

## Trainee Job Description

<b>Job Title</b>	Higher Trainee Learning Disability		
<b>Educational Supervisor</b>	Dr Mischa Mockett		
<b>Clinical Supervisor</b>	Dr Mahesh Odiyoor		
<b>Hospital Address</b>	Greenways A&T unit, Rosemount, Macclesfield, SK118QA Eastway A&T unit, Countess of Chester healthpark, CH21BQ		
<b>Trust</b>	Cheshire and Wirral Partnership NHS Foundation Trust		
<b>Speciality</b>	Learning Disability	<b>Sub Speciality</b>	Adult
<b>Full Time/Part Time</b>	Full	<b>Days Worked</b>	5
<b>Year of Trainee</b>	4	5	6

## Description of Placement

The Cheshire and Wirral Partnership NHS Trust (CWP) was established as a specialist NHS Trust in April 2002 and achieved Foundation Trust status in 2007. It provides comprehensive mental health services in close partnership and collaboration with Social Care Departments, Clinical Commissioning Groups, Hospital NHS Trusts, user and carer groups and other external agencies.

In addition to adult mental health services, the Trust also provides child and adolescent mental health services, older adult mental health services and learning disability services for the populations of Cheshire and Wirral, approximately 1 million. CWP also provides learning disability services in Trafford. CWP Trust Headquarters are based in Chester.

Our services comprise:

- Adult mental health including out-patient and in-patient facilities, assertive outreach and crisis teams, mental health resource centres, community teams, A&E liaison, day care and rehabilitation.
- Older persons' mental health including out-patient and in-patient facilities, community teams, specialty memory support and A&E liaison.
- Child and adolescent mental health including a regional unit, out-patient and in-patient facilities, community teams and specialist 16-19 teams.
- Psychology including psychological therapy services, psychosexual services and psychotherapy.
- Learning disabilities including out-patient and in-patient facilities assessment, treatment and rehabilitation services, respite facilities and community teams.
- Neuro- developmental diagnostic and post diagnosis support, advice and consultation
- Acquired brain Injury Services
- Community physical health services and Children's services.

The trust services are organized into four care groups with the Learning Disability Assessment and Treatment service being a part of the Learning Disability, Neurodevelopmental Disorder and Acquired Brain Injury care group.

Dr. Odiyoor is an experienced trainer at both CT and ST level with nearly 9 years of teaching experience, an MD degree, experience as a clinical researcher and over 9 year experience as a clinical manager.

The post holder will work flexibly between Greenways Assessment & Treatment Unit, Macclesfield and the Eastway Assessment and Treatment unit, Chester. The multi-disciplinary team structure in Greenways and Eastway assessment and treatment unit is as follows

<b>Posts</b>	<b>Eastway WTE</b>	<b>Greenways WTE</b>
Consultant Psychiatrist	0.5	0.5
Speciality Doctor	0.5	0.5
Clinical Psychologist	0.6	1.0
Assistant Psychologist	1.0	-
Occupational Therapist	0.6	1.0
Speech & Language Therapist	0.25	0.25
Modern Matron	0.5	0.5
Clinical Ward Manager	1.0	1.0
Clinical Deputy Manager	-	1.0
Resource manager	0.5	0.5
Medical Secretary	0.5	0.5
Ward Clerk	1.0	1.0

The MDT is complemented by appropriate numbers of senior practitioners, staff nurses, associate practitioners and Clinical support workers. There are also CT trainees at both the units and GP input into Greenways A&T unit.

#### Referrals

Eastway and Greenways Inpatient Treatment and Assessment Unit are a nine and twelve bedded units respectively. They cater for the population from the Cheshire and Greater Manchester area. To be eligible for service patients must have significant learning disabilities i.e. an IQ of approximately 70 or below and significant impairment of social functioning. The most common presenting problems are challenging behaviour associated with mental illness, development disorders (e.g. Autism or ADHD), epilepsy, and profound or multiple disability.

## **Roles and Responsibilities of the Trainee**

Trainees are expected to become an integral part of the inpatient multidisciplinary teams, working closely together with staff from all disciplines. They will also become involved in much inter-agency work. Under supervision they will take an active role in admitting, assessing, and providing treatment to patients on the inpatient units.

The duties will include the following:

- To contribute to the multi-disciplinary assessment and treatment function of the inpatient teams. This will include giving advice to other team members and the primary care and social services regarding team patients when this is clinically indicated.
- To respond to urgent referrals for admission to inpatient units in liaison with the Consultant Psychiatrist.
- The higher trainee will be expected to work in close liaison with the wider Community Health Teams, Social Service Teams, provider services, primary and secondary health services, service user/carer and advocacy groups and other statutory and voluntary agencies.
- Trainees will have the opportunity to develop their leadership and management skills.
- There will also be opportunities for them to prepare, under supervision, medico-legal reports, and reports to the Hospital Managers or Mental Health Review Tribunals. They will also have the opportunity to represent the Consultant Psychiatrist, if necessary, in reporting and attending Managers' Appeals and mental Health Tribunals.
- Trainees will attend the weekly academic meeting and be expected to contribute to teaching and training sessions. The higher trainee will provide supervision to junior medical staff/students as and when appropriate. The postholder will be encouraged to take part in the teaching of students, junior doctors and other staff.

