HOSPITAL SERVICES

ASSOCIATE SPECIALIST - COMMUNITY MENTAL HEALTH TEAM

MENTAL HEALTH SERVICES

JOB DESCRIPTION

INTRODUCTION:

- This is a whole-time post working across mental health services. The post is relatively general in nature, with the opportunity and support to develop a special interest, if it would improve service provision to the island.

- The applicant must have a minimum of 3 years at the equivalent of psychiatric Trainee/Speciality Doctor/Associate level, ideally in approved or definitive posts. There must be adequate, recent experience of Adult Psychiatry. Section 12 approval is an advantage, as is experience across a variety of settings and specialities.

- Duties of this post are set out in the HSC Terms and Conditions of Service.

- The arrangements of the individual’s duties are agreed between the Clinical Director, Supervising Consultant and the Associate Specialist and should be consistent with the seniority and the specialisation of the practitioner in this career grade.

- The Supervising Consultant, Clinical Director, and Associate Director are responsible for agreeing the job plan.

- Remuneration for this post will be on the Associate Specialist pay scale, dependent upon experience.

- Annual leave is a minimum of 30 days per annum, rising with years served (pro-rata where applicable).

- Study leave of 10 days per year.
- The post has a general study budget of up to £4000 per annum, which can be used to fund MRC Psych examination fees.

- Payment of 3 professional subscriptions (GMC, RCPsych etc)

- Due to the on call, a day off during the week is timetabled, but the applicant may wish to work this and get paid an extra 2 PAs, subject to regular review.

**POST:**

- Duty and Intervention Team. This is a community team which carries out the combined function of a CMHT and a Crisis Team, albeit within normal working hours. It is staffed with a combination of dedicated psychiatrists, CMHNs and ASWs.

**GENERAL PROVISIONS:**

- The post holder will be responsible to a named Consultant and will be expected to work with Health and Social Care managers and professional colleagues to ensure the efficient delivery of clinical services and will share with the other Associate Specialists and Consultants in medical contribution to management.

- They will be expected to observe the services’ agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the policies, standing orders and financial instructions of the Department of Health and Social Care. In particular, all employees will be expected to follow the laid down Human Resources policies and procedures. The post holder will be expected to make sure that there are adequate arrangements for staff involved in the care of patients to be able to contact him or her when necessary.

- All medical and dental staff employed by the Health and Social Services Department are required to comply with Health & Safety policies and procedures.

**GUERNSEY MENTAL HEALTH SERVICES:**

The Island’s mental health service is currently divided into three clinical areas:

1. Adult Mental Health (18-75)
2. Psychiatry of Old Age (>75)
3. Child and Adolescent Psychiatry (Up to 18)
ADULT MENTAL HEALTH

• The service consists of: a Duty and Intervention Team, Substance Misuse Service, an Eating Disorder Service, a Recovery and Wellbeing Service, a Recovery and Rehabilitation Team, an ADD clinic, an ASD diagnostic service and a Psychological Therapies Team.

• The Adult Mental Health Service is currently served by seventeen beds Crevichon Ward at the Oberlands Centre, which was opened in 2016. The ward is supported by a Recovery and Wellbeing Service which is based with the Occupational Therapy resource near to the ward.

• The Oberlands Centre is on the same site as the Princess Elizabeth Hospital, the Island’s general hospital (approximately 250 beds).

• There are a small number of HSC owned homes, supported by the Recovery and Rehabilitation team.

i) PSYCHIATRY OF OLD AGE

• The Old Age service is multi-disciplinary. The service accepts referrals for patients over 75 years and is generic in nature.

• There is a single Consultant post, supported by an Associate Specialist.

• The service is served by four wards, located on the Princess Elizabeth Hospital site:
  - Tauntenay Ward, an 8 bedded Acute Admission / Assessment facility
  - Three long-stay wards, largely complex physical health, dementia and challenging behaviour

• The multi-disciplinary team comprises of ASW team manager, 2 Community Psychiatric nurses, 1 Occupational therapist and 1 Social worker.
ii) **CHILD AND ADOLESCENT PSYCHIATRY**

- The Child and Adolescent Mental Health Service accept referrals of children and adolescents up to the age of eighteen.

- The service is provided on a multidisciplinary team basis, which includes two full-time Consultant Child and Adolescent Psychiatrists, two Senior Clinical Psychologists, one Consultant Clinical Psychologist, one full-time clinical nurse specialist, one part-time Clinical Nurse Specialist and one Senior Mental Health Practitioner.

- The team provides a range of outpatient assessment, treatment, liaison and consultation services and has established links with other agencies.

