

**Maudsley Health Hospital**

**Job Description**

Post Title	Consultant Family Physician/Internal Medicine
Hours	40 (42.5 to include break), on occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility is required and on call is part of the role.
Department	CAMHS, General Adults, Specialist Service, Intellectual Disability, Addictions, Mental Health of Older Adults
Base	Maudsley Health Hospital, Abu Dhabi
Reports managerially to Reports accountable to	Relevant CAG Clinical Director
	<i>The postholder will be employed by MACANI LLC.</i>

**Maudsley Health**

Maudsley Health is the brand name for the collaboration between South London and Maudsley NHS Foundation Trust (SLaM) and MACANI, the local partner. It was formed in 2015 to support the development of high-quality mental health services within the Middle East. Ambitious development plans are being progressed, and the service is growing geographically and clinically in a planned way. Maudsley Health began by providing child and adolescent mental health services in Abu Dhabi in 2015 and then Adult Mental Health Services in 2017. In 2018 the service successfully bid for a contract to work with the then Ministry of Health and Prevention (now Emirates Health Services) to support the development of Al Amal Psychiatric Hospital in Dubai.

The aim of Maudsley Health in the UAE is to deliver high quality mental health services, including advice, training and consultation across the range of mental health problems. This requires 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 is being created to support the development of services in the Middle East.

They will have access to an office and computer facilities; the use of an electronic record system is required.



# Maudsley Health - Vision and Mission

## Vision

To be a service of excellence and innovation and to help establish the UAE as a world class provider of mental health care

## Mission

- ❖ To improve the mental health and wellbeing of the UAE population.
- ❖ To deliver high quality evidence based care; Prevention, Early Intervention, Community, Outpatient and inpatient mental health services.
- ❖ To have professional, motivated and happy staff who feel proud of their contribution.
- ❖ For patients to feel cared for and that the service they received has been positive for them.
- ❖ To be actively influencing, supporting and delivering quality research in the MENA region.
- ❖ To grow into a specialized mental health teaching organization.
- ❖ To actively support medical tourism.
- ❖ To be authentic and sustainable.

<https://maudsleyhealth.com>  
©MAUDSLEY HEALTH. All rights reserved.



## **Maudsley Health Hospital**

Following an international tender process by the Department of Health, Abu Dhabi, Maudsley Health successfully bid for a contract to deliver permanent inpatient care in Abu Dhabi. The Maudsley Team has significant local, on the ground, clinical experience but a new team of clinical and support staff will be required to deliver services at the new Maudsley Health Hospital.

The MACANI founders have an impressive track record of spearheading the launch and development of new businesses, bringing international models of best practice to the UAE.

SLaM is internationally recognized as one of the leading mental health institutions globally, it has a unique relationship with the Institute of Psychiatry, Psychology and Neurosciences, part of Kings College, London.

With the combination of on the ground experience, local business acumen and support from SLaM, the aim is to deliver very high quality, evidence based care, with innovation and research embedded. The quality of the service should stand out across the Middle East.

A Hospital has been acquired, is in the process of complete redesign, and will open during 2025. 138 beds are planned across 11 wards. A Clinical Academic Group structure will be adopted, similar to that in South London and Maudsley NHS Foundation Trust, the CAGs being formed are;

- Child and Adolescent Mental Health (CAMHS)
- Addictions
- Adult
- Mental Health of Older Age (MHOA)
- Intellectual Disability
  - Specialist Services such as Mother and Baby and Eating Disorders will also be provided.

All CAGs will have inpatient services, day care and outpatient services, specialist services and innovation will be encouraged in all CAGs as will internal and external training. The Hospital will be able to access support from South

