



**Kent and Medway Partnership Trust**

**Job Description**

**Job Title:** HigherSpecialist trainee (HST) in Perinatal Psychiatry (Community and inpatient post)

**Hours:** Full time, 10 Programmed Activities (PAs), although one day (2PAs) per week is protected for HSTs to pursue their own special interest.

**Location: PMHCS North Kent admin base**

**Elizabeth Raybould Centre, Littlebrook Hospital, Bow Arrow Lane, Stone,**

**Dartford, Kent DA2 6PB**

**MIMHS admin hub support for North Kent PMHCS are based at:**

**20-22 Oakapple Lane, Maidstone, Kent ME16 9NW 01622 722321**

**The post holder would be expected to offer clinical expertise to the North Kent PMHCS locality team and would gain a considerable amount of experience in perinatal psychiatry and mental health. This would be for one half of the post, the other half spent gaining experience with Rosewood KMPT Mother and Baby in-patient unit, Littlebrook Hospital (KMPT).**

The post would involve travel between North Kent KMPT community sites, including Elizabeth Raybould Centre, Littlebrook Hospital, Dartford and an out-patient clinic site for Medway based in Gillingham, Kent.

**Reports to:** Consultant Psychiatrist/Supervisor and Director of Medical Education

**Accountable to:** Executive Medical Director

**Trust Vision**

Kent and Medway Partnership Trust aims to deliver quality through partnership; creating a dynamic system of care, so that people receive the right help, at the right time, in the right setting, with the right outcome.

1. **Kent – The Garden of England**
   1. Kent is steeped in history and heritage and is also rightly renowned throughout the world as The Garden of England. Its extensive coastline boasts an enviable array of blue flag award winning beaches and thrilling water sports activities.
   2. Kent is a family friendly place, with excellent state and independent schools and more affordable housing than most other areas in the south east.
   3. Kent has excellent links to London and the continent. It is just 35 minutes from central London on South-Eastern’s new high speed rail link and Eurostar. The Channel Tunnel and the ferry ports link us to France and beyond. Even the weather is favourable, as Kent is likely to be warmer and sunnier than elsewhere in the UK.

**For more information about Kent, go to** [**www.visitkent.co.uk**](http://www.visitkent.co.uk)

**2. The Trust**

**2.1** Kent and Medway NHS and Social Care Partnership Trust provides mental health, learning disability, substance misuse and other specialist services for 1.7 million people across Kent and Medway.

We pride ourselves on providing high quality clinical services, innovation and partnership working.

We are one of the larger NHS Trusts covering an area of 1,450 square miles, employing over 3,600 staff and operating from over 170 buildings across Kent and Medway.

The Trust’s income is £173 million.

**2.2** The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services and our strategy is underpinned by a ‘recovery and wellbeing model’ delivered in partnership with service users, their families and a wide range of organisational stakeholders.

**2.3** Types of Services Provided

There are eight Clinical Commissioning Groups (CCGs) in Kent and Medway which commission the majority of the services that the Trust provides.

**Mental Health Services for Younger Adults**

These services are available for those aged under 65. Assessment and treatment are provided as close as possible to the client’s home, through local multi-disciplinary community teams; these are backed up by Crisis Resolution Home Treatment Teams and inpatient facilities and Community Mental Health Services.

**Mental Health Services for Older People**

These services are available for those aged over 65. Assessment and treatment are provided as close as possible to the client’s home, through multi-disciplinary community teams, as well as inpatient facilities and day services where required.

**Early Intervention in Psychosis Service**

This service treats patients in the age range 14 – 35 who are experiencing early

onset or the first episode of psychosis using a bio-psycho-social approach.

**Forensic Psychiatry Service**

The Trust provides the Kent Forensic Psychiatric Service offering specialised mental health services for the Courts, other Hospitals, the Probation Service and the Police. The work of the service involves all aspects of assessment and treatment of adult mentally disordered offenders including those who require treatment under conditions of medium and low security. The Service also manages a secure and step-down inpatient service for people with a Learning Disability.

