

Job Description

Job title	Employed Consultant Psychiatrist	Job family	Healthcare
Reporting to	Hospital Director & Medical Director	Job code	
Location	Woking Hospital	Evaluation Date	XXX

Main Purpose

Roles within Healthcare are dedicated to providing high quality clinical care for patients referred to and using the services of the hospital. The consultant will work closely with multi-disciplinary teams to ensure that clients receive a holistic and person-centric care and treatment programme based on the recovery model.

Employed Acute Consultant

This is an employed post to take consultant responsibility for general psychiatry and addiction patients coming to the hospital from referrals from private (self-funding and Private Medical Insurance (PMI)).

Salary range £170k FTE.

Part time appointments will be considered should the business needs require this.

Experience

The postholder will hold a CCST / CCT (or equivalent) in the relevant areas of Psychiatry and will have experience of working in inpatient and outpatient settings with people with significant mental health difficulties.

The postholder will have experience at consultant level psychiatry and will have held a consultant position in the NHS.

The postholder will hold a current license to practice and be on the appropriate specialist register.

Knowledge & Skills

In addition to the core skills of a psychiatrist they should be a good team player and be keen to participate in a multidisciplinary approach to assessment, formulation and management plans.

About the Post

Priory Woking hospital is a 33 bedded unit with two wards – one female and one male ward for Private patients.

There are two pathways within the hospital which are general adult acute patients and patients on the addiction treatment programme.

Patients at Priory Woking hospital would be under the care of a nominated consultant as well as have input from the MDT team which includes psychologists, nursing team and access to an OT.

Patients would have access to regular psychological interventions, this will normally be a mixture of group and 1:1.

This post would be for an employed consultant, who would work alongside an employed Medical Director for the site. Alongside employed consultants there are a number of visiting consultants working across the Hospital.

There is a duty doctor in the hospital at all times to assist with management of new admissions and those patients already in hospital.

You would also have secretarial support and access to digital technology to support with creating discharge summaries and outpatient letters.

Duties of the Post

To provide consultant input for Private acute general psychiatry patients (and Addictions depending on competencies) in the hospital.

To provide outpatient assessments and follow-ups for private patient referrals. To provide urgent slots for these assessments.

To be the consultant to outpatient, day patient and in-patient admissions that are allocated to the consultant.

To take part in the on-call rota of the hospital and provide cross cover for employed colleagues as required.

To take part in relevant clinical governance activities and take a role as appropriate in the management of the hospital. They will work closely with Therapy Services for any outpatients and will not refer any patients outside Priory for therapy without first confirming that the particular therapy required is not available in Priory.

The post-holder will conform to all clinical governance requirements of the Priory including the use of care notes as the primary record.

The post-holder will have a prescribed connection with Priory for revalidation.

The post-holder will have an agreed job plan with the Hospital Medical Director and Hospital Director specifying the expected activity levels in terms of the number of sessions of outpatients/inpatients/day patients and their management.

The Hospital Director will carry out a business review every 6 months and will have the right to change the job plan within reasonable limits to match the business requirements.

As part of the job plan, the post-holder will be required to have 10 Programmed Activities, comprising of following 5 types of Activity (this is a guide to workload expectations not a rigid timetable):

1	Clinical – ward/daycare - including ward rounds and CPA meetings (if required) for on average 5 patients at any one time (ward/daycare commitments may vary depending on OPD)
2	Service Development work as Employed Consultant – including Service line network meetings, Clinical Governance and other clinical forums
3	OPD – follow ups/new referrals – on average 4 or 5 ½day outpatient sessions per week including follow up appointments of 30mins and new referrals 60mins (requirements for OPD may fluctuate depending on ward/daycare)
4	Appraisal, CPD, Revalidation, Audit
5	Admin

1 programmed activity is equal to half a day.

Principles of Employment

The post-holder will be appointed through a consultant appointment committee.

Consultants will be registered with all private health insurers in their own right as a practitioner. While the consultant remains employed by Priory, they will not be entitled to receive any private patient fees personally for patients seen during their contracted hours. The Priory will determine the amount billed for the consultants' activity. Priory will carry out all billing.

Key Accountabilities

Quality

1. Taking clinical responsibility for patients, including multidisciplinary ward rounds, risk reviews, service reviews and the development of a therapeutic milieu.
2. Fulfilling the role of Responsible Clinician for patients, including those detained under the Mental Health Act (1983).
3. Supervising the process of referral and admission including contributing to pre-admission assessments of patients with other team members.
4. Offering a psychiatric perspective to the multidisciplinary team in relation to the assessment, formulation and treatment of patients.
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, GMC or other relevant statutory bodies.
8. Proactive contribution to Priory's marketing and PR activity through the production of articles in conjunction with the Marketing Team and providing comment on topical issues to ensure the Group is seen as a thought leader in the healthcare marketplace.

Innovation

9. Contributing to the development and evaluation of services in collaboration with Lead Consultants and Managers.

Value

10. Ensures the services and support provided offers good value for money and supports the overall aim of the site.

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 may share responsibility for the work of a non-consultant doctor supporting their practice as well as supervisory responsibility for junior doctor(s) and RMO(s).

Budgets & equipment

Shared responsibility for the care and operation of standard equipment.

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.

Person Specification

1. MRCPsych or equivalent
2. AC approved and S12 approved MHA 1983
3. Previous experience as an NHS consultant
4. Acute inpatient and outpatient experience
5. CCT in General adult psychiatry **and it would be desirable sub-speciality in addictions**
6. Experience in working with multi-disciplinary team and being a clinical leader
7. Experience of supervising junior medical staff
8. Experience of working with management team
9. Experience of service change and improvement
10. Experience of involvement in clinical governance and improvement

Upholding Company Values

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