- Trainees will have protected time for research & audit and also for special interest sessions. The trainee will have access to a widerange of academic activities undertaken through the Center for Autism, Neurodevelopmental disorders and Id (CANDDID) to enrich their experience.
- Trainees will take part in an on-call rota during evenings and week-ends, as well as night time, together with trainees from General Adult Psychiatry and Psychiatry for the Elderly.

They will receive regular weekly supervision and clinical support and supervision at other times during the week as required.

Previous CT trainees have given very positive feedback and have clearly enjoyed and benefited from the experience of working here.

**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 trainee will engage in the following core clinical work:

- To contribute to the multi-disciplinary assessment and treatment function of the inpatient teams.
- The treatment modalities that the trainee will gain experience will include pharmacological treatments, psychological treatment, behavioural formulations and development of positive behaviour support plans, understanding communication and OT assessments.

The trainee will also be involved in giving advice to other team members and the primary care and social services regarding team patients when this is clinically indicated.

- To respond to urgent referrals for admission to inpatient units in liaison with the Consultant Psychiatrist and be involved in risk assessments, capacity assessments and participate in mental health legal assessments as part of their training.
- The higher trainee will be expected to work in close liaison with the wider Community Health Teams, Social Service Teams, provider services, primary and secondary health services, service user/carer and advocacy groups and other statutory and voluntary agencies.

**Intended Learning Objectives** *Indicate how the post will meet the trainee's curriculum requirements as identified in the portfolio*

To develop Clinical expertise in:

**ILO1**

- Demonstrate an understanding of the multidisciplinary and holistic approach to the psychiatric care of people with LD via engaging with MDT, multi-agency working and visits
- Understand the principles of life span issues that affect people with LD and how that influences the management of transitions via management of people who have transitioned from children's service and between services
- Demonstrate a knowledge of the principles of clinical supervision and their practical application (NB this competency applies across all the intended learning outcomes and subjects of this domain)

Competently assess and manage:

- challenging behaviours associated with LD via direct work and MDT working
- patients with ASD via direct working
- patients needing secure care via working with Forensic support services and Intensive support services

- patients with epilepsy in conjunction with neurology

**ILO2**

- Demonstrate the ability to construct formulations of patients' problems that include appropriate differential diagnoses. Assessment and Diagnosis via inpatient working

**ILO3**

- Demonstrate the ability to recommend relevant investigation and treatment in the context of the clinical management plan working in conjunction with GP, neurologists and other medical specialities. This will include the ability to develop and document an investigation plan including appropriate medical, laboratory, radiological and psychological investigations and then to construct a comprehensive treatment plan addressing biological, psychological and socio-cultural domains

**ILO4**

- Independently assess and manage patients with mental illnesses including uncommon conditions, in emergencies
- Demonstrate expertise in applying the principles of crisis intervention in emergency situations
- Make care plans in urgent situations where information may be incomplete
- Make an assessment of risk, capacity to consent and the need for detention in complex cases in LD

**ILO5**

- Evaluate the outcome of psychological treatments on patients with LD, delivered either by self or others and organise subsequent management appropriately
- Explain, initiate, conduct and complete a range of psychological therapies in patients who have LD, with appropriate supervision working with inpatient psychologists
- Display the ability to provide expert advice to other health and social care professionals on psychological treatment and care in patients who have LD in conjunction with nursing, occupational therapy and psychology colleagues
- Assess and manage carers' needs and stress including the provision of psycho-education by delivering support to families and carers in conjunction with MDT

**ILO6**

- Demonstrate the ability to concisely, accurately and legibly record appropriate aspects of the clinical assessment and management plan via electronic clinical records and letters

**ILO7**

- Develop professional alliances with patients over the long-term
- Develop therapeutic optimism and hope via inpatient work

**ILO8**

- Demonstrate the ability to concisely, accurately and legibly record appropriate aspects of the clinical assessment and management plan via CANDDID and academic courses

