

Job Description

Job title: Consultant Psychiatrist
Directorate: Clinical
Location: Combat Stress Hub (England North – base TBC, with some hybrid working)
Accountable to: Deputy Head of Operations (England North)
Clinically and professionally responsible to: Medical Director
Pay grade: Dependent on experience
Type: Maximum of 0.5 WTE, hours to be worked by agreement and to include attendance at the North IDT
Hours: 18.5 hours per week to be worked as agreed at appointment and in annual job planning to include North hub clinical team meeting (IDT)

Values Framework

All staff are expected to know and understand the values of the organisation and uphold these values whilst at work.

- Together
- Focused
- Bold
- Personal

General Overview of Role

- To provide leadership in psychiatry in community services within the Hub region.
- To provide clinician leadership and psychiatric expertise to the Hub with responsibility to assess, diagnose and recommend treatment of veterans.
- To be the clinical responsible lead, with the senior psychologist and other professionals, for management of the care of veterans within the Hub.
- The post holder will also be expected to advise the Head of Operations/Deputy Head of Operations on clinical matters, provide psychiatric leadership, and contribute to the development of multidisciplinary team working on a day to day basis in order to meet the clinical needs of the veterans referred.
- To support the service development of services with psychiatric and medical expertise and advice.

Main Duties and Key Responsibilities

Leadership and Engagement:

- To act as a role model clinically leading staff within the North Hub region and provide strategic support for the Head and Deputy Head of Operations in relation to service provision, policy and practices.
- To demonstrate a working knowledge and understanding of the Charity, its priorities, people, communities and services and promote its Vision, Mission and Values to staff and other stakeholders.

Service Provision:

- To be clinically responsible for the management of patients referred or discussed at a local hub level
- To provide and contribute to the development of highly specialist formulation to inform consultation, diagnosis, treatment options including out with the charity. To ensure discharges are safely planned by the IDT. To pay particular attention to risk assessment and management by professionals and ensure safeguarding awareness within the team.
- To contribute to the development of processes of assessment, treatment and discharge to demonstrate clinical efficacy and to take responsibility for ensuring professional accountability.
- To provide secondary psychiatric assessment where time in job plan allows for this or supervise secondary assessments by a non consultant psychiatrist.
- To provide specialist advice guidance and consultation to other professionals both within the multidisciplinary team and externally.
- To participate in clinical audit and review of outcomes working towards achievement of national and local performance management targets.
- To contribute on risk assessment and risk management for individual clients and to provide advice to other professionals on risk assessment and risk management.
- To contribute to multidisciplinary treatment planning within both the treatment centre and the community outreach service and liaise with external clinicians as appropriate.

Service Development:

- To contribute to the planning, development and delivery of high quality and cost effective mental health services for the veteran population within the region.
- Contribute to the development of coherent clinical pathways which integrate both inpatient/ virtual and community provision.

Governance:

- To maintain professional registration with the General Medical Council, Mental Health Act Section 12 (2) approval and to abide by professional codes of conduct.
- To participate annually in a job plan review with the Head/Deputy Head of Operations and the Medical Director.
- To ensure that the statutory mental health responsibilities of the Charity are carried out.
- To work with the Head/Deputy Head of Operations to ensure that clinical governance structures are adhered to within the multi-disciplinary team. Leading clinical governance meetings at a local level will be shared with consultant psychiatrist colleagues.
- To comply with the Charity's agreed policies and procedures in particular raising concerns and reporting incidents.
- To record clinical activity accurately and comprehensively.
- To work with the Head of Psychology/ACD/AMD as required to ensure outcome monitoring systems are comprehensive and adhered to and to contribute to the development of a framework for audit and research within the treatment centre.
- To participate actively in CPD and maintain good standing with the Royal College for CPD.

Audit and Research:

- To plan and participate in audit of clinical practice and assist with data collection for research
- To implement audit and research findings to deliver evidence based practice.

Education and Training:

- To undertake mandatory training and appropriate training identified through supervision and appraisal
- To lead and participate in the development and delivery of training within the team and to other professionals and agencies
- To identify own training and developmental needs and participate in a personal development plan to meet identified needs
- To provide support, guidance and supervision to junior staff

Professional responsibilities:

- To maintain professional registration and follow guidelines for conduct and professional practice

- To maintain the confidentiality of all client data in line with the Charity's policy and the Data Protection Act 1998
- To represent the Charity in a professional manner at all times.

General Responsibilities

- To fully understand and adhere to the policies and procedures of the Charity
- To be compliant with the administrative and clinical processes defined
- To work in a flexible and responsive way to meet the changing needs of the service users and demands of the service
- To promote a recovery focus throughout the veterans' treatment journey
- To promote equality, diversity and the rights of the service users
- To support partnership working
- To follow safeguarding procedures to minimise risk of harm to children or vulnerable adults
- To undertake any other duties at the request of the Hub Heads/deputy heads which are commensurate with the role, including project work, internal rotation (as per contract) and absence cover

To contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety policies.

Risk Management

As an employee of the Charity, the postholder is required to be risk aware and readily able to identify risks faced in the course of day-to-day duties. Where a new risk is identified it is to be reported through the postholder's line manager.

INFECTION PREVENTION AND CONTROL

Maintain an up-to-date awareness of the Infection control procedures relevant to your area of work and implement these in practice. As a minimum this must include hand hygiene and the use of personal protective equipment as appropriate.

There is a legal requirement that all staff working in a CQC regulated location must be fully vaccinated (received both doses of a recognised vaccine) unless exempt for clinical reasons. If you are appointed to work with the charity, you are required to provide proof of full vaccination as part of your pre-employment checks.

We reserve the right to ask you from time to time to undertake any other reasonable duties as required within this role.

Reviewed: NOV 2021 CK, amended for North Region Jan 2022