**Personality Disorders Service**

The Trust offers a multidisciplinary service that provides an intensive Day Therapeutic Community Treatment programme based in Maidstone and East Kent. These services are suitable for people with a severe personality disorder, who are unlikely to benefit from weekly psychotherapy, perhaps because a greater level of containment is needed.

**Rehabilitation and Continuing Care Services**

This is a Trust-wide service which is delivered through Consultant-led multi-disciplinary teams specialising in the care of those clients with Enhanced Care Programme Approach (CPA) needs who clearly also have Rehabilitation needs. The service provides three inpatient Rehabilitation Units and is developing Outreach Rehabilitation Services.

Continuing Care and Residential Care requirements are managed in partnership with Rehabilitation Services, and provision includes some accommodation for people with complex mental health needs provided from staffed houses across the Kent and Medway area.

**For information about our services, visit our website:** [**www.kmpt.nhs.uk**](http://www.kmpt.nhs.uk)

**3. Service Details**

**Perinatal Mental Health Community Services (PMHCS) (this post)**

* 1. Kent and Medway Perinatal mental health services have undergone a series of expansions. An 8 bedded inpatient Mother and Baby Unit has been developed at the Littlebrook hospital site and has been live since July 2018. PMHCS (previously known as MIMHS) was also been successful in a bid to expand its specialist community service, with additional NHS England funding of 3.1 million over a three year period (2018-2020) as part of NHSE Long term plan.

**PMHCS**

3.2 PMHCS operates across Kent and Medway following the model below (most recent operational policy and service specification can also be provided)

* 1. There are three hub sites with admin support Monday – Friday 9am-5pm
* 20 Oakapple Lane, Maidstone, Kent ME16 9NW 01622 722321
* Elizabeth Raybould Centre, Littlebrook Hospital, Bow Arrow Lane, Stone, Dartford DA2 6PB
* Eastern and Coastal Area offices (ECAO) St Martins Hospital Canterbury

CT1 1AZ

PMHCS Kent wide clinical team is divided into 3 locality teams:

* **West Kent** (covering Maidstone, Sevenoaks, Tonbridge and Tunbridge Wells) based at the 20-22 Oakapple Lane site. Maidstone ME16 9NW
* **North Kent** (covering Dartford, Gravesham, Swanley, Medway and Swale)

based in the PMHCS office in Elizabeth Raybould Centre, Littlebrook Hospital,

Bow Arrow Lane, Stone, Dartford DA2 6PB.

* **East Kent** (covering Faversham, Whitstable, Thanet, Canterbury, Ashford, Deal, Dover and Folkestone) based at the PMHCS hub in ECAO, ST Martins Hospital Canterbury CT1 1AZ.

3.4 Locality based clinical services are provided from the sites above and also in out-patient clinics in Gillingham for Medway and Swale (Britton House) and in other CMHT locations across Kent.

3.5 The service has extensive links with Kent and Medway maternity departments, health visitors, GPs, out of area mother and baby inpatient units and local children’s social services.

3.6 The enhanced workforce for PMHCS Kent wide as of 2024

should include the following:

**Staff role and grade - Staffing plan** as per the agreed contract funding received 19/20 via baseline funding

Consultant Psychiatrists 3.6 WTE (1.2 WTE funding also available for SAS Dr or equivalent WTE of Consultant time, but this has not yet been recruited to)

