

Trainee Job Description

Job Title	ST4 – ST6: Community based- Working Age Psychiatry					
Educational Supervisor	Dr Simon Sandhu					
Clinical Supervisor	Dr Sarmad Nadeem					
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	Community 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 an ST4-ST6 placement in the community. The Trainer covers CMHT, Home Treatment Team, RAID Team and Access & Crisis team. The trainee will be expected to establish a therapeutic relationship with patients and carers in range of settings, including out-patients, Hospital and domiciliary visits. In particular, he/she will have the opportunity to positively influence the perception of mental health services of patients referred for the first time to Mental Health Services.

The trainee will have the opportunity to demonstrate the ability to assess and manage patients with chronic and severe mental disorders.

This will be achieved by actively participating in the management of patients under the Access & Crisis and Home Treatment team.

The assessments will include risk assessments, assessment of social functioning, being able to consider strengths and protective factors and identify relapse indicators and facilitate recovery in patients.

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 will be working within a team that is patient centred with recovery at its core.

The trainee will be involved in joint initial assessments and will attend regular MDT meetings. The trainee will be expected to be flexible in approach and to respect the knowledge of colleagues

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

The trainee will have the opportunity to develop leadership skill, by leading reviews and team meetings, initially under the supervision of the consultant but also autonomously in the consultant's absence. It is expected that the trainee will be involved in business plans and management decisions about team functioning. The trainee will also be supported in any plans to attend management or leadership development courses.

Roles and Responsibilities of the Trainee

The trainee will build their own community-based caseload under consultant supervision. Day to day management of the patients will be handled primarily by the junior trainee.

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)*

The post holder will be expected to build their own community based case load of new patients referred to different teams covered by the trainer.

Tribunal work: the trainee will have the opportunity to prepare reports and present at Managers Panels and Mental Health Act Tribunals for patients under CTO.

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*

1,4,7	Performing & documenting a specialist mental health assessment and risk assessment, taking diversity into account, including patients with severe & enduring illness, patients detained under the Mental Health Act and psychiatric emergencies
2,7,9	Writing a formulation, including diagnosis, including with severe & enduring illness, patients detained under the Mental Health Act and psychiatric emergencies. Liaising with other staff as appropriate
3,7	Seeking appropriate investigations & treatment, including with severe & enduring illness, patients detained under the Mental Health Act and psychiatric emergencies
5	Conducting therapeutic interviews; and integrating a variety psychotherapeutic techniques into everyday clinical practice
9,10,11,17	Working effectively with colleagues & teams, managing time & problems effectively; & developing & practising leadership skills Maintaining appropriate boundaries and confidentiality, collaborative working
12	Develop the ability to conduct and complete audit in clinical practice
13	To develop an understanding of the implementation of clinical governance
15,17	Teaching, appraising & assessing
16	Understanding research, including critically appraising it

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: the trainee will manage a caseload of patients under consultant supervision.
Cover arrangement: Consultant cover is provided by a fellow community 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 the informal teaching of junior medical staff within the trainer's team.
5th-year medical students are attached to the department. The trainee will have ample opportunity to work closely with both undergraduates and postgraduates.

Audit/Research Opportunities

The 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 the full support of their trainer.

Trainer's interest is in service development and quality improvement with a range of active projects running in the department supported by the research and innovation team of the trust.

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

Management Opportunities

The trainer is currently acting lead consultant, so there is ample opportunity for the trainee to get involved in a range of management experience and service development experience. 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 the Medical Education Team is coordinating this. There is currently a range of Lead roles for ST trainees within the Trust.

Other/Additional Experience

This is a unique placement where the trainee will have a great opportunity to develop a range of broad and specialist skills and competencies.

The Trainer has a post graduate certificate in medical education and very keen on developing advanced communication skills. The trainer is also an honorary lecturer at the University of Manchester with regular involvement in range of teaching and educational activities that trainee would be welcomed to actively participate in.

Clinical leadership, Advanced communication skills, motivational interviewing, Coaching skills,

Management experience.

The trainer is trained and keen on using assessment/rating scales like IPDE, ADI-R, ADOS-2, assessments of adult ADHD and physical health monitoring of psychiatric patients. Trainee will have the opportunity to develop his/her skills in using the above tools under supervision of the trainer

Description of Special Interest Opportunities

Management experience, with opportunities for service evaluation and development.

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
Outpatient clinics	Outpatient clinics	CMHT meeting Or HTT/SPOE screening (Alternative weeks)	Special Interest/Research	Outpatient clinics
Home visits/ Emergency clinic/Admin	Home visits/ Emergency clinic/Admin	1215-1300 Consultants' Meeting 1300-1700 Local Education Teaching	Special Interest/Research	1300-1400 Supervision with ES & Admin