	<p>London and Maudsley NHS Foundation Trust. The appointment in 2024 of an Academic Director will assist CAGs with embedding research and development of a training facility.</p>
2	<p><b>Job Purpose</b></p> <p>The Consultant Family Physician provides comprehensive, patient-centred primary medical care within a specialised mental health hospital setting. The role focuses on holistic assessment, diagnosis, treatment, prevention, and ongoing management of acute and chronic medical conditions, while working collaboratively with multidisciplinary mental health teams. The post holder will ensure care is delivered in line with Department of Health (DoH) – Abu Dhabi regulations and Joint Commission International (JCI) accreditation standards, with a strong emphasis on patient safety, quality improvement, and continuity of care. The postholder will be responsible for supervising other GPs and GP interns. They are also required to contribute towards training.</p> <ul style="list-style-type: none"> <li>•</li> </ul>
3	<p><b>Key Responsibilities</b></p> <p><u>Clinical Care</u></p> <ul style="list-style-type: none"> <li>• Provide high-quality, evidence-based family medicine services to patients, including those with complex mental health needs and comorbid physical conditions based on NICE guidelines.</li> <li>• Conduct comprehensive medical assessments, formulate differential diagnoses, and develop integrated management plans aligned with best practice guidelines.</li> <li>• Manage acute presentations, chronic disease clinics, preventive health screenings, and health promotion activities.</li> <li>• Perform and interpret relevant diagnostic tests and investigations, ensuring timely follow-up and documentation.</li> <li>• Provide medical clearance, fitness-for-treatment assessments, and ongoing physical health monitoring for psychiatric patients.</li> <li>• Participate in on-call and emergency coverage as per hospital policy.</li> </ul> <p><u>Multidisciplinary Collaboration</u></p> <ul style="list-style-type: none"> <li>• Work closely with psychiatrists, psychologists, nurses, allied health professionals, and social workers to deliver integrated, coordinated care.</li> <li>• Contribute to multidisciplinary team (MDT) meetings, case conferences, and discharge planning.</li> <li>• Ensure effective communication with patients, families, and carers, respecting confidentiality and informed consent requirements.</li> </ul> <p><u>Patient Safety and Quality (JCI Alignment)</u></p> <ul style="list-style-type: none"> <li>• Adhere to all JCI International Patient Safety Goals (IPSGs), including accurate patient identification, medication safety, infection prevention, and effective communication.</li> <li>• Ensure complete, timely, and accurate medical documentation in the electronic medical record in line with JCI and DoH standards.</li> <li>• Participate in clinical audits, peer reviews, incident reporting, root cause analyses, and quality improvement initiatives.</li> <li>• Promote safe prescribing practices, medication reconciliation, and monitoring of adverse drug reactions.</li> </ul> <p><u>Governance and Compliance (DoH – Abu Dhabi)</u></p> <ul style="list-style-type: none"> <li>• Maintain full compliance with DoH licensing, privileging, and scope of practice requirements.</li> <li>• Practice in accordance with DoH clinical guidelines, local laws, and UAE healthcare regulations.</li> <li>• Support regulatory inspections, accreditation surveys, and internal compliance reviews.</li> </ul>

- Maintain valid malpractice insurance and professional registration at all times.