### CURRENT MEDICAL STAFFING – MENTAL HEALTH

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant Psychiatrist (Adult/Substance Misuse)</td>
<td>Dr N Wright</td>
</tr>
<tr>
<td>Consultant Psychiatrist and Clinical Director</td>
<td>Dr D Bishop</td>
</tr>
<tr>
<td>Associate Specialist (LD/Prison/ADD)</td>
<td>Dr J Kaleekal</td>
</tr>
<tr>
<td>Associate Specialist (Acute Adult Ward)</td>
<td>Dr A Malik</td>
</tr>
<tr>
<td>Consultant Psychiatrist (Adult / R&amp;R)</td>
<td>Dr H Flambert</td>
</tr>
<tr>
<td>Specialty/Associate Specialist (R&amp;R/Eating Disorder)</td>
<td>Dr E Toma</td>
</tr>
<tr>
<td>Consultant Psychiatrist (Adult/ADHD)</td>
<td>Dr B O’Driscoll</td>
</tr>
<tr>
<td>Associate Specialist (Adult/Duty)</td>
<td>Dr S Rahman</td>
</tr>
<tr>
<td><strong>Associate Specialist (Adult/Duty)</strong></td>
<td><strong>Advertised post</strong></td>
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<tr>
<td>Consultant Psychiatrist (Old Age)</td>
<td>Dr S Morris</td>
</tr>
<tr>
<td>Associate Specialist (Old Age)</td>
<td>Dr R Bhintade</td>
</tr>
<tr>
<td>Consultant Child and Adolescent Psychiatrist</td>
<td>Dr G Matthies</td>
</tr>
<tr>
<td>Consultant Child and Adolescent Psychiatrist</td>
<td>Dr E Davies</td>
</tr>
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</table>

### DUTIES AND RESPONSIBILITIES:

- The arrangements of the individual’s duties will be agreed between the named Clinical Director, Consultant and Associate Specialist, but the main duties and responsibilities will be as set out below.

- In conjunction with the supervising Consultant and his/her colleagues to provide an effective clinical service with responsibility for the prevention,
diagnosis and treatment of illness, and the proper functioning of the department.

- This will include out-of-hours’ work in the form of participation in the 1:6/7 on-call rota, on a first on-call basis.

- The job plan for this post comprises of a minimum weekly work commitment of 10 sessions (PA’s). There are two PA’s off in lieu of on-call commitments. Associates may take a day off per week or negotiate working this and get paid 2 extra PA’s.

- To co-ordinate annual leave and on-call arrangements with colleagues and the supervising Consultant to ensure adequate medical cover at all times. Urgent clinical work occurring in the absence of a colleague will need to be covered by mutual agreement with other medical staff in the speciality. The Clinical Director must agree all proposed annual/study leave.

- To carry out such teaching, examination, and accreditation duties as are required and contribute to post graduate and continuing medical education activity (including nursing, paramedical staff).

- To actively participate in clinical audit, clinical governance and in continual medical education and revalidation to the Health and Social Services Department, Royal College, and other appropriate standards.

- To participate in the agreed medical staff appraisal scheme.

- To participate in research wherever practical and appropriate.

- To contribute to the effective overall management of the Mental Health Service.

- To undertake work on behalf of the Committee for Health and Social Care, such as domiciliary consultations, or services provided by the Board to other agencies, e.g., the prison service.

- These are also described in the HSC Terms and Conditions of Services (2011)

**WORK PROGRAMME:**

- The above list of duties will be supported by a job plan, which will include a weekly timetable of fixed PA’s (see Appendix A).

- The Job Plan and timetable can be discussed prior to the interview, but it is likely that this will evolve with the needs of the service.
There will be the appropriate mix of DCC and SPA ensured.

**JOB PLAN REVIEW:**

This job plan is subject to annual review by the post holder the supervising Consultant and the Clinical Director. For this purpose all three should have a copy of the current job plan and job description and any relevant departmental statistical information.

Once agreed, job plans should be forwarded to the Medical Director for approval on behalf of the Health and Social Services Department. If it is not possible to agree a job plan, either initially or at an annual review, an appeal may be made to the Committee for Health and Social Care in accordance with the agreed procedure.

Also, refer to HSC Terms and Conditions of Service (2011).

**KEY CRITERIA:**

**ESSENTIAL**

1. Full registration with General Medical Council.

2. Appropriate and relevant psychiatric experience, of which 3 years should be at the equivalent of Speciality Doctor/Associate level, ideally in approved/substantive posts. There must be recent experience of Adult Psychiatry.

3. Experience of multi-disciplinary team working.

4. Willingness to participate in the first on-call rota, currently 1:6.

5. Relevant teaching and continuing medical education experience.

6. Evidence of a commitment to quality improvement e.g. clinical audit.

7. Ability to contribute to the effective overall management of the mental health service.

8. Evidence of recent continual professional development.

9. Excellent interpersonal skills.
DESIABLE

10. MRCPsych or equivalent.

11. Section 12 approval.

12. Experience across a broad variety of psychiatric services.

13. Experience in research activity.

### Associate Specialist Salaries

**From 1 January 2023**

<table>
<thead>
<tr>
<th>Year</th>
<th>Basic £ p/a</th>
<th>On call (4%) £ p/a</th>
<th>Threshold Points</th>
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<tbody>
<tr>
<td>1</td>
<td>66,249</td>
<td>2,649.96</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>71,493</td>
<td>2,859.72</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>76,733</td>
<td>3,069.32</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>83,659</td>
<td>3,346.36</td>
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</tr>
<tr>
<td>5</td>
<td><strong>89,659</strong></td>
<td><strong>3,586.36</strong></td>
<td><strong>Threshold 1</strong></td>
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<tr>
<td>6</td>
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<td>3,685.88</td>
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<tr>
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<td>9</td>
<td><strong>101,893</strong></td>
<td><strong>4,075.72</strong></td>
<td><strong>Threshold 2</strong></td>
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<tr>
<td>10</td>
<td>105,141</td>
<td>4,205.64</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>108,394</td>
<td>4,335.76</td>
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On call currently attracts 2PAs and 4%, with the option of a day off during the week, or working the day and being remunerated for 12PAs.

Next pay rise already agreed from January 2024 - Guernsey RPIX minus 1%