Nurses (Band 7 and 6) 20.8WTE

Clinical Psychologists 4.6WTE

Assistant Psychologists 2.4WTE

Nursery nurses 8.0 WTE

Occupational therapists 7.1 WTE

OT Assistants 3.0WTE

Social workers 3.4 WTE

Peer support Practitioners 3.6 WTE

Administrators 7.3 WTE

Pharmacist 0.6 WTE

North Kent,

2 x Consultant Perinatal Psychiatrist, 1.1 WTE

1 x Operational Team Lead (Band 7), 1.0 WTE

7 x Perinatal Community Mental Health Nurse (Band 6), 5.8 WTE

1 x Clinical Psychologist (Band 8a), 0.6WTE

1 x Clinical Psychologist (Band 7), 1.0WTE

1 x Assistant Psychologist (Band 4) 1.0WTE

1 x Social Worker (Band 6), 1.0WTE

2 x Occupational Therapist (Band 6), 2.0WTE

1 x Occupational Therapy Assistant (Band 3), 1.0WTE

4 x Nursery Nurses (Band 4), 3.2WTE

2 x Peer Support Practitioner (Band 3) 1.2WTE

West Kent,

2 x Consultant Perinatal Psychiatrist, 1.0 WTE

1 x Operational Team Lead (Band 7), 1.0 WTE

7 x Perinatal Community Mental Health Nurses (Band 6), 5.2 WTE

1 x Clinical Psychologist (Band 8a), 1.0WTE

1 x Clinical Psychologist (Band 7) 0.6WTE

1 x Assistant Psychologist (Band 4) 0.6WTE

1 x Social Worker (Band 6), 0.6WTE

2 x Occupational Therapist (Band 6) 1.8 WTE

1 x Occupational Therapy Assistant (Band 3) 0.8WTE

3 x Nursery Nurses (Band 4), 2.6WTE

2 x Peer Support Practitioner (Band 3) 1.2WTE

East Kent,

2 x Consultant Perinatal Psychiatrists, 1.4 WTE

1 x Operational Team Lead (Band 7) 1.0WTE

1 x Perinatal Clinical Nurse Specialist (Band 7), 1.0 WTE

7 x Perinatal Community Mental Health Nurses (Band 6), 5.8WTE

2 x Clinical Psychologist (Band 8a), 1.4WTE

1 x Clinical Psychologist (Band 7) 0.6WTE

1 x Assistant Psychologist (Band 4) 0.8WTE

1 x Social Worker (Band 6), 0.8WTE

3 x Occupational Therapist (Band 6) 2.3WTE

2 x Occupational Therapy Assistant (Band 3) 1.4WTE

3 x Nursery Nurses (Band 4), 3.0WTE

2 x Peer Support Practitioners (Band 3) 1.2WTE

The following staff provide support across all areas

1 x Perinatal Service Manager 0.5 WTE

7 x Administration staff

1 x Pharmacist (Band 7) 0.6WTE

The Service is supported by the Service Manager for Specialist Services.

3.7 PMHCS provides integrated community-based healthcare for women/birth parents from across Kent and Medway who are in the perinatal period (conception to 2 years post-delivery) and are experiencing or are at significant risk of experiencing a deterioration of their mental health of a severity or complexity to require specialist perinatal intervention.

Additional elements to the service have been implemented (in line with the objectives of NHSE Long term plan) to aid partners in identifying any mental health needs of their own and accessing appropriate support.

3.8 The service enables the treatment and recovery of the mother/birthing parent, whilst ensuring the developing relationship with the baby/child and its physical and emotional well-being.

3.9 The service assists in the detection, early intervention and treatment of women/birthing parents and their babies during the perinatal period and provides pre-conception counselling for women/birthing parents with a history of serious mental illness considering a pregnancy.

3.10 To ensure a safe and effective service, PMHCS collaborates with other agencies including midwives, obstetric services and health visitors in a liaison, educational, client contact and consultation capacity. This is essential in ensuring ongoing inter-professional collaboration and thereby enabling the best possible outcome for each woman and her family.

3.11 Women/birthing parents can be referred to PMHCS via self-referral or by a health/social care professional on their behalf – in writing or by telephone during PMHCS working hours Mon – Fri 9am-5pm.

PMHCS provides a continuous duty service during these hours managed by senior nursing staff with Consultant support, to ensure that all referrals are screened, triaged and risk assessed in accordance with response and assessment requirements of 4 hours for emergency presentations, 72 hours for urgent cases and 28 days from referral to assessment for non-urgent referrals. Within those time requirements PMHCS endeavour to see women sooner if it appears necessary.

