**JOB SPECIFICATION**

**Job Title:**  **Consultant Neuropsychiatrist**

Reports to:Regional Clinical Director/Medical Director

**JOB DESCRIPTION**

**Purpose and summary of job:**

This is a full-time Consultant position (10 PA) or part-time (4-6 programmed activities) providing neuropsychiatric care for Acquired Brain Injury Rehabilitation to male patients aged 18-65 years at Cygnet Brunel hospital, Bristol.

Cygnet Brunel is a 32 bed Neuropsychiatric service offering neurorehabilitation for complex acquired brain injury individuals. The hospital is a modern facility which has been designed specifically to provide a clinically led evidence based neuropsychiatric pathway for individuals presenting with behaviours that challenge. Our focus is to create a therapeutic rich environment which engages our service users and provides the opportunity to minimise their challenging behaviour and maximise their independence. Cygnet Brunel has two Consultant Neuropsychiatrists, Dr Johanna Herrod and Dr Mark Paramlall. Dr Johanna Herrod has been a Royal College of Psychiatrists trainer in Liaison/Neuropsychiatry for over ten years and will provide appropriate guidance if required. The post holder is encouraged to play an active role in all aspects of assessment and management of service users. The post holder will have close liaison with the highly skilled multi-disciplinary team, including Neuropsychology and the 2 full-time Neuropsychiatry Specialty Doctors. The post holder can further develop specialist neuropsychiatry skills and be actively involved in management and service development. The post holder will also be involved in audit activities with medical team at the hospital ensuring good quality in accordance to GMC and other relevant professional guidelines. Moreover, the post holder will have responsibility for upholding the Company’s policies and procedures and protecting the Company’s interests as appropriate.

**Cygnet Health Care**

Cygnet Health Care was established in 1988. Since then we have developed a wide range of services for individuals with mental health needs and learning disabilities within the UK.

We have built a reputation for delivering pioneering services and outstanding outcomes for the people in our care.

Our expert and highly dedicated care enables 2200 individuals across 108 services to consistently make a positive difference to their lives, through service-user focused care and rehabilitation.

As a national care provider, with a network of professional and high quality services across England, we are able to offer solutions and work in partnership with the NHS, CCGs and local authorities to provide the services they need including emergency and planned admissions. Alongside this we are able to provide robust and quality data and CQUIN reporting.

Our nationwide network of specialist services has grown, and the services we offer are now aligned to 11 distinct service lines:

|  |  |
| --- | --- |
| •Secure services | •Autism Spectrum Disorder |
| •Acute and PICU | •Neuropsychiatric Services |
| •Mental Health Rehabilitation | •Older Adults |
| •Personality Disorder | •Eating Disorder |
| •CAMHS | •Deafness and Mental Health |
| •Learning Disability |  |

We have almost 30 years’ experience in providing specialist mental health treatment, rehabilitation and support in service user focused environments that provide evidenced, quality health care in national and regional care pathways. We’re proud of genuinely leading in service user involvement and being focused on proven clinical outcomes driven by the extensive therapeutic programmes in all of our hospitals.

And as part of the UHS family of health care services, Cygnet Health Care continues to grow and evolve to meet the needs of service users and their families and carers and those who commission our services.

**Main duties and Responsibilities**

1. Promote and ensure the good reputation of Cygnet Brunel hospital. To act as a positive role model, maintaining and demonstrating a positive attitude towards patients, their families, visitors and other staff.
2. Medical responsibility for the inpatients receiving care at the hospital.
3. To streamline and manage the admissions and discharges for the most efficient use of the beds at the Hospital.
4. The post holder will have responsibility for the supervision of reports for Mental Health Act Tribunals and managers' hearings and would be expected to attend hearings whenever possible.
5. The post holder will be responsible for the maintenance of satisfactory patient records.
6. To lead the implementation of risk assessment, risk management and to embed clinical governance within the Hospitals.
7. Assess capacity of inpatients whenever appropriate.
8. To act as Responsible Clinician for inpatients detained under the Mental Health Act at the hospital.
9. To decide on the renewal of detention under the Mental Health Act as appropriate.
10. To review and meet the patient group for regular ward rounds.
11. To liaise with the Ministry of Justice for transfer of patients and approval of leave as required.
12. The post holder will have overall responsibility of patient treatment plans, whilst liaising with the Multi-Disciplinary Team.
13. Participate in On-Call rotacurrently 1 in 6 weekdays (for Brunel only) and 1 in 9 weekends (regional On-Call)

**Communication**

1. To ensure and maintain regular communications with the Regional Clinical Director via the Medical Director.
2. To communicate effectively through regular contact with patients, relatives, staff, directors, and stake holders,

**Marketing**

1. To actively market the hospital and promote a positive personal and professional profile within the local community.

**Training and Development**

1. The post holder will have responsibility for the clinical supervision of middle-grade doctors.
2. The post holder will be expected to adhere to the professional standards for CPD as set out by the GMC the Department of Health and the Royal College of Psychiatrists.
3. The post holder will receive training annually in ILS or equivalent training.