**ILO9**

- To develop the habits of lifelong learning via portfolio, WPBA and ARCP

**ILO10**

- Demonstrate a knowledge of different audit methods
- Demonstrate a knowledge of methods of sampling for audit via CWP audit department and audit presentation up to national level
- Demonstrate a knowledge of obtaining feedback from patients, the public, staff and other interested groups (mini pat and patient feedback questionnaires)
- Demonstrate an understanding of the structures of the NHS and social care organisations (or equivalents) via management observation within the care group
- Demonstrate an understanding of quality improvement methodologies undertake QIP in LD
- Demonstrate an understanding of the principles of change management via involvement with service developmental changes within the care group

**ILO11**

- Demonstrate a knowledge of relevant risk management issues; including risks to patients, carers, staff and members of the public . Undertake risk assessment, CTR process and capacity assessment
- Demonstrate a knowledge of how healthcare governance influences patient care, research and educational activities at a local, regional and national level by attending and participating in own research and national Learning disability conference
- Demonstrate a knowledge of a variety of methodologies for developing creative solutions to improving services through opportunities to be involved in the management and service change in the LD, NDD and ABI care group as well as CANDDID

**ILO12**

- To develop reflective practice including self-reflection as an essential element of safe and effective psychiatric clinical practice by reflection in portfolio

**ILO13**

- Observe and assess patients with LD who may have significant communication problems under supervision of Speech and Language therapist
- Communicate with people with LD and their families and other professionals
- Prepare legal reports in LD and participate in capacity assessments when appropriate

**ILO14**

- Liaise with other medical/psychiatric specialties with particular emphasis in gaining competence in specialties with specific relevance to LD; such as neurology, neurophysiology, Autism services, ADHD services, clinical genetics for example via teaching liaison and joint clinics
- Maintain and apply a current working knowledge of the law as it applies to working relationships
- Demonstrate an understanding of the responsibility of the team with regard to patient safety
- Demonstrate an understanding of how a team works and develops effectively by participating in team meetings and chairing experience

**ILO15**

- Demonstrate an understanding of the role, responsibility and accountability of the leader in a team via MDT meetings
- Demonstrate an understanding of the structures of the NHS and social care organisations
- Demonstrate an understanding of organisational policy and practice at a national and local level in the wider health and social care economy via opportunities to observe regional and national meetings with the supervisor

**ILO16**

- Demonstrate an understanding of the requirements of outside agencies for reports that are timely, accurate and appropriate via timely discharge summaries and clinical reports
- Develop an understanding of the principles behind the management of LD services and service delivery via opportunities to observe management meetings with supervisor
- Demonstrate an understanding of the different service models and their implications for health services for people with LD via opportunities to observe regional and national meetings with the supervisor

**ILO17**

- To develop the ability to teach, assess and appraise via teaching other team members, doctors, medical students, LEP course

**ILO18**

- To ensure that the doctor is able to inform and educate patients effectively via application of social stories and other communication process, Psychoeducation course

**ILO19**

- To ensure that the doctor acts in a professional manner at all times via interactions with users, carers and MDT members

**On Call** Please state frequency of on-call and nature of duties plus arrangements for clinical supervision

On call commitments as per regional arrangements. Frequency is 1:10 but subject to change depending on service requirements.

There is on call work for all posts sufficient for trainees to attain the recommendation the RCPsych guidance for minimum number of on call duties.

**Academic Activities** *(These should include case conferences/Journal Clubs/Lectures etc)*

CWP offers a weekly Post-Graduate academic program which includes the MRCPsych syllabus for doctors in training. The teaching offers a wide range of subjects within Psychiatric Medicine including General Adult, Older People, Learning Disability, Substance Misuse, Eating Disorders, Liaison and Forensic Psychiatry.

The teaching is delivered through a range of methods including case presentations, journal clubs, and expert led sessions. All participants, from trainees through to Consultants, are encouraged to participate, engage, and lead the teaching. External experts are also invited to teach at times. The program aims to provide an environment for academic, clinical and professional development, as well as helping the junior trainees to prepare for their exams. In addition, the doctors are encouraged to make use of the library facilities to read widely on topics associated with their clinical work.

Cheshire and Wirral Partnership NHS Foundation Trust has an excellent educational department and trust library. The trainee will be expected to attend and participate in the regional LD educational teaching program through the NW LD forum. There is a full range of audit presentations, journal clubs and academic lectures.

The care group has setup the Centre for Autism, Neurodevelopmental disorders and Intellectual Disabilities (CANDDID) to promote a wide range of academic activities. As part of this an MSc programme in NDD and ID has been developed with Chester university. The trainee will be encouraged to consider this or other similar academic activity as part of their training.

**Facilities**

Doctors in Training are provided with internet access and training on the Carenotes electronic database. Doctors are also able to use the electronic Library facilities, which include access to journal and online teaching resources.

The trainee will have access to desk, computer and appropriate admin support to organise diaries via outlook.

Cheshire and Wirral Partnership NHS Foundation Trust have a peripatetic librarian who offers support to all staff of CWP. In addition, the post holder will be welcomed to use the library facilities at Elm House.

