

JOB DESCRIPTION**Job Details**

Job Title: Consultant Psychiatrist

Grade: Consultant

Hours: 42.5 hours

Department: Adult Services, Maudsley Health, Abu Dhabi

Location: Abu Dhabi, but travel may be required across the UAE

Reports to: Clinical Director, Abu Dhabi

Professionally Accountable to: Clinical Director, Abu Dhabi
The postholder will be employed by MACANI LLC.

Principal Job Purpose: The Maudsley, in conjunction with Macani LLC requires an additional consultant psychiatrist to provide services in the United Arab Emirates. The post is being created to support the development of services in the Middle East and will be based in Abu Dhabi. The post holder will provide clinical expertise to the team based in Abu Dhabi. They 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.

Other main responsibilities: Other responsibilities will include to deliver and develop 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. On occasion, this could include child and adolescent mental health services

BACKGROUND

The aim of the service in Abu Dhabi 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. Maudsley Health has been set up initially as an outpatient based mental health service although further developments are being considered. It is expected that a range of highly specialist services will also be provided by visiting clinicians from the Maudsley Hospital in the UK and in some cases the post holder might screen and hold cases until they have been assessed fully by the visiting clinicians.

The post holder will be expected to take a role in the further development of the service as agreed with the Clinical Director and Managing Director as appropriate.

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

CONTRIBUTION

Time commitment: 42.5 hours per week over five days, to include initially one evening (possibly rising to two) and Saturdays (Saturdays on a rota system). 4 days direct clinical contact. 1.0 day supporting activities. Providing psychiatric input to the team;

- Management of complex cases.
- Clinical leadership within team.
- 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 Clinical Director, Clinical Director and Service Director.
- On-call responsibilities are not expected at this stage although this could be expected in the future, particularly if inpatient services are developed.

TERMS AND CONDITIONS FOR THIS CONSULTANT APPOINTMENT

(All below are subject to change)

- Consultants to have 25 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 Clinical Director or agreed nominee. This in turn will contribute to GMC Revalidation/Relicensing (where relevant). The post-holder will be accountable to the Clinical Director.
- 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 post holder will initially be expected to work to the clinical policies and procedures of South London and Maudsley NHS Foundation Trust and HAAD (Health Authority Abu Dhabi). 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 Health Authority Abu Dhabi, and continue to hold a license to practice. It is the individual's 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:

1.00	Consultant Psychiatrist/ Clinical Director
1.00	Consultant Psychiatrist (this post)
1.00	Specialist Psychiatrist
.80	Consultant Clinical Psychologist
Part time	Nurse
3.00	Clinical Psychologists
3.00	Administrators

The service is developing and additional posts are being recruited to.

The team will work throughout the week from Saturday 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, Abu Dhabi, 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 Abu Dhabi will provide the highest quality evidence based assessment and treatment services. The Core Clinical Team will be permanently based in Abu Dhabi with additional specialist input from visiting specialist teams and individuals expected to be initially along the following lines;

Affective Disorders

Psychosis

Eating Disorders, in collaboration with CAMHS

Learning Disabilities

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

- Staff training and development – to take place both in Abu Dhabi and at the Maudsley Hospital's key clinical sites.
- 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.

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

SLAM & THE CHILD AND ADOLESCENT CLINICAL ACADEMIC GROUP (CAG)

The Child and Adolescent Mental Health Services (CAMHS) are managed within a single structure, the CAMHS Clinical Academic Group, with the Service Director, Jo Fletcher, Academic Lead Professor Emily Simonoff and Clinical Director, Dr Bruce Clark as CAG co-leads with Kings Health Partners. Each service within the CAG has a Lead Clinician and Service Manager.

South London and Maudsley NHS Trust has the most comprehensive child and adolescent mental health service in the country. The Child and Adolescent Mental Health Service Clinical Academic Group operates across the Trust and has a budget of circa £40 million.

The CAG provides local child and adolescent mental health services in the London Boroughs of Lambeth, Southwark, Lewisham and Croydon as well as a National and Specialist outpatient services and five inpatient wards, including inpatient and adolescent intensive community liaison services in Kent. The CAMHS CAG also has responsibility for Maudsley Health, Abu Dhabi.

The CAMHS CAG provides mental health services for children and young people with emotional, behavioural, psychiatric and neurodevelopmental problems. Our services cover a range of inpatient, outpatient and community based resources delivering care to local and national patients.

We aim to utilise the skills, experience and commitment of our clinicians to provide first class, effective, safe and innovative care in community borough based and national and specialist inpatient, outpatient and day patient multidisciplinary teams.

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 people 18 and over who present with mental health disorders.

- 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 Abu Dhabi and potentially across the greater Middle East area. This will involve working closely with the Clinical Director, Clinical Director and Service Director and with the Health Authority Abu Dhabi, education and other providers in the Middle East.
- The post holder will be expected to develop strong working relationships with acute services.
- A component of this role will be to manage cases collaboratively with visiting clinicians from the UK.

Other Elements of the Role Are to:

- Ensure that electronic patients clinical records relating to post holders work are well maintained and meet Trust standards for documentation and communication with referrers and users are met.
- Promote good links with partner agencies including services in 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 Health Authority Abu Dhabi.
- Maintain S12 and AC status
- Maintain good standing with the Royal College of Psychiatrists or equivalent, in respect of CPD.
- Maintain compliance with the Trust Mandatory Training Register requirements.

PERSON SPECIFICATION

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

	Essential	Desirable
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	<p>(a) Knowledge, understanding and compliance with Clinical Governance guidance structures and principles I</p> <p>(b) Participation in audit A/I</p> <p>(c) Participation in development of service protocols and service development projects A/I</p> <p>(e) Ability to represent the Trust with integrity and professionalism, ensuring the reputation of the Trust is upheld at all times A/I</p>	<p>(a) Training in management skills A/I</p> <p>(b) Participation in CAG and Trust strategic and operational processes A/I</p>
Teaching	<p>(a) Experience of and interest in developing post-graduate teaching A/I</p> <p>(b) Experience of training junior doctors A/I</p>	<p>(a) Knowledge, understanding and experience of the development training programmes for staff of all disciplines. A/I</p>
Academic Achievements	<p>(a) Research and audit project understanding and experience A/I</p>	<p>(a) Demonstrable academic achievements to support continued allocation of Research time in job plan A/I</p> <p>(b) A proven track record or the ability to demonstrate potential in the research of child and adolescent psychiatry A/I</p> <p>(c) A higher research degree (e.g. MPhil., MD or PhD) A</p> <p>(d) Publication(s) accepted by peer review journals in a relevant academic field A</p>

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.
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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.