**Health and Safety**

1. To report immediately to the Medical Director any illness of an infectious nature or accident incurred by a patient, colleague, self or other as relevant to the health and safety of the facility in question.
2. To support the development of the process, practice and delivery of Active Care and Recovery.
3. To understand and ensure the implementation of the Hospital’s health and safety policy and emergency and fire procedures.
4. To have responsibility to manage risk to self and others in immediate vicinity and to take reasonable care of own safety and the safety of others who may be affected by the post holders acts or omissions.
5. To comply with all health & safety policies and procedures. To be aware of the responsibilities outlined in the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

**General**

1. To demonstrate non-discriminatory practice in all aspects of work.
2. To assist in ensuring quality targets are met in accordance with agreed standards.
3. To participate in agreed systems of appraisal and individual performance review with the role of employee.
4. To report any faulty appliances, damaged furniture or equipment and any potential hazard to the appropriate hospital manager.
5. To ensure the security of the Hospitals is maintained at all times.
6. To adhere to all Company policies and procedures within the defined timescales, GMC standards and guidelines, Department of Health guidelines and legislation, including the Mental Health Act and Code of Practice.
7. To undertake other duties, as required.

**Continuing Educational and Professional Development**

The Company recognises this to be a crucial aspect of the appointment as part of its provision of high quality health care and responsibility for clinical governance. CPD is undertaken not only in line with individual development plans, but also as part of company service development.

Access to online articles and other media is approved by the Regional Clinical Director. The Company’s regional doctors group will act as the post-holder’s peer group for the purposes of CPD. Internet access is available at each facility.

The post holder is encouraged to take full advantage of CPD programmes and study leave opportunities and requests are considered flexibly.

**Research**

Although research is not included as a part of the proposed duties of this post the Company will provide active encouragement for the post holder to pursue research interests as it would any area of appropriate professional development.

**Leave**

The post holder will be entitled to 27 days annual leave per year in addition to the ten public holidays. Study leave of up to 5 days per annum is allowed subject to approval by the medical director and clinical director.

**Work Programme**

A job plan will be agreed between the post holder and the Medical Director. The default job plan includes 6 programmed activities (PA) for inpatient reviews, 1 PA for MHA tribunals and Managers panels 1 PA for CPA meetings and ward round 1 PA for admin and other supporting professional activities and 1 PA for CPD and the regional and in house teaching programme.

This Job Description indicates the main duties and responsibilities of the post and it is not intended as an exhaustive list.

**PERSON SPECIFICATION**

**For new appointments, a selection panel will assess each of the points below against what you have written on the application form – so, as a job applicant, you should explain, by using examples from previous jobs, voluntary work or whilst you were in education, how you match these points.**

To do this job effectively a person will need:-

***Essential criteria for this post are shown in bold:***

**Knowledge**

**Knowledge of current rehabilitation principles and practices in Neuropsychiatry**

**In-depth knowledge of the English Mental Health Legislation**

**Knowledge of Neuropsychiatry**

Knowledge of risk assessment and risk management principles

**Skills**

**Excellent communication skills**

**Ability to lead a multidisciplinary team**

Training in a number of therapeutic approaches

**Qualifications**

**MRCPsych or equivalent**

**GMC registered**

**Registered on the Specialist Register (CCT/CESR)**

**Recognised as an Approved Clinician**

Higher qualification in psychiatry

**Experience**

**Experience in Neuropsychiatry**

**Recent experience at senior level in General Adult/Liaison Psychiatry**

Experience in Learning Disability

**NB Applicants must meet any age requirements set by the relevant regulatory body**

This Job Specification indicates the main duties and responsibilities of the post and it is not intended as an exhaustive list.

Jobholder: ……………………………………… Signed: …………………………………………... Date: …………………………..

Manager: ……………………………………….. Signed: …………………………………………… Date: …………………………..