3.12 Liaison, training and telephone consultations with midwifery, obstetrics, GPs and health visitors as well as children’s social care are a key part of the service delivery.

3.13 Women/birthing parents are seen in a variety of community locations including their homes, antenatal and postnatal wards, and clinics. The place of assessment and treatment depends on need and preference. The job entails some degree of flexibility and travelling.

3.14 **Population Served**

The current total Kent wide service receives over 2300 referrals per year shared between the 4 localities and assesses approx. 1900 women annually.

There are currently approx. 21000 deliveries per year in Kent and Medway. In accordance with the objectives of the NHSE Long term plan, PMHCS aims to assess and support at least 10% of the antenatal and postnatal population (those with moderate to severe or complex mental health problems).

In 2022, the PMHCS were successfully accredited by the Royal College of Psychiatrists CCQI perinatal quality network.

Manageable workload/caseload for the post-holder would be carefully planned and discussed with them via regular Consultant supervision, to optimise potential learning opportunities and experience.

**Mother and Baby Unit**

3.15 The Mother and Baby Unit is a Nationally Commissioned service planned to provide additional local capacity for admissions from across Kent, Surrey and Sussex.

3.16 The Mother and Baby Unit (Rosewood MBU) has been operational since July 2018.

3.17 Rosewood MBU has 8 en-suite patient bedrooms (bed + cot) and facilities to accommodate disabled mothers and mothers with twins. All beds are contracted with NHS England.

3.18 According to the South East Coast Clinical Network the total number of deliveries over 1 year for Kent, Surrey and Sussex is 54,000. The MBU is expected to provide a locally provided service to a proportion of the patients who have previously been sent out of area.

The total number of admissions per year to the MBU is expected to be in the order of 70 in line with other similar sized units.

* 1. The MBU have successfully applied to join the annual peer review process of

the Royal College of Psychiatrists CCQI perinatal network.

* 1. The Multidisciplinary Team comprises the following-

1x Consultant Perinatal Psychiatrist 1.0 WTE

1x Speciality Doctor 1.0 WTE

1 x Perinatal lead (band 8) 0.5WTE

1 x Ward Manager (Band 7), 1.0WTE

6 x Nurses (Band 6) 5.6WTE

5 x Nurses (Band 5) 5.0WTE

3 x Senior Healthcare Assistants (Band 3) 2.6WTE

9 x Nursery Nurses (Band 4) 7.8 WTE

2 x Peer Support workers (band 3) 1.6WTE

4 x Healthcare Assistants (Band 2) 4.0WTE

1 x Clinical Psychologist (Band 8a) 0.8WTE

1 x Occupational Therapist (Band 6) 0.8 WTE

1 x Occupational Therapy Assistant (band 3) 1.0wte

1 x Social worker (Band6) 1.0 WTE

1 x Midwife (Band 6) 0.4 WTE

1 x Health Visitor (band 6) 0.4wte

1 x pharmacist 0.2wte

3 x House Keepers

The Service is supported by the Deputy Director of Forensic & Specialist Services

* 1. The objectives of the mother and baby unit are:
* To ensure that women and their families have timely access to the right level of recovery focused care.
* If admission is required to ensure that this is without delay so that no woman is unnecessarily separated from her baby
* To safely and effectively meet the special needs and requirement, both emotional and physical of mothers and infants
* To provide specialist medical, nursing, psychological and statutory social care for mother and infant
* To provide supervision, support, assistance and guidance in the care (both physical and emotional) of the infant whilst the mother is ill.
* To respond in a timely manner to emergency requests for assessment and advice
* To ensure the integration in a seamless fashion of all components of care through access to discharge from the service
* To achieve the earliest resolution of the maternal mental illness whilst promoting the care and developing relationship with the infant
* To assess and proactively manage high risk women with a prior history of serious mental illness to prevent avoidable recurrences in pregnancy and the postpartum period.
* To ensure that women, partners/significant others and families are able to make informed decisions about care and treatment, where they are able, including through provision of appropriate information and signposting to other relevant support.
  1. The unit provides access through both pre-planned admissions and emergency admissions such that it is able to receive patients 24 hours a day as necessary.
  2. The unit receives referrals internally from PMHCS, but also directly from adult mental health teams, CAMHS, GPs, maternity services and obstetricians.