**Supervision Arrangements**

Clinical and educational supervision will be provided weekly on a Monday with Dr. Odiyoor

## Teaching/Academic Experience

CWP offers a weekly Post-Graduate academic program which includes the MRCPsych syllabus for doctors in training. The teaching offers a wide range of subjects within Psychiatric Medicine including General Adult, Older People, Learning Disability, Substance Misuse, Eating Disorders, Liaison and Forensic Psychiatry.

The postgraduate teaching programme provides opportunities for Doctors in Training to present:

- A Case presentation
- A Journal Club
- 555 Presentation

The course also includes an expert led session on a different topic each week.

Doctors in Training of level ST4-ST6 are provided with the opportunity to chair the event to provide additional management opportunities.

The trainee will also have the opportunity to provide supervision to junior medical staff/students as and when appropriate.

The trainee will be expected to

- Participate in undergraduate and postgraduate clinical teaching.
- Participate in the training of other disciplines.
- Provide educational supervision of trainees and other disciplines.
- Take part in continuing medical education within statutory limits. Medical students are placed within the team and the trainee will have opportunities to participate in teaching.

There are very good links with the regional University Medical School training scheme. There are opportunities for teaching and OSCE examination. Trainees will be encouraged to undertake appropriate training in teaching skills.

## Audit/Research Opportunities

CWP has an active R&D department led by professor Taj Nathan and has active research and academic links with local universities including Chester University. The Learning Disability, Neuro-developmental disorder and Acquired Brain Injury Care Group is actively promoting the development of the research agenda and the post holder will be encouraged to engage in research activities supported by our academic and research department.

The post holder will have access to the internet and intranet and to library resources at the Postgraduate Centre.

The trainee will be expected to participate in audit of a high standard. The trainee will be expected to develop links with the trust audit department. Previous audits have been presented at the Royal College of Psychiatry Learning Disability Conference and if possible the trainee will be expected to participate in this.

The caregroup has setup the Centre for Autism, Neurodevelopmental disorders and Intellectual Disabilities (CANDDID) to promote a wide range of research activities. There are a number of ongoing regional and national research programmes through CANDDID. The trainee will be encouraged to either develop their own research ideas or to take part in ongoing projects to enhance their research skills.

The Cheshire and Wirral Partnership NHS Foundation Trust provide free access to the Royal College of Psychiatrists CPD Online learning modules.

## Management Opportunities

Cheshire and Wirral Partnership NHS Foundation Trust has an active QI development initiative across its services. The trainee will be expected to be actively involved in service development and quality improvement initiatives.

Post-holder will be expected to

- Gain skills and contribute to clinical governance and take responsibility for monitoring standards.
- Participate in clinical audit and quality improvement activities.
- Participate in service/team evaluation and the planning of future service developments.

The trainee will have opportunities to participate in multi-agency meeting with the possibility of chairing some meetings.

The trainee will have an opportunity to develop an understanding of the principles behind the management of LD services and service delivery via opportunities to observe management meetings with supervisor. The trainee will also be supported to develop an understanding of the different service models and their implications for health services for people with LD via opportunities to observe regional and national meetings with the supervisor.

## Other/Additional Experience

Dr Odiyoor has a number of trust, regional and national management roles. The trainee will have an opportunity to develop an understanding of the principles behind the management of LD services and service delivery via opportunities to observe management meetings with supervisor. The trainee will also be supported to develop an understanding of the different service models and their implications for health services for people with LD via opportunities to observe regional and national meetings with the supervisor.

Dr. Odiyoor also has an interest and training in Neuropsychiatry. This would enable the trainee to gain an understanding around interphase between neurological /neuropsychiatric conditions with ID and NDD.

## Description of Special Interest Opportunities

- Support sessions with Forensic support services to gain skills in risk assessments, management of forensic needs, legal matters
- Support sessions with Intensive support services to gain skills in risk stratification, admission avoidance support and CTR process.
- Support sessions with adult ASD/ADHD services to gain further skills in NDD
- Support sessions at Walton center/ ABI services to gain skills in Neurology/Neuropsychiatry



## Trainee timetable

*Please ensure trainee and trainer timetable match for supervision arrangements*

Mon	Tues	Wed	Thurs	Fri
Patient review meeting A&T unit	Clinical work A&T unit  Regional teaching programme (monthly)	Admin  Report writing  Regional management meetings (observation, monthly)	Patient review meeting A&T unit	Special interest session ISS/FSS  Care group management meetings (observation, monthly)
Audit/research  Clinical supervision	Clinical work A&T unit  Regional teaching programme (monthly)	Local Education Teaching Program	Clinical work A&T unit	Special Interest Session ISS/FSS  Care group management meetings (observation, monthly)