

Trainee Job Description

Job Title	ST4 – ST6: Inpatient Working Age Psychiatry					
Educational Supervisor	Dr Adeola Akinola					
Clinical Supervisor	Dr Adeola Akinola					
Hospital Address	Department of Psychiatry, Irwell Unit, Fairfield General Hospital, Rochdale Old Road, Bury. BL9 7TD					
Trust	Pennine Care NHS Foundation Trust					
Speciality	Working Age	Sub Speciality	Inpatient Psychiatry			
Full Time/Part Time	Full or Part time	Days Worked	Depends on contract with LEO			
Year of Trainee (Delete those N/A)				4	5	6

Description of Placement

This is a ST4-6 post in general adult psychiatry located in a district general hospital providing a service to one of five sectors of a hospital serving a population of 184,000. The post provides opportunities for a wide range of experience in general adult psychiatry. North ward is a 24-bed adult general psychiatry ward in the Irwell unit at Fairfield General Hospital, Bury. The post is hospital based, but there may be the opportunity for community experience through existing close clinical links with the community mental health teams and the Home Treatment Team. The medical team on North ward also includes a GPST Doctor and a Specialty doctor with additional support from FY post holders.

The post provides opportunities for a wide-ranging experience of district general hospital psychiatry. There is an emphasis on the care programme approach, on maintaining close relationships with general practitioners, and on family liaison. The post holder will join colleagues to take part in providing a liaison service to medical and surgical specialities within the district general hospital. There are opportunities for forensic work including preparation of Court and Tribunal reports and close working with a specialist mentally disordered offender's team.

The trainee would be exposed to a case-mix comprising severe psychotic disorders, severe and resistant depressive illness, dual diagnosis patients and some patients with co-morbid personality difficulties. The post holder will have the opportunity to develop skills and experience in working with these client groups

Roles and Responsibilities of the Trainee

Supervision of in-patients: the trainee will manage a small caseload of patients under consultant supervision. Day to day management of the patients will be handled primarily by the junior trainee. The trainee would attend weekly ward rounds and CPA meetings.

Management training: the trainee will be invited to attend local Consultants meetings, directorate meetings, strategy group meetings, Medical staff committee meetings,

On-call duties: participation as second on call in a 1:8 rota with consultant cover.

Emergency work: Mental Health Act assessments and urgent community reviews conducted with community professionals.

Supervision: there will be one hour of individual supervision per week with the trainer, and a formal review of progress.

Undertake workplace based assessments with supervisor and other members of staff.

Participate in local clinical audit.

Attend special interest sessions and other educational programmes that they are enrolled on.

Attend the mandatory Trust and local induction programmes

Participate in other reviews organised by the School of Psychiatry including ST4-6 study days

Core Clinical Work *Include details of where this will be carried out, type of assessments and therapies for which the doctor in training will be responsible (all experience must be appropriate to the level of training provided)*

Opportunities for in-patient work. The post holder will be expected to manage patients admitted to hospital under consultant supervision. Tribunal work: the trainee will have the opportunity to prepare reports and present at Managers Panels and Mental Health Act Tribunals. Opportunities exist to supervise junior medical staff in respect of in-patient work.

Intended Learning Objectives *Indicate how the post will meet the trainee's curriculum requirements as identified in the portfolio*