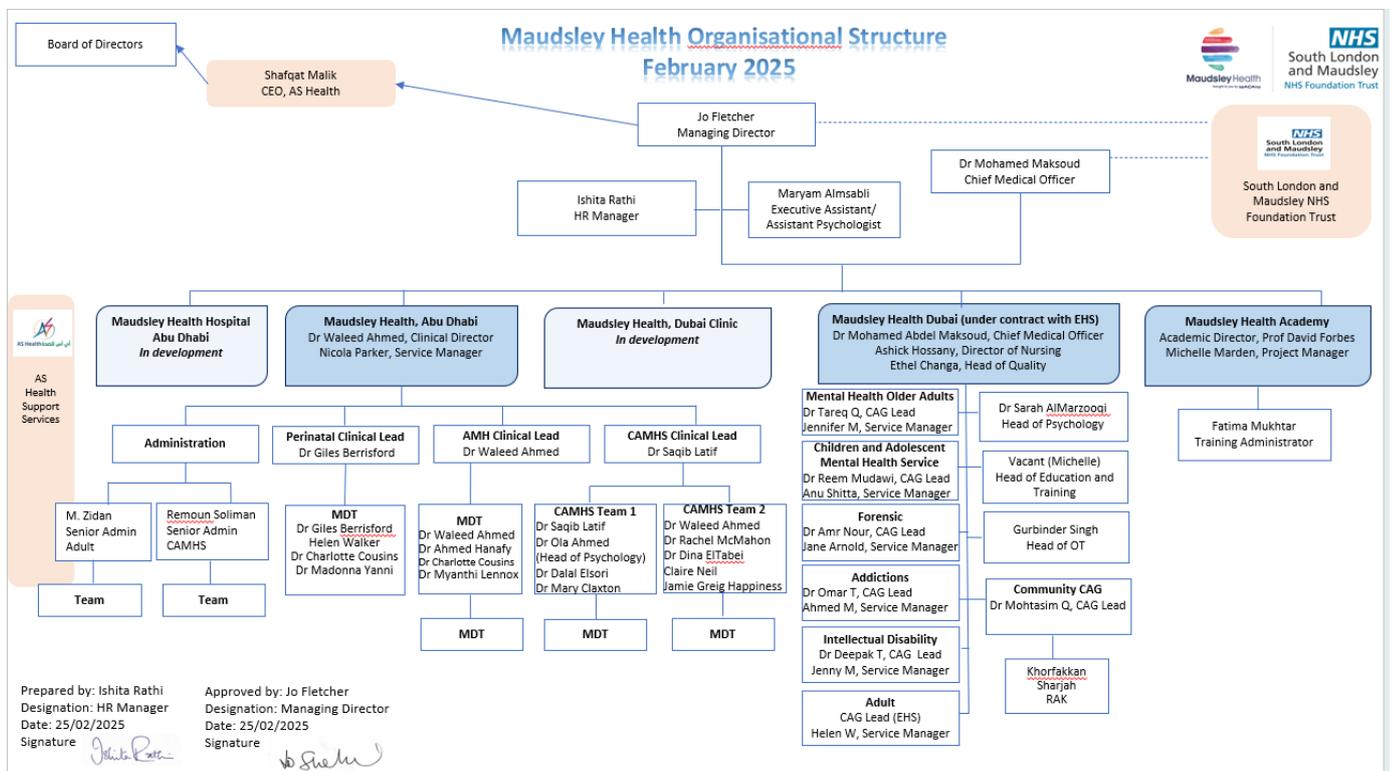
Education and Professional Development

- Participate in teaching, supervision, and mentoring of GPs, residents, and medical students where applicable.
- Engage in continuous professional development (CPD) and maintain required CME hours as per DoH regulations.
- Contribute to clinical education initiatives related to physical health in the hospital.

Leadership and Professional Conduct

- Demonstrate professional, ethical, and compassionate practice consistent with organisation values and medical staff bylaws.
- Support service development initiatives, pathway optimisation, and population health strategies within the hospital.
- Actively promote a culture of respect, teamwork, accountability, and patient-centred care.
- Supervise, line manage and performance manage other GPs and family physicians in the team.

**Organisational Position**



**Contribution:**

Time commitment: 42.5 hours per week (including break).

On occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility is required and on call is part of the role.

**Other Information**

Confidentiality

Confidentiality/data protection regarding all personal information and service 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

FAHR and 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 service wide.

Health and Safety

Employees must be aware of Health and Safety responsibilities, 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 service 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 staff will comply with the financial processes and procedures.

Safeguarding Children

Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.

Code of Conduct

The post holder is required to adhere to the standards of conduct expected of all staff, under the requirements of FAHR. 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 service, as well as the personal development of the post holder.

**Brief terms and conditions**

**(All below are subject to change)**

- All staff to have 22 days annual leave per annum, plus the government declared national holidays.
- The post-holder is required to participate in the CPD program.
- Allied health staff have access to 5 study leave days per annum (whole time) consistent with Personal Development Plans.
- The post-holder will be an employee of Macani, a UAE entity.
- The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.
- The appointment will be subject to satisfactory Occupational Health and Enhanced DBS/CID clearances and visa requirements, including health testing.

7

- It is the condition of your employment that you are and remain a fully registered practitioner and are included on the GMC or equivalent Register and maintain the Department of Health, Abu Dhabi license. The organisation will apply for the initial license in the UAE, but it is the individual's responsibility to ensure these registrations are renewed.

