# Job Description

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<th>Service</th>
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<tr>
<td><strong>Job Title</strong></td>
<td>Consultant Addictions Psychiatrist (Lead Clinician)</td>
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<tr>
<td><strong>Hours</strong></td>
<td>37.5 hours per week</td>
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<td><strong>Salary</strong></td>
<td>Competitive salary, to be discussed at interview</td>
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<td><strong>Reports to</strong></td>
<td>Regional Lead Consultant</td>
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<td><strong>Purpose of Job</strong></td>
<td>The post-holder will be the Clinical Lead for the service. They will be required to provide leadership, expert advice and direction to the service to ensure that service users consistently receive high quality services that adhere to the best practice guidelines and achieve high professional standards. They will be part of the Senior Management Team and expected to contribute to the overall performance of the service to ensure that contractual output targets are achieved. They will be required to record and input client data and information in order that the service operates within contractual, administrative and financial requirements. The post-holder will provide regular clinical input to the service through conducting specialist clinics that offer assessment and evidence based treatment interventions. They will be required to work flexibly across operational sites as specified in the service delivery model and work flexibly within an agreed number of hours to maintain the most appropriate level of service provision. This may include some evening and weekend working as determined by service user need. The post-holder will be expected to take responsibility for personal development, identifying personal training needs and participate in regular supervision and appraisal. They are required to engage fully in the process for revalidation. The post-holder will responsible for providing clinical supervision to prescribing staff and oversee practice within the service is in line with organizational policies, objectives and values.</td>
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1. **Responsibilities**
This post-holder will be responsible to the Regional Lead Consultant and Associate Medical Director in fulfilling the following duties:

1.1. Good medical care

- To provide a clinical assessment, including relevant psychiatric and physical investigation, of a wide range of substance misusers presenting to the service.

- In conjunction with other members of the Multidisciplinary Team to plan and deliver appropriate individually tailored treatment plans.

- To regularly review and monitor patients' treatment progress (including results of urinalysis and other laboratory investigations).

- To keep accurate appropriate and up-to-date medical and administrative documentation including computer records.

- To liaise closely with other relevant professionals and organisations including non-statutory addiction services, adult psychiatric services, general practitioners, medical colleagues, Social Services and Prison Services

- To operate within guidelines, policies and procedures relevant to the post.

- To provide clinical advice, liaison and consultation as required to colleagues in primary care, community services and acute specialties in line with new ways of working

- Engaging with people who have substance misuse problems and providing them with general healthcare and general mental health assessments and contribute to the development of individual care plans.

- Provide specialist prescribing assessments to opiate, stimulant, tranquilizer, barbiturate and alcohol dependent clients.

- Initiate appropriate prescribing regimes to clients in line with national legislation and national and local guidance.

- Provide medical management and reviews of prescribed clients

- Provide sound evidence-based clinical practice to facilitate effective treatment decisions.

- Work with other team members to ensure effective administration in terms of record keeping, discharge summaries and correspondence to other relevant bodies. Work with management team to ensure all paperwork and records are regularly audited.

- Conduct phlebotomy tests and support nursing team in ensuring that the maximum number of service users are tested for BBVs and vaccinated against Hepatitis A and B.

- Be an active part of the management team to ensure service and organisational goals are met and that clinical standards are kept high.

- Support nursing team to titrate patients safely on to a treatment regime and ensure that procedures are constantly reviewed to promote best evidenced based practice in accordance with CGL’s clinical guidelines.

- Promote understanding in relation to working with individuals suffering from addiction problems.
Develop, review and audit care plans, provide health education especially in regard to harm minimisation, blood borne viruses and overdose prevention.

Provide training, advice and support to other clinical staff to ensure safe and effective service delivery.

Attend multidisciplinary meetings, promoting the nomination of named link workers and actively supporting the implementation of integrated care pathways.

Support and develop the provision of GP shared care in the locality where based.

Represent CGL at a range of meetings with other professionals and agencies in order to evaluate, monitor and develop treatment services for substance misusers and minimise barriers to treatment.

Take an active part in the implementation, adherence and development of internal and external clinical governance procedures.

Carrying out research which will be of benefit to the CGL, National organizations and the wider medical community in the future treatment of patients.

Utilise evidence-based psychosocial interventions such as motivational interviewing, cognitive behavioral techniques and brief interventions in both one-to-one and group settings to promote engagement in treatment services, encourage self-esteem, well-being, self-responsibility and enhanced motivation.

When necessary, covering duties of their colleagues and other medical staff, in order to ensure continuity of medical care.

To participate in cross-cover arrangements with medical colleagues from other CGL regional services.

To provide guidance and supervision as appropriate to newly appointed and less experienced medical colleagues.

To provide guidance and supervision to Nurse Independent and Supplementary Prescribers.

The post holder should also accept that he/she might be required to perform duties in occasional emergencies and unforeseeable circumstances at the request of the Lead Consultant or Associate Medical Director consultation with colleagues.

Attend multidisciplinary meetings as appropriate.

Actively supporting and driving forward the implementation of integrated care pathways.