ILO number 1 Assessment	Be able to perform specialist assessment of patients and document relevant history and examination on culturally diverse patients to include: Presenting or main complaint History of present illness Past medical and psychiatric history Systemic review including personal history Family history Socio-cultural history Developmental history
1b patient examination	Patient examination including mental state examination and physical examination
2 Diagnosis/formulation	Demonstrate the ability to construct formulations of patients' problems that include appropriate differential diagnosis. Develop an awareness of interfaces between adult psychiatry and other psychiatric specialities, other branches of medicine and other service providers
3 consideration, investigation and treatment planning	Demonstrate the ability to recommend relevant investigation and treatment in the context of the clinical management plan. This will include the ability to develop and document an investigation plan including appropriate medical, laboratory, radiological and psychological investigations and then to construct a comprehensive treatment plan addressing biological, psychological and socio-cultural domains
4	Based on a comprehensive psychiatric assessment, demonstrate the ability to comprehensively assess and document patient's potential for self-harm or harm to others. This would include an assessment of risk, knowledge of involuntary treatment standards and procedures, the ability to intervene effectively to minimise risk and the ability to implement prevention methods against self-harm and harm to others. This will be displayed whenever appropriate, including in emergencies
4b Psychiatric emergencies for all specialities	Apply the principles of risk assessment and management Show awareness of child protection issues when addressing psychiatric emergencies. Has basic knowledge of child protection procedures Know the principles underlying management and prevention of violence, hostage taking, self-harm, suicide, absconson, escape and recall of a restricted patient Be familiar with the policy and principles regarding management of seclusion
4c Mental health legislation	Demonstrate an understanding of the contemporary mental health legislation and its local implementation with regard to assessment and treatment of patients, including mentally disordered offenders Understand and make appropriate use of the Mental Health Act in relation to capacity and consent
4d Broader legal framework	Know the legal responsibilities of psychiatrists with regard, for example, to agencies such as the relevant driving authority
5 psychological therapies	Based on the full psychiatric assessment, demonstrate the ability to conduct therapeutic interviews; that is to collect and use clinically relevant material, demonstrating the ability to conduct a range of individual, group and family individual, group and family therapies using standard accepted models and to

	integrate these psychotherapies into everyday treatment, including biological and socio-cultural interventions
5a psychological therapies	Demonstrate the acquisition of knowledge of more advanced treatment skills
6 record keeping	Demonstrate the ability to concisely, accurately and legibly record appropriate aspects of the clinical assessment and management plan
7 management long term psychiatric illness	Develop the ability to carry out specialist assessment and treatment of patients with chronic and severe mental disorders and to demonstrate effective management of these disease states
7a	Management of severe and enduring mental illness
8 research	To develop an understanding of research methodology and critical appraisal of the research literature
8a	Demonstrate an understanding of basic research methodology including both quantitative and qualitative techniques Demonstrates an understanding of the research governance framework including the implications for the local employer (NHS Trust or equivalent) of research. Demonstrates an understanding of the work of research ethics committees and is aware of any ethical implications of a proposed research study Demonstrate an understanding of how to design and conduct a research study Demonstrate an understanding of the use of appropriate statistical methods Describe how to write a scientific paper Demonstrate a knowledge of sources of research funding Use research methods to enrich learning about aetiology and outcomes within adult psychiatry
8b	Demonstrate an understanding of the principles of critical appraisal Demonstrate an understanding of the principles of evidence-based medicine, including the educational prescription Demonstrate knowledge of how to search the literature using a variety of databases
10 Audit	Develop the ability to conduct and complete audit in clinical practice
10a	Demonstrate a knowledge of different audit methods Demonstrate a knowledge of methods of sampling for audit Demonstrate a knowledge of obtaining feedback from patients, the public, staff and other interested groups Demonstrate an understanding of the structures of the NHS and social care organisations (or equivalents) Demonstrate an understanding of quality improvement methodologies Demonstrate an understanding of the principles of change management
11 Organisational clinical governance	To develop an understanding of the implementation of clinical governance
11a	Demonstrate knowledge of relevant risk management issues; including risks to patients, carers, staff and members of the public. Demonstrate a knowledge of how healthcare governance influences patient care, research and educational activities at a local, regional and national level Demonstrate a knowledge of a variety of methodologies for developing creative solutions to improving services Demonstrate that by undertaking these that patient care will benefit
14	Demonstrate the ability to work effectively with colleagues, including team working
14a Clinical teamwork	Maintain and apply a current working knowledge of the law as it applies to working relationships Demonstrate an understanding of the responsibility of the team with regard to patient safety Demonstrate an understanding of how a team works and develops effectively Demonstrate an understanding of time management, values based practice and information management Understand the role of the adult psychiatrist and how this relates to the structure and function of the multidisciplinary team Able to explain the role of different teams and services involved in the care of working age adults with psychiatric problems. Knowing when to change the

