

<b>Job title</b>	Consultant Psychiatrist	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Medical Director	<b>Job code</b>	HC/011
<b>Location</b>	Kneesworth Hertfordshire	<b>Evaluation Date</b>	

**Main Purpose**

We have a full time vacancy for an experienced General Adult Consultant Psychiatrist for our Rehabilitation Service. The service has excellent dedicated nursing, occupational therapy and psychology staff providing high quality clinical care for patients in our long term rehabilitation service. Experienced in mental illness, substance misuse, and complex needs. Experience in Neuropsychiatry, Learning disability and Autism desirable. Patients work with clinicians to achieve their goals and progress through their care pathway and receive a holistic and person-centred care and treatment programme based on the recovery model. There is a Consultant second on call rota.

**Key Accountabilities Quality**

1. Taking clinical responsibility for patients, including multidisciplinary ward rounds, risk reviews, strategic reviews and the development of a therapeutic milieu.
2. Fulfilling the role of Responsible Clinician to patients detained under the Mental Health Act (1983).
3. Supervising the process of referral and admission including contributing to preadmission assessments of people with other team members.
4. Offering a psychiatric perspective to the multidisciplinary team in relation to the assessment, formulation and treatment of young people.
5. Contributing to management meetings and clinical governance meetings for the services provided at the hospital, and contributing to the development of service strategy.
6. Contributing to in-house training programmes within the services and offering supervision to other members of the multi-disciplinary team, particularly junior medical staff.
7. Maintaining CPD and re-validation requirements, as determined by the Royal College of Psychiatrists or other relevant statutory bodies.

**Innovation**

8. Contributing to the development and evaluation of services in collaboration with the Lead Consultant and Clinical Service Manager.

**Value**

9. Ensures the services provides quality care and supports the overall aim of the site.

## **Knowledge & Skills**

They should be a good team player and be keen to participate in a multidisciplinary approach to assessment, formulation and management plans.

The consultant agrees to hold and continue registration with the GMC including the relevant Specialist Register. The consultant will be expected to provide evidence of their registration, if requested, by the Hospital Director or Chief Medical Officer.

## **Experience**

The postholder will hold a CCST / CCT (or equivalent) in the general adult psychiatry and will have experience of working in inpatient settings with people with significant mental health difficulties, neuropsychiatry and autism.

## **Autonomy & Impact**

Can work autonomously to agreed short and medium term objectives where professional advice will be immediately obvious. Able to understand the impact their actions will have on the care of the patient and the workings of the multidisciplinary team.

## **Intelligent Problem Solving**

The majority of problem solving is based upon acquiring systemic knowledge and experience where some adaptive and creative thinking is occasionally required when translating best practice and evidence based research into practical operational solutions for application within the department.

## **Responsibility**

### **Staff**

The role holder will work with and support colleagues in the Acute and Rehabilitation Services.

### **Informatics**

Responsibility for the confidentiality, security and accuracy of assigned patient records, data and information.

## **Communication & Interaction**

Highly sophisticated communication and interpersonal skills are critical as this role holder must gain the trust and build the confidence of patients, in order for treatments and interventions to be effective and successful.

## **Working environment**

Regularly operating within a working environment where the work requires physical stamina and/or emotional resistance.

## Special Features

Must participate in appropriate clinical supervision.

## Upholding Company Values

Competency	Req'd Level	Descriptors
<b>Quality - Of care, treatment, of facilities and of staff</b>	<b>3</b>	<ul style="list-style-type: none"> <li>✓ Checks quality of own work</li> <li>✓ Follows procedures</li> <li>✓ Corrects errors and mistakes</li> <li>✓ Complies with relevant regulatory and statutory requirements</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Double checks accuracy of own and work of others</li> <li>✓ Carefully monitors and checks the accuracy and quality of others' work</li> <li>✓ Values the input and expertise of colleagues</li> <li>✓ Keeps clear, detailed records and files</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Introduces new systems and processes to improve quality</li> <li>✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes</li> <li>✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs</li> <li>✓ Tests out hypotheses using modelling techniques to make predictions and forecasts</li> <li>✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales</li> </ul>
<b>Innovation - Being forward thinking and thought leaders</b>	<b>3</b>	<ul style="list-style-type: none"> <li>✓ Adapts new services already introduced in other areas within the group</li> <li>✓ Amends these services to suit the needs of the local service</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Proposes new services to regional management, taking into account the local needs of the area</li> <li>✓ Assists and supports regional management with developing and implementing these new services</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Puts forward ideas and contributes towards the development of new services at a local and regional level</li> <li>✓ Proposes new services to regional management, presenting concise and well thought out proposals which are feasible and financially attractive</li> <li>✓ Takes calculated risks knowing the potential pitfalls and benefits involved</li> <li>✓ Leads on implementation of these proposals within own unit, sharing best practice across other units within the region</li> </ul>
<b>Value - Due to transparency and flexibility</b>	<b>3</b>	<ul style="list-style-type: none"> <li>✓ Prices services in line with local needs</li> <li>✓ Reacts to local feedback regarding pricing of services</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Regularly reviews services and price points adjusting where appropriate</li> <li>✓ Adjusts prices in line with demand for services</li> </ul> <hr/> <ul style="list-style-type: none"> <li>✓ Reviews and evaluates price points for services in relation to group wide context</li> <li>✓ Questions and investigates to 'uncover' the real needs of the customer/clients</li> <li>✓ Removes barriers to effective customer service</li> <li>✓ Pre-empts and plans for changes in demand for services</li> </ul>