To provide higher intensity and specialist support for clinical cases with complex multidimensional needs.

To act as lead in developing effective pathways for individuals with comorbid mental health issues.

1.2. Maintaining good medical practice

All doctors are expected to participate in continuing professional development, annual appraisal and revalidation and to join appropriate supervision and PDP.
groups for the role. Doctors are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. There is a process of approval which considers the individual personal development plan.

- The post-holder will attend the monthly Doctors' Meeting; which includes an academic programme of CPD, and complex case discussions. They will also be able to attend any other CPD activities organised by this group. There will also be a monthly management meeting for doctors to attend, and this will be chaired by the Lead Consultant.

- The post-holder will have an annual (GMC) appraisal with a trained appraiser.

1.3. Relationships with others
- To work in partnership with users and carers so that they are fully involved in and empowered to make decisions about their treatment and care.

- To work constructively with managers and clinical colleagues to maintain effective team working and service improvement.

- Establish good communication and effective working relationships with all relevant agencies in relation to individual patients and service development

- Build a knowledge of and links with voluntary and independent service providers locally.

2. Training and Educational Supervision
- To provide clinical supervision, guidance and support to other professionals on a multi-disciplinary basis and with other mental health organisations where appropriate.

- To remain up to date on professional developments as required by their professional body.

- To liaise with the Universities and Post –Graduate Medical Deaneries in supporting and developing training opportunities for both undergraduate medical students and postgraduate psychiatrists

- To act as lead research link with Universities and other related parties.

- To provide annual appraisals for other doctors as appropriate

- To provide educational supervision and training to Psychiatric trainees as required.

- To provide supervision to other prescribers in the service

3. Audit and health and social care governance
- The post holder will be expected to participate in clinical audit meetings as well as to participate in clinical audit and other clinical governance activity.
In addition to in-house training and regular supervision the post holder will be encouraged to further their experience and qualifications in the field of addiction by attendance at relevant workshops / courses.

4. Out of Hours
There are currently no on-call commitments. There may be a requirement to work weekends or evenings which will be discussed with the post holder.

General terms of reference:
In carrying out the above duties the post holder will:

- Work flexibly across operational sites as required.
- Work flexibly within an agreed number of hours of work to maintain the most appropriate level of service provision.
- Seek to improve personal performance, contribution, knowledge and skills.
- Participate in appraisal, supervision and Learning & Development processes.
- Keep abreast of developments in services, legislation and practice relevant to the relevant client group.
- Ensure the implementation of all CGL policies.
- Contribute to maintaining safe systems of work and a safe environment.
- Undertake other duties appropriate to the grade of the post – including attendance at Senior Management Meetings
## Person Specification

### QUALIFICATIONS AND EXPERIENCE

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<th>Essential/Desirable</th>
<th>Summary</th>
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| Essential | Medical Degree and completion of Basic Medical Training  
Full GMC - UK Registration with License to Practice  
MRCPsych or equivalent qualification  
Consultant Psychiatrist on the GMC specialist register with an endorsement in Substance Misuse  
Demonstrable experience of leading a multi-disciplinary team  
Application of evidence based practice  
Clinical auditing skills to inform evaluation of the service and identify areas for development |
| Desirable | Experience in clinical research  
Experience in teaching at undergraduate and postgraduate levels  
Section 12 approved or equivalent |

### KNOWLEDGE, SKILLS AND ATTRIBUTES

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<th>Essential/Desirable</th>
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| Essential | Good understanding and knowledge of addiction psychiatry including management of opiate substitution therapy, opiate and alcohol detoxification and post detoxification pharmacology.  
Knowledge of legislation relating to Mental Health  
Demonstrable evidence of effective communication skills  
An understanding of the work of other agencies including non statutory services  
Experience of working with substance misuse and mental health issues and a clear understanding of the need for and ability to deliver quality services.  
Sound and demonstrable knowledge of clinical prescribing issues including management and oversight of complex prescribing regimes and off-licence medications.  
Knowledge of the issues facing substance misusers including appropriate medical interventions, social care and health issues.  
Ability to assess and care plan service users and formulate written reports as necessary.  
Community based support practices.  
Maintain professional boundaries and work effectively with partnership agencies. |
Demonstrate skills to undertake administrative duties and PC literacy.

Experience of contributing to project development.

Commitment to anti-discriminatory practice

Commitment to the principles of equality and diversity in relation to all people

Ability to embrace the principles of recovery

Commitment to new ways of working

Employ a professional, empathetic and non-judgmental attitude towards service users.

Communicate confidently and effectively, verbally and in writing.

Respond flexibly to the demands of the post.

Work as a member of a team.

Ability to encourage and support the involvement of other colleagues in service delivery

Show a capacity to work alone and the ability to keep calm under pressure.

Show commitment to facilitating positive outcomes for service users.

Mobility to travel across sites

Member of a medical defence association

Proven ability to liaise and maintain a professional relationship with a diverse range of people

This post is subject to a DBS check at an enhanced level.

Amendments: This description accurately reflects the present position; it may be amended and reviewed. Any change will be made following a proper period of consultation.