	<p>patient's care setting Facilitate the leadership and working of other members of the team Recognise and resolve dysfunction and conflict within teams when it arises Competently manage a service, or a part of the service, alongside consultant trainer Show competence in supervised autonomous working Use effective negotiation skills Be able to work with service managers and commissioners and demonstrate management skills such as understanding the principles of developing a business plan Manage change, with the involvement of service users and carers in teamwork. Utilise team feedback Manage complaints made about services Competently participate in the NHS Appraisal Scheme Contribute to the interface between the General Psychiatry team and other psychiatric teams, medical teams and service providers by working in a collaborative manner Develop and maintain effective relationships with primary care services leading to effective referral mechanisms and educational systems Work in a multi-disciplinary team where issues of responsibility can be described in detail Manage divergent views about patient care or intervention Be prepared to question and challenge the performance of other team members when standards appear to be compromised Be readily available to team members and other agencies for consultation and advice on General Psychiatry issues</p>
15 leadership skills	<p>Develop appropriate leadership skills Demonstrate an understanding of the differing approaches and styles of leadership Demonstrate an understanding of the role, responsibility and accountability of the leader in a team Understand and contribute to the organization of urgent care in the locality Demonstrate an understanding of the structures of the NHS and social care organisations Demonstrate an understanding of organisational policy and practice at a national and local level in the wider health and social care economy Demonstrate an understanding of the principles of change management Understand the principles of identifying and managing available financial and personnel resources effectively Demonstrate an awareness of distinction between direct, delegated and distributed responsibility Demonstrate a range of appropriate leadership and supervision skills including:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Coordinating, observing and being assured of effective team working <input type="checkbox"/> Setting intended learning outcomes <input type="checkbox"/> Planning <input type="checkbox"/> Motivating <input type="checkbox"/> Delegating <input type="checkbox"/> Organising <input type="checkbox"/> Negotiating <input type="checkbox"/> Example setting <input type="checkbox"/> Mediating / conflict resolution <input type="checkbox"/> Monitoring performance <p>Demonstrate ability to design and implement programmes for change, including service innovation Displays expertise in employing skills of team members to greatest effect Acts as impartial mediator in conflicts over roles and responsibilities Demonstrate active involvement in service design and development Show clinical and managerial leadership through modelling and mentoring colleagues in the same and other disciplines</p>
16	Demonstrate the knowledge, skills and behaviours to manage time and

	problems effectively
16b Communication with colleagues	Demonstrate an understanding of the requirements of outside agencies for reports that are timely, accurate and appropriate Prepare and deliver reports for Mental Health Tribunals, Manager's Hearings, Coroners Courts and Courts of Law. Understand the roles and responsibilities of an expert witness Produce reports that are comprehensive, timely, accurate, appropriate and within limits of expertise
17 Teaching and educational supervision	To develop the ability to teach, assess and appraise
17a	Identify learning styles Develop a knowledge of different teaching techniques and demonstrate how these can be used effectively in different teaching settings relevant to adult psychiatry, in a hospital or community based clinical setting
17b	Assessment
17c	Appraisal demonstrates an understanding of the structure of appraisal interviews
19	To ensure that the doctor acts in a professional manner at all times
19a Doctor patient relationship	To be able to support and advise colleagues (both medical and non-medical) in dealing with complex professional interactions
19c Confidentiality	Develop a good understanding of the needs for information of a range of agencies Appreciate the different sensitivities of patients to a range of information held about them particularly in relation to psychological material Be aware of the principles and legal framework of disclosure
19e Risk management	Demonstrate a knowledge of matters such as health and safety policy Work in collaboration with patients and the MDT to enable safe and positive decision-making
19f Recognise own limitations	Demonstrate this through receiving and providing supervision Such attitudes can be demonstrated through appropriate help seeking behaviours

On Call Please state frequency of on-call and nature of duties plus arrangements for clinical supervision

The ST4-6 will be expected to be involved in emergency and urgent community assessments including assessments under the Mental Health Act. Majority of these involve close liaison with community mental health team colleagues. Participation as 2nd on-call on a 1-in-8 rota.

