



Job title	Clinical Professor or Clinical Associate Professor of Medical Education (Old Age Psychiatry at Lincoln)	Job family and level	Clinical Academic (Teaching and Learning) Clinical Professor/ Clinical Associate Professor
RCPsych approval details	TRENT-CO-NTH-2024-02152	Approved 23/09/2024	
School/ Department	School of Medicine, Education Centre	Location	Lincoln Medical School

Purpose of role

The School of Medicine, University of Nottingham is seeking a new Clinical Professor / Clinical Associate Professor of Medical Education (Old Age Psychiatry at Lincoln) to be one of the founding clinical academics for the new Lincoln Medical School, a partnership between the Universities of Nottingham and Lincoln.

You will be responsible for establishing the programme of clinical teaching for Old Age Psychiatry, based at Lincoln Medical School (LMS). The new School welcomed its first cohort of students in September 2019. They commenced the clinical phase of their BMBS course in February 2022 and proceeded to the clinical phases of the medical course.

You will be part of a team of clinical academics leading innovations in teaching and learning at Lincoln Medical School. The role and responsibilities of this post will, necessarily, change, as the new Lincoln Medical School transitions to being an independent provider of high-quality medical education.

Reporting to the Vice Dean for Clinical Affairs (Lincoln) Professor David O'Brien, you will work closely with the Clinical Associate Professor of Medical Education (Health Care of Later Life) in addition to Health Care of Later Life clinicians at United Lincoln Hospitals NHS Trust (ULHT) and Old Age Psychiatrists working in Lincolnshire Partnership NHS Foundation Trust (LPFT) to deliver the clinical course. You will also work with the Associate Dean, other academic faculty at the University of Lincoln, and the Director of the Clinical Course LMS, who will be overseeing the development of a new clinical curriculum scheduled for an independent LMS.

You will lead development and clarification of academic standards for your subject area. You will ensure standardisation for the Old Age Psychiatry components of the Health Care of Later Life attachment delivered in Lincolnshire and ensure equivalence of the student experience to those of other local education providers (LEPs). You will also provide quality management of the subject area for the Lincoln Medical School to satisfy the requirements of the GMC.

It is expected that this post will be key in the development of team spirit and team coherence and work collaboratively with University of Lincoln in partnership. The post will be based at the University of Lincoln campus, but travel to other sites where the University of Nottingham Medicine course is delivered will also be required.

You should be aware that the intention is that this role will transfer to the University of Lincoln at a future date following Lincoln Medical School gaining independence.

Whilst this is a full time University appointment, it is a requirement that you maintain regular clinical practice in your recognised speciality of Old Age Psychiatry with LPFT, maintain a licence to practice and be revalidated with the GMC.

Your clinical work will be with LPFT and will adhere to an agreed job plan. You will work 50:50 in the post, split between University and NHS duties. The post is offered full time or less than full time (minimum 0.8 FTE).

You will be expected to fulfil NHS clinical service duties within your Job Plan as agreed with the LPFT Head of the Old Age Psychiatry Service including:

- specialist care for inpatient and outpatient care in Old Age Psychiatry
- provision, with consultant colleagues, of a comprehensive Old Age Psychiatry service, including management of patients during and out of working hours (evenings/nights and weekends)
- provision of reciprocal cover for periods of leave
- continuing professional development (CPD), annual appraisal and revalidation.

Your duties will be subject to regular review in the light of the changing requirements of the academic and clinical services as part of job planning processes between the appointee, Head of Service for Old Age Psychiatry and the Vice Dean for Clinical Affairs (Lincoln)

Your line manager will be the Vice Dean for Clinical Affairs (Lincoln) who will meet regularly with you. For clinical matters, line management will be devolved to LPFT's Head of the Old Age Psychiatry Service. The Trust Medical Director has overall responsibility for the professional performance of clinicians working under Honorary Contracts within LPFT.

Both the University and LPFT have Mentoring Programmes for clinical academic consultants, and this will be available to you. You will also be encouraged and supported to attend the RCPsychiatrists "Startwell Programme for new consultants".

Provisional assignment of Programmed Activities

10 programmed activities (PAs) allocated as follows:

5 University PAs

5 NHS PAs (including 3.75 PAs of direct clinical care on average per week and 1.25 supporting PAs (SPA))

The post also currently attracts a 0.5 Trust-funded Additional Programmed Activity (APA) for recruitment and retention. All APAs are considered temporary and are renewed periodically by the Trust.

	Main responsibilities	% time per year
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1	<p>Teaching and Development</p> <p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ To design, develop, and deliver a range of attachments / courses / programmes of study, including entirely new courses at various levels as required within the medical specialties at Lincoln Medical School. ▪ To take responsibility for the quality of course delivery, ensuring compliance with the quality standards and regulations of the University, Lincoln Medical School and relevant professional bodies e.g. General Medical Council and NHS Education. ▪ To apply and develop innovative and appropriate teaching techniques and material within the BMBS course at Lincoln Medical School which create interest, understanding and enthusiasm amongst students. ▪ Coach and advise others on teaching and learning methods. ▪ Supervise and examine both undergraduate and postgraduate students within Medical Education e.g. PhD, MMedSci, BMedSci students, both internally and externally. ▪ Deliver lectures and seminars, set and mark coursework, examine courses and supervise and advise students. Monitor student progress and retention e.g. as personal tutor ▪ To make a significant contribution to the curriculum leadership, developing course proposals within the teaching and learning programmes at the Lincoln Medical School e.g. through delivery of training to staff and delivery of course modules relating to old age psychiatry. ▪ To contribute to the accreditation of courses and quality control processes. Tackle issues affecting the quality of delivery within the scope of own level of responsibility, referring more serious matters to others, as appropriate ▪ Take a lead responsibility for the course delivery at Lincoln Medical School in one of the following areas, to be agreed with your line manager: <ul style="list-style-type: none"> ○ Special Study Modules ○ Student Electives ○ Junior and Senior Assistantships ▪ Participate in Teaching Excellence Framework (TEF) including on TEF panels, teaching and learning strategies and external reviews. <p>In addition, for appointment at Clinical Professorial Level</p> <ul style="list-style-type: none"> ▪ Plan and lead the development and implementation of the teaching and learning strategy in collaboration with other senior academic staff in the School of Medicine. ▪ Provide strategic and intellectual leadership of the undergraduate educational programme in psychiatry for the BMBS course, 	30%
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	<p>overseeing the design, development and review of curricula, and lead the development of innovative and commercially viable approaches to course delivery and assessment whilst ensuring that teaching delivery achieves the educational standards of the Lincoln Medical School and General Medical Council as regulator</p> <ul style="list-style-type: none"> ▪ Lead the development and clarification of academic standards for the School of Medicine teaching and learning strategy, aligning medical specialties at Lincoln Medical School with the University's overall quality assurance framework. ▪ Provide advice, instruction and examination in the subject at all levels, from undergraduate teaching to advising on postgraduate research in medical education. ▪ Provide intