

JOB DESCRIPTION

Job Details

Job Title:	Consultant Psychiatry / Clinical Academic Group Lead Clinician (Four posts required; CAMHS, Addictions, Forensics and Older Adults)
Grade:	Consultant
Hours:	40 hours Fixed Term Contract, 2 years. The possibility of a permanent contract can be discussed.
Department:	Maudsley Health, Al Amal Psychiatric Hospital
Location:	Dubai, but occasional travel may be required across the UAE
Reports to:	Chief Medical Officer
Professionally Accountable to:	Chief Medical Officer, Maudsley Health <i>The postholder will be employed by MACANI LLC and be working under an honorary contract with South London and Maudsley NHS Foundation Trust (SLaM). Maudsley Health is part of SLaM and is managed through SLaM.</i>
Principal Job Purpose:	This is a truly exciting and unique opportunity to be part of a senior and experienced team to work in the new collaboration between Maudsley Health and the Ministry of Health and Prevention to support the development of a Centre of Excellence. You would be working closely with experienced Director staff from the Maudsley and the in house leadership team at the Al Amal Psychiatric Hospital in Dubai. This is a rare opportunity to be able to support the further development of existing services and influence and shape new services in great facilities.

Other main responsibilities: The post holders will need to lead and support the further implementation of evidence based practice and ensure services achieve accreditation during the period of the contract. The post holders will be expected to deliver effective, highly specialist assessments and treatments in accordance with UK and UAE guidance of professional regulatory bodies in conjunction with other members of the multidisciplinary team. The consultant will be directly involved in assessment and management, particularly of complex cases where there are psychiatric and other psycho-social factors.

In addition to providing direct clinical care and service development, the role will include developing and delivering clinical, research and training services/programmes in accordance with SLaM clinical governance and relevant national and international policies

This post holder will be expected to work collaboratively and cross cover for other consultant psychiatrists.

BACKGROUND

Maudsley Health started providing child and adolescent mental health services in Abu Dhabi in 2015 and has more recently been delivering adult services. The aim of Maudsley Health in the UAE is to deliver high quality assessments, treatment, advice, training and consultation across the range of mental health problems. This will require working collaboratively with multi-disciplinary colleagues, other professionals, families and patients. The service aims to provide a supportive environment using evidence based approaches and will offer training and development to professionals. The post holder will be expected to take a role in the further development of the service as agreed with the Chief Medical Officer and Service Director, as appropriate.

The post holder will be based in Dubai and will have access to office and computer facilities. The use of an electronic Patient Journey System is expected.

CONTRIBUTION

Time commitment: 40 hours per week over five days, to include one evening. Four days direct clinical contact. 1.0 day supporting activities. Providing psychiatric input and leadership to the team;

- Clinical leadership within a defined service area (CAMHS, Addictions, Forensics, Older Adults). This will include service development, working closely with the in-house leadership team.
- Management of complex cases.

- Assessment of new referrals, delivering therapy or referring to psychology colleagues for CBT or other interventions, or co-working with psychologists and continuing to follow up patients for medication reviews.
- Care plan and treatment formulation, guidance on evidence based treatment and effectiveness.
- Liaison and collaborative working with other services and disciplines.
- Mental Health Act implementation (the Mental Health Act is under discussion in the UAE).
- Multi-disciplinary, multi-agency and partnership working.
- Supervision and training of other staff and trainees.
- Clinical audit.
- Research and training.
- Development of services in conjunction with the Chief Medical Officer and Service Director.
- On-call responsibilities are expected, frequency to be confirmed.

TERMS AND CONDITIONS FOR THIS CONSULTANT APPOINTMENT

(All below are subject to change)

- Consultants to have 30 days annual leave per annum, plus government declared 'private sector' holidays.
- The post-holder is required to participate in the CPD program and through this program to participate in a peer review group developing a Personal Development Plan.
- All consultants are expected to participate in Clinical Audit and the extended program of Clinical Governance through their professional group and also their clinical team(s) and broader service.
- Consultants have access to 5 study leave days per annum (whole time) consistent with Personal Development Plans, in addition to regular CPD time.
- This Personal Development Plan will form part of the annual appraisal process which all consultants are expected to undertake with the Chief Medical Officer or agreed nominee. This in turn will contribute to GMC Revalidation/Relicensing (where relevant). The post-holder will be accountable to the Chief Medical Officer.
- The post-holder will be an employee of Macani, a UAE entity, but the service is managed through South London and Maudsley NHS Foundation Trust and unless notified otherwise, the postholder will initially be expected to work to the clinical policies and procedures of South London and Maudsley NHS Foundation Trust and the Ministry of Health and Prevention (as relevant). The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.
- Appointment will be subject to satisfactory Occupational Health and Enhanced DBS/CID clearances and visa requirements, including additional health testing.
- It is a condition of your employment that you are and remain a fully registered medical practitioner and are included on the Specialist Register held by the General Medical Council (GMC) or equivalent, and the Ministry of Health and Prevention, and continue to hold a license to practice. It is the individuals responsibility to ensure these registrations are in place.

COMMUNICATIONS & WORKING RELATIONSHIPS

The team comprises of a mixture of clinicians and support staff. The team is initially comprised of 15 posts including: Managing Director, Chief Medical Officer, Director of Nursing, Academic Director.

The team will work throughout the week from Sunday to Thursday. Regular team meetings will be held, along with regular training and development sessions.

FACTS & FIGURES

Maudsley Health

South London and Maudsley NHS Foundation Trust has set up Maudsley Health, to develop services in the Middle East, in conjunction with Macani. Ambitious development plans are in the process of being developed and it is that the service will grow geographically and clinically in a planned way.

The service in the UAE will provide the highest quality evidence based assessment and treatment services. The Headquarters of the service is located in Abu Dhabi and the service there and in Dubai expect to receive input from visiting specialists.

In addition to the above on-going service, the following provision is planned;

- Staff training and development – may take place in Dubai, Abu Dhabi and London.
- Access to all the highly specialist services in the UK,

THE SOUTH LONDON AND MAUDSLEY NHS FOUNDATION TRUST

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC), which includes seven hospitals and over 150 community based services. It is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground breaking advances in physical and mental healthcare. See www.kingshealthpartners.org

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health and substance misuse services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Bexley, Greenwich and Bromley. We also provide specialist services to people from across the UK. In addition the CAMHS CAG provides services internationally, including in the Middle East.

The Trust has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. It's academic links with King's College, London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers; Specialist Commissioning Groups; our partner local authorities; Clinical Commissioning Groups and NHS Trusts.

Services are primarily focused on people with severe and enduring mental illness. In addition, it promotes good mental health, early intervention to prevent more serious problems and provides support to primary care in dealing with people with less severe problems.

The Trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals.

The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all'.

The Executive Directors of the Trust include Dr Matthew Patrick, Chief Executive Officer; Dr Michael Holland, Medical Director; Gus Heafield, Chief Finance Officer; Beverley Murphy, Executive Director of Nursing; Kristin Dominy, Chief Operating Officer and Altaf Kara, Director of Strategy and Commercial.

Executive Directors not represented on the Board include the Director of HR, and the CAG Directors.

INSTITUTE OF PSYCHIATRY, PSYCHOLOGY AND NEUROSCIENCES

The Institute of Psychiatry is a postgraduate Medical School of the King's College London. It carries out an extensive programme of teaching and research in basic, behavioural and social sciences. The three complementary roles of the Institute of Psychiatry are: to offer advanced university training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers; to pioneer research into new and improved ways of understanding and treating mental illness and brain disease; and to assist with the provision of high standards of treatment and care to the patients of South London and Maudsley Hospital Trust and other hospitals with which the Institute is associated.

GKT Medical and Dental Schools are both undergraduate and postgraduate Schools of King's College London. The academic departments of both institutions have recently merged to form a single department based within the Institute of Psychiatry structure, but combining the responsibilities held by each department. The combined University Department of Child Psychiatry, along with the Social, Genetic and Developmental Psychiatry Research Centre, based at the Institute of Psychiatry, constitutes the country's major grouping of researchers in the field of developmental

psychopathology. There is extensive collaboration with other research groups both within the Institute and elsewhere in the UK and abroad. There is an active programme of research seminars and discussions.

KEY RESPONSIBILITIES

- The post holder will play a lead role in providing clinical expertise and support to the team.
- The post holder is expected to provide assessment, treatment and consultation for patients who present with.
- Lead and develop the Clinical Academic Group, working collaboratively with the Nurse Manager.
- Participation in training of junior doctors (when in place) and other multidisciplinary staff within the teams and contribution to the identification and provision of training needs of the multidisciplinary team.
- Participation in education and training locally and nationally. Participate in research as a principal, partner or facilitator as appropriate to the post holders experience and interests.
- Participation in operational management meetings together with other designated senior managers.
- Adherence expected to agreed job plan and appraisal procedures set by the Trust.
- The post holder will be expected to support the development of the services in Dubai. This will involve working closely with the Chief Medical Officer and Service Director and with the Ministry of Health and Prevention, education and other providers in the Middle East.
- The post holder will be expected to develop strong working relationships with acute services.

Other Elements of the Role Are to:

- Ensure that electronic patients clinical records relating to post holders work are well maintained and meet standards for documentation and communication with referrers and users are met.

- Promote good links with partner agencies including services in Dubai and Abu Dhabi.
- Contribute to the development of policies and procedures to support good practice and ensure that appropriate high quality clinical services are delivered.
- Provide a service that promotes diversity; meets the needs of service users from diverse ethnic, cultural and religious traditions, accessible and sensitive to needs relating to disability, gender and sexual orientation.
- Collect activity information as requested to meet the demands of performance management and service planning.
- Help maintain a clinical database and keep all other records and statistics as necessary and required.
- Participate in meetings and other management meetings as appropriate to the post holders responsibilities
- Apply quality standards to all work undertaken in line with Trust Clinical Governance policies.
- Act with integrity and honesty at all times
- Attend professional meetings as appropriate within and outside the CAG and agreed Personal Development Plan.
- Assist in or lead research and evaluation where required.
- Take part in and lead audit projects when appropriate.
- Encourage junior staff and support their efforts in undertaking audit projects
- Adherence to the agreed job plan and appraisal procedures by the Trust.
- Maintain GMC registration, or equivalent and Licence to Practice with the Ministry of Health and Prevention.
- Maintain S12 and AC status
- Maintain good standing with the Royal College of Psychiatrists or equivalent, in respect of CPD.
- Maintain compliance with the Mandatory Training Register requirements.

PERSON SPECIFICATION

Verified at interview (I), by application form (A) or by a test (T)

	Essential	Desirable
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Qualifications	(a) MRC Psych or equivalent A (b) CCT (or within 6 months of accreditation) A (c) Full GMC Registration & inclusion on Specialist GMC Register A (d) Sec 12 (2) and Approved Clinician status (or undertaking to obtain this on taking up the post) A/I	(a) Higher degree or additional qualifications A
Training and Experience	(a) Completion of Higher Psychiatric Training in Psychiatry or being within 6 months of achieving CCT accreditation A/I (b) Equivalent training in Psychiatry (CESR issued by PMETB) A/I (c) Training will have included psychiatric inpatient management A/I	(a) Approved training in relevant therapeutic practice e.g. CBT or Family Therapy A/I (b) experience of leading a service A/I (c) previous experience as a Responsible Clinician
Clinical skills	(a) Considerable competence in psychopharmacology I (b) Competence in non-medication therapeutic approaches I (c) Evidence based practice I (d) Knowledge and compliance with relevant national and professional guidelines A/I	(a) Knowledge and experience of the Recovery model I (b) Knowledge and understanding of electronic mental health records and Information and Communications Technology A/I Experience in Adolescent psychiatry A/I
Management	(a) Knowledge, understanding and compliance with Clinical Governance guidance structures and principles I (b) Participation in audit A/I (c) Participation in development of service protocols and service development projects A/I (e) Ability to represent the organisation with integrity and professionalism, ensuring the reputation of the Trust and Macani are upheld at all times A/I	(a) Training in management skills A/I (b) Participation in CAG and Trust strategic and operational processes A/I (c) Experience of service development
Teaching	(a) Experience of and interest in developing post-graduate teaching A/I (b) Experience of training junior doctors A/I	(a) Knowledge, understanding and experience of the development training programmes for staff of all disciplines. A/I

Academic Achievements	(a) Research and audit project understanding and experience A/I	(a) Demonstrable academic achievements to support continued allocation of Research time in job plan A/I (b) A proven track record or the ability to demonstrate potential in the research of child and adolescent psychiatry A/I (c) A higher research degree (e.g. MPhil., MD or PhD) A (d) Publication(s) accepted by peer review journals in a relevant academic field A
Personal Skills	a) Ability to travel A	(a) Knowledge and understanding of the current NHS context and ability to work within constantly changing environment I (b) Membership of Medical Defence Organisation A (c) Ability to speak Arabic A/I (d) Understanding of the health care system in the Middle East and an ability to work constructively within a changing and developing environment with different cultures and languages.

Other Information:

Confidentiality

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure

that they are familiar with and adhere to all relevant Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

Code of Conduct

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

Caveat

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.