Academic Activities *(These should include case conferences/Journal Clubs/Lectures etc)*

Weekly, including case conferences, interview skills training for the CT/GP/FY Drs, journal club and close participation in the Local Teaching Programme (prev. MRCPsych Programme). The ST4-6 will also have opportunities to take part in the teaching of other professionals and fully participate in the Borough Inter-Professional Project depending on their needs and interests.

Facilities

The trainee will have an office (shared) with full computer facilities within the department building. There is secretarial support.

Supervision Arrangements

Supervision: there will be one hour of individual supervision per week with the trainer.
Clinical supervision of in-patients: the trainee will manage a caseload of patients under consultant supervision.
Cover arrangement: Consultant cover is provided by a fellow inpatient consultant in cases of annual/study leave.
Clinical supervision out of hours will be provided by the covering consultant.

Teaching/Academic Experience

The ST4-6 would be encouraged to participate in the weekly educational half-day programme, which presents opportunities for teaching junior medical staff and allied professionals. There will be the opportunity for informal teaching of junior medical staff within the trainer's own team. 5th year medical students are attached to the department. The trainee will have ample opportunity to work closely with both undergraduates and postgraduates, including opportunity to teach at the University of Manchester as the trainer is a lecturer as well.

Audit/Research Opportunities

Trainee will have ample opportunity to conduct audits/service evaluations and research. Each borough has an Audit/QiP Lead who coordinates all audit activity within the borough and the higher trainee will be expected to coordinate their needs through this individual with full support of their trainer.

Trainer currently supervises the research project of two higher trainees in the scheme. Trainer also supervises Applied Personal Excellence Path (APEP) projects undertaken by year 3 and 4 undergraduates from the University of Manchester.

Additionally, the trainee will have access to trust research activity (Trust Research Department)

Management Opportunities

Trainer is currently the undergraduate and postgraduate tutor and there is ample opportunity for the trainee to manage the running of undergraduate training in the department. The Director of Medical Education is also based in the department and there are also ample opportunities to shadow him and undertake useful management projects.

The Trust is developing ST Management Roles in keeping with their experience and requirements and this is being coordinated by the Medical Education Team. There is currently a range of Lead roles for ST trainees within the Trust.

Other/Additional Experience

The trainer is a lecturer in Ethics and Law at the University of Manchester. The trainee would have an excellent opportunity to work closely with the Ethics and Law team at the University of Manchester with ample opportunity to become involved with undergraduate training/teaching.

The trainee would also have the opportunity to take part and possibly lead on ethical and legal projects related to Mental Health in the department.

Description of Special Interest Opportunities

There is an opportunity to do special interest in Electro-convulsive-therapy- this would give the opportunity to develop clinical leadership and management.

Opportunity to do teaching sessions at the University of Manchester.

Opportunities for working in medical educational lead roles – presence of DME in department allows for closer supervision in such roles. Additionally, participation in the evolving project in the department in the area of Inter-Professional Learning.

Trainee timetable

Please ensure trainee and trainer timetable match for supervision arrangements

Mon	Tues	Wed	Thurs	Fri
Ward Round/Report Out	Ward Round	09.10 Aftercare Planning Meetings/Ward Round	Special Interest/Research	Ward Round/Report out
15.30 to 16:30 Supervision with Consultant Ward Work/Admin	Admin/Reports/ Tribunal/Ward Work	12.45 Consultants' Meeting 14.00 Local Education Teaching	Special Interest/Research	Ward Work/Admin