1. **Job Information and Purpose (Main Duties)**

4.1 This post has been created in order to give the post holder a wide range of perinatal psychiatry experience. The post would be mostly community based with PMHCS, with the North Kent team based in Dartford, (Littlebrook Hospital). Community clinic work could be across two sites, eg Dartford and Medway. In order to provide the opportunity to gain comprehensive perinatal in-patient experience, the post is equally distributed between the Perinatal Communtiy mental health service and Rosewood Mother and Baby in-patient unit on the Littlebrook Hospital site.

The post holder would ideally therefore have their own transport, and the PMHCS Consultants supervising the HST would work out a feasible job plan/timetable collaboratively with them.

1. **Main Clinical Duties**

5.1 To provide and assist with community assessments including full psychiatric histories, mental state assessments, risk assessments and to formulate management plans in cases under the supervision of a Consultant Psychiatrist in Perinatal Psychiatry. Assessments may be ante-natal, post-natal or for pre-conception advice.

5.2 Supporting the PMHCS duty clinicians where possible.

5.3 To participate in MDT clinical meetings, discussing allocation and management care plans of patients assessed, CPA reviews (including perinatal CPA pre-birth planning meetings), professional meetings and discharge planning meetings.

5.4To provide prescribing advice on psychotropic medication in pregnancy and breastfeeding as well as women planning a pregnancy to general psychiatry, maternity and primary care services under the supervision of a Consultant Psychiatrist in Perinatal Psychiatry. This can be via community medication review appointments, telephone consultations and in writing.

5.5 To provide assessment of the influence of severe or complex maternal mental disorder on mother’s parenting ability under the supervision of a Consultant Psychiatrist in Perinatal Psychiatry.

5.6 There would also be opportunities to gain experience in child safeguarding including attendance at child safeguarding meetings.

5.7 To work in a collaborative way with other KMPT teams (e.g. adult CMHTs, EIS, acute services including inpatients and CRHT) maternity services, primary care, health visiting and children and families social services to ensure optimum outcomes for the patient, her child and family.

5.8 To offer clinical expertise to Rosewood Lodge Mother and Baby Unit, including an opportunity to attend CPA review meetings and discharge planning meetings.

1. **Clinical Leadership**

6.1 The post holder will build constructive relationships with medical colleagues, the team manager and with other senior professionals.

6.2 The post holder will provide consultation to the clinical team to ensure a high standard of care is delivered in line with national clinical guidelines.

6.3 North Kent PMHCS often accommodates a rotation of King’s medical students. There would therefore be opportunities for teaching and mentoring medical trainees within the team.

1. **Teaching**

The post holder will be encouraged to participate in the teaching of junior medical staff, medical students, and other disciplines including maternity, obstetric and health visiting staff and broad audiences including GPs (see section 12 below).

1. **Support for the post holder:**

8.1 Administrative support is from a PMHCS administration hub shared by North Kent and West Kent PMHCS.

8.2 IT equipment, own computer or laptop, dictation equipment, and mobile phone is provided.

8.3 Support with audit and outcome projects will be provided by an audit officer employed to collate data and measure outcomes.

1. **Travelling expenses:**

Remuneration for relevant travel expenses is provided according to the Trust’s Travel Expenses policy.

1. **CPD and Supervision**

10.1 There will be the opportunity for the post holder to undertake continuing professional development with one session a week allocated for CPD and activities leading to revalidation requirements. Within the Trust there are a number of opportunities at different levels of experience that would be open to the post holder.

10.2 Educational and Clinical Supervision will be provided by a Consultant Perinatal Psychiatrist.

10.3Doctors have an allocated study leave budget. Study leave for the purpose of professional development should be applied for to the supervising Consultant and is approved by the Director of Medical Education.

