

Job Description

Job title	Staff Grade Doctor	Job family	Healthcare
Reporting to	Hospital Medical Director	Job code	HC/047
Location	Various, across division	Evaluation Date	24/09/2014

Main Purpose

To deliver a high quality clinical service to patients at the Priory Hospital Bristol. To work closely with the unit's multi-disciplinary team, Resident Medical Officer (RMO) and General Practitioner to ensure that patients receive a holistic and person-centric treatment programme based on the recovery model.

Key Accountabilities

Quality

1. Undertake psychiatric and external assessments for clients referred to the unit to determine the appropriate level of care to be provided, under the direction and supervision of the Consultant Psychiatrist, and work with the unit multi-disciplinary team to ensure delivery of the Care Programme.
2. Prepare reports and other associated documentation as necessary e.g. for CPA meetings, as directed and supervised by the Consultant Psychiatrist.
3. Participation in learning activities and supervision of other non-consultant doctors and other staff.
4. Participation in Clinical Governance activities, and account for contracted hours utilised in research, Continuing Professional Development and other non-clinical duties as necessary and in a timely manner.
5. Working effectively with colleagues to ensure that clients have access to appropriate medical cover at all times, which will require participation in an on-call rota for the site.
6. The post holder will work mainly on the acute ward and eating disorders unit. They will be expected to support the GP in delivering physical health care and emergency treatment to patients in complex care.
7. To support the RMO and GP in delivering a consistently high standard of medical care to all patients on site. Be responsible for inducting new RMO's and providing cover for them when they are on compensatory rest periods.

Share responsibility for taking bloods with the site phlebotomist and RMO as necessary.
8. Arrange appropriate clinical tests and investigations and take responsibility for chasing up results and acting on them in a timely manner.
9. Ensure physical observations by ward staff are carried out in accordance with medical instructions. Review physical observation findings and act upon them in a clinically appropriate manner.
10. Any other duties considered to be commensurate with the level of the post.

Innovation

- 11.** Actively participate in the development, review and implementation of Priory and local unit policies and procedures.
- 12.** Work closely with the Consultant Psychiatrists, Hospital Medical Director, and other service managers and be involved in the planning and delivering of services for the patient group

Value

- 13.** Assist the Clinical Services Manager in achieving the unit's objectives for promoting its reputation as a quality service which is attractive to purchasers, clients and carers. This may involve active planning and participation in promotional activities such as Open Days.
- 14.** The post holder will be expected to take part in appropriate audit/R & D activities and to perform the administrative duties expected of the post.

Knowledge & Skills

The role holder will possess an MBBS qualification, or equivalent, and will be required to maintain full registration with the General Medical Council (GMC). The role holder will also be up to date and fit to practice safely.

Experience

The role holder will be able to demonstrate evidence of foundation training and competencies (or equivalent) including experience of working within the field of psychiatry. Experience of working within a secure and/or step-down setting, and as part of a multi-disciplinary team would be advantageous.

Autonomy & Impact

The role mainly operates independently and as such has a considerable degree of autonomy and authority. The impact of professional judgements and decisions will be significant within the unit and could potentially influence the development of acute and complex services throughout Priory Group.

Intelligent Problem Solving

The role holder will be required to maintain knowledge of the latest research and developments within the relevant fields in order to evaluate, test and implement new techniques, methods and interventions which improve and enhance services within Priory Group.

Responsibility

Staff

Responsible for the professional supervision of clinical staff members within the multi-disciplinary team.

Budgets & equipment

Shared responsibility for the care and operation of standard Priory equipment.

Informatics

Responsibility for the confidentiality, security and accuracy of client and personnel records, data and other associated information.

Communication & Interaction

Highly sophisticated communication and interpersonal skills are critical as this post may include attendance and participation at court hearings and mental health tribunals while managing a range of sensitive and potentially volatile situations which arise from clients with severe psychological disorders and behavioural problems.

Working environment

Regular exposure to emotionally demanding and distressing situations is a feature of this post.

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✓ 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✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes✓ 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✓ 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✓ Puts forward ideas and contributes towards the development of new services at a local level✓ Proposes new services to hospital management, presenting concise and well thought out proposals which are feasible and financially attractive✓ Leads on implementation of these proposals within own unit, sharing best practice across the multidisciplinary team
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✓ Regularly reviews services and price points adjusting where appropriate✓ Adjusts prices in line with demand for services✓ 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