### Person Specification

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

<b>Education</b>	<ol style="list-style-type: none"> <li>1. MBBS or equivalent medical degree recognised by the Department of Health (DoH) – Abu Dhabi</li> <li>2. Completion of recognised postgraduate training in Family Medicine, such as:               <ul style="list-style-type: none"> <li>• Arab Board in Family Medicine</li> <li>• UK CCT / MRCGP</li> <li>• American Board of Family Medicine</li> <li>• FRACGP or equivalent recognised qualification</li> </ul> </li> <li>3. Eligibility for Consultant licensure with DoH – Abu Dhabi</li> <li>4. Valid BLS and ACLS certification</li> <li>5. Evidence of ongoing Continuing Medical Education (CME/CPD)</li> <li>6. Additional qualifications in chronic disease management, preventive medicine, or integrated care</li> <li>7. Training or certification in quality, patient safety, or clinical leadership</li> <li>8. Training or certification in Smoking Cessation Program</li> </ol>	<p>Essential (A)</p> <p>Essential (A)</p> <p>Essential (A)</p> <p>Essential (A)</p> <p>Essential (A)</p> <p>Desirable (A,I)</p> <p>Desirable (A,I)</p> <p>Desirable (A,I)</p>
<b>Experience</b>	<ol style="list-style-type: none"> <li>1. Minimum post-specialist experience as required by DoH for Consultant level</li> <li>2. Broad clinical experience in family medicine, including acute care, chronic disease management, and preventive health</li> <li>3. Experience in Paediatrics</li> <li>4. Experience in Women's Physical Health (OB/GYN)</li> <li>5. Experience managing patients with complex medical needs</li> <li>6. Experience working within multidisciplinary teams</li> <li>7. Experience in a mental health, behavioural health, or integrated care setting</li> <li>8. Experience working in a JCI-accredited hospital</li> <li>9. Exposure to inpatient and outpatient</li> </ol>	<p>Essential (A)</p> <p>Essential (A)</p> <p>Desirable (A/I)</p> <p>Desirable (A/I)</p> <p>Essential (A)</p> <p>Essential (A,I)</p> <p>Essential (A,I)</p> <p>Desirable (A)</p> <p>Essential (A,I)</p>

	services	
	10. Teaching or supervisory experience	Essential (A,I)
Clinical Competencies	<ol style="list-style-type: none"> <li>1. Excellent diagnostic and clinical decision-making skills in family medicine</li> <li>2. Ability to manage patients with medical comorbidities alongside mental health conditions</li> <li>3. Safe and effective prescribing practice, including medication reconciliation</li> <li>4. Competence in preventive care, health promotion, and screening programmes</li> <li>5. Ability to manage medical emergencies within scope of practice</li> </ol>	<p>Essential (A,I)</p> <p>Essential (A,I)</p> <p>Essential (A,I)</p> <p>Essential (A,I)</p> <p>Essential (A,I)</p>
Knowledge and Skills	<ol style="list-style-type: none"> <li>1. Excellent verbal and written communication skills in English.</li> <li>2. Ability to communicate sensitively and effectively with patients experiencing mental health challenges.</li> <li>3. Strong interpersonal skills with patients, families, and carers.</li> <li>4. Ability to work collaboratively within a multidisciplinary team.</li> <li>5. Experience in patient and family education.</li> <li>6. Knowledge of JCI standards, including International Patient Safety Goals (IPSGs).</li> <li>7. Commitment to high standards of clinical documentation and record keeping.</li> <li>8. Experience participating in audits, incident reporting, and quality improvement initiatives.</li> <li>9. Commitment to continuous improvement and service development.</li> <li>10. Willingness to contribute to teaching, mentoring, and service planning.</li> <li>11. Experience in clinical leadership or service development.</li> <li>12. Proficiency in using electronic medical records (EMR).</li> <li>13. Basic data interpretation for audit and quality purposes.</li> </ol>	<p>Essential (A,I)</p> <p>Essential (A,I)</p> <p>Essential (I)</p> <p>Essential (I)</p> <p>Essential (A,I)</p> <p>Desirable</p> <p>Essential (I)</p> <p>Essential (I)</p> <p>Essential (I)</p> <p>Essential (I)</p> <p>Essential (A,I)</p> <p>Essential (A)</p> <p>Essential (A)</p>

	Others	Ability to speak Arabic. UAE driver's license and own car.	Essential (A,I) Desirable (I)	
--	--------	---	----------------------------------	--

Staff Name:	
Signature:	
Date:	
Line Manager:	
Signature:	
Date:	