bath, Bristol and West of England, as well as with other national and international Universities, with Joint research units and a number of joint appointments. The Trust also has well developed Research Governance and has been identified as an example of good practice in Service User and Carer involvement in Research.

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

Clinical Governance and Audit

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees. It seeks to support Clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.

The post holder is expected to undertake continuing professional development and be in good standing with respect to this; to keep themselves informed of important developments within the field of Medicine, and Psychiatry in particular. The post holder will take part in audit, evidence based medicine Journal clubs, appraisal, peer support groups.

The Clinical Governance programme in every aspect is co-ordinated by the Clinical Director for the service and supported by a range of multi-professional groups which co-ordinates Policies and Procedures, Clinical Audit, Education and Training, Research and Development and similar. The postholder will be encouraged to be an active participant in the full range of Clinical Governance activities.

Induction

An induction programme will be offered on commencement with the Trust, the content will vary according to individual need.

Library Facilities

Avon and Wiltshire Mental Health Partnership Trust (AWP) Library and Knowledge service (LKS) provides library and information services to all staff, students on placement, carers and partner organisations who support our service users across the AWP geographical area.

We support the provision of the highest quality mental health care through access to authoritative, high quality information and resources for clinical decision making, continuing professional development, study and research.

We offer book loans, e-book access, document supply, access to an extensive range of journals and databases, evidence and literature search services, current awareness services and training in digital skills. We also provide support for health and wellbeing, run reading groups and book clubs.

The majority of services are accessible online, whilst physical libraries are available at Callington Road Hospital, Green Lane Hospital Devizes and Fountain Way, Salisbury, offering computer access and quiet study space.

10. Apply for the Post



To apply for this post please go to the Medical & Dental section of our dedicated recruitment website <http://jobs.awp.nhs.uk/>

Visiting Arrangements

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. To discuss the post further or to arrange a visit to the hospital or community facilities please contact:

Dr Sarah Price, Consultant Older Adult Psychiatrist
Tel: 01173784640