1. **Management Arrangements**

11.1 The Trust’s headquarters is at Farm Villa, Hermitage Lane, Maidstone, Kent, ME16 9PH.

11.2 The post holder will be accountable professionally and operationally to a Consultant Perinatal Psychiatrist.

11.3 The Director of the Service Line is Julie Anne Meadows.

11.4 The Trust actively encourages all doctors to take part in the strategic development of services and there is ample opportunity to do this if desired.

1. **Teaching and Training**

12.1 The Trust receives Foundation and GP Trainees from Acute Trusts in Kent and Medway. The Core and Higher Trainees in Psychiatry are part of the Kent, Surrey and Sussex training scheme.

12.2 The Trust’s Postgraduate Medical Education Department offers a forward thinking and dynamic approach to teaching, learning and research with a strong reputation in delivering high quality education in Psychiatry.

12.3 The post holder would be able to take up various activities as time and opportunity permits e.g. chairing of a Complex Case Forum, teaching and training of staff; in the Crisis and Community Teams. There would be ample opportunities for teaching, including teaching Kings’ Medical Students and other Trust professionals, including participation in PMHCS Simulation training days.

12.4 All clinical staff have the use of the Postgraduate Centre at Maidstone Hospital and library facilities are available on all sites.

1. **Audit, Research and Governance**

13.1 PMHCS strive to offer the highest possible standards of care, and analyse

referral information on a monthly basis to look at clinical outcomes and service

user satisfaction.

PMHCS achieved accreditation with the Royal College of Psychiatrists Perinatal Quality Network in 2022.

There would be various opportunities for the post holder to participate in

various quality improvement projects with the service.

The post holder will be expected to participate in clinical audit meetings as well as participation in clinical audits and other clinical governance activity.

13.2 The Trust encourages research, particularly where this is relevant to the morbidity of the local population. The post holder will be encouraged to collaborate with academic departments in areas of research related to the post holder’s duties.

13.3 The Medical Education Research Forum (MERF) is held every four months, and is a dedicated forum for Higher Trainees and also for Consultants with an interest in research.

13.4 The Trust’s research and development team is part of the Kent, Surrey and Sussex Clinical Research Network.

**15. Policies and Protocols**

The post holder will be expected to observe the Trust’s policies and procedures and be up-to-date in recording all activity on the Trust’s Electronic System (currently RiO).

**16. On Call**

To be a part of the local Higher Speciality Trainee on-call rota (1:9)

**17. Leave and Cover Arrangements**

17.1 Provision of leave including annual, study, sickness absence professional and compassionate leave is according to the general terms and conditions of service for medical staff. All leave must be agreed by prior negotiation with the Consultant and booked in advance through Medical Staffing, who will keep an ongoing record, in order that mutual cover may be maintained. Locum cover will not be provided and prospective internal cover should be arranged.

17.2 Unless the circumstances are quite exceptional, the Higher Specialist trainee may not take leave when the Consultant(s) to whom he/she is responsible is away.

**18. Conditions of Service**

18.1 The appointment will be subject to the Terms and Conditions of Service for hospital, medical and dental staff (as per advanced letter (MD) 4/97) and certain general Whitley Council conditions.

18.2 The appointment is subject to a satisfactory medical examination and an Enhanced Disclosure from the Criminal Records Bureau.

18.3 All staff are required to abide by the relevant code of conduct for their profession and the standards of behaviour expected of all staff in the Trust’s Disciplinary Procedure for Doctors.

18.4 All staff are required to support the Trust’s vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust’s Equality and Diversity Policy.

18.5 All staff are required to treat information relating to patients, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.

**19. Requirements for the Post**

19.1 The applicant will have full registration with the General Medical Council and will have completed at least four years full time postgraduate training or its equivalent on a part time or flexible basis, at least two of which will be in specialty relevant to the post or will have equivalent experience and competencies.

19.2 An Induction Programme will be arranged for the successful candidate.

19.3 Because of the nature of the work of this post, it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those, which for other purposes are “spent” under the provisions of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

19.4 The Trust has a legal responsibility to ensure that all employees are entitled to live and work in the United Kingdom.

# HST person specification

| **Entry Criteria** | **Essential** | **Desirable** | **Assess by** |
| --- | --- | --- | --- |
| **Qualifications** | MBBS or equivalent medical qualification | ***Section 12 approved***  *(It is an expectation candidates actively work toward achieving this. Applicants will join the junior doctor’s rota while working toward it).*  MRCPsych | A |
| **Eligibility** | Eligible for full registration with the GMC at time of appointment.  Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards in *Good Medical Practice* including:   * good clinical care * maintaining good medical practice * good relationships and communication with patients * good working relationships with colleagues * good teaching and training * professional behaviour and probity * delivery of good acute clinical care |  | A, HS |
| **Fitness To Practise** | Applicant’s knowledge is up to date and fit to practise safely |  | A (see notes) R, HS |
| **Language Skills** | All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:   * applicants have undertaken undergraduate medical training in English * applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes.   If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence (see notes). |  | A |
| **Health** | Meets professional health requirements (in line with GMC standards in *Good Medical Practice*) |  | A, P, HS |
| **Application Completion** | **ALL** sections of application form **FULLY** completed |  | A |
| **Clinical skills**  (see notes) | **Acute care safe**: *up-to-date ALS*. *Hospital at night team working / experience*. Out of hours experience relevant to the job.  **Relevant specialty clinical knowledge**: capacity to apply sound clinical knowledge relevant to the job, specialty *knowledge exam*.  **Clinical judgement:** experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.  **Practical skills:** shows aptitude for practical skills, required in the job.  Proven ability to work effectively **in different clinical settings** required in the job.  Experience in managing of clinical care under MHA. | *ALS*  *Instructors*  *certificate*  *Specialty knowledge exam* | A, P, C, I, R |
| **Specialty specific skills related to the post** | Experience in working with working age adults with mental health problems |  | All |
| **Commitment to clinical governance / improving quality of patient care** | **Clinical governance:** Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.  **Audit**: evidence of active participation in audit.  **Teaching**: evidence of interest and experience in teaching where required in the job (see notes). | ***Research Skills:*** *demonstrates understanding of the principles of research, evidence of relevant academic and research achievements (see notes).*  ***Teaching****: evidence of experience in teaching where required in the job.* | A, I |
| **Communication skills** | **Effective communication skills**: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.  **Empathy and sensitivity**: capacity to listen and take in others’ perspectives.  **Works in partnership with patients**: always considers patients preferences when discussing treatment options.    Always considers the full impact of clinical decisions on the patients, Practice shared decision making.  Directs and supports patients to access the information they need to support decision making. | *360° feedback*  *Patient survey feedback and reflections (see notes)* | A,I, P |
| **Personal skills** | **Team working:** demonstrated experience working in a team, values the input of other professionals in the team.  **Managing others & team involvement**: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.  **Coping with pressure:** capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.  **Problem solving & decision making:** capacity to use logical/lateral thinking to solve problems & make decisions.  **Organisation & planning:** capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.    **Flexible approach to work:** able to adapt and work with employers to deliver improved patient care.  **Equality and diversity**: promotes equality and values diversity | ***Leadership skills****: experience in leadership*  *Demonstrates skills needed for effective delegation within the team: 360° feedback*  *Driver with a valid licence (see notes)* | A, I, R |
| **Probity** | **Professional integrity and respect for others**: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues. |  | A, I ,R |
| **Commitment to ongoing professional development** | **Learning and personal development:** demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job (see notes).  Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback. | *Extra-curricular activities / achievements relevant to the job*  *Specialty exams (see notes)* | A. I , P |

**Key:**

A=application form

HS = pre-employment check and health screening

I=interview

P=portfolio

C=other documented evidence e.g. certificate, exam

R=references

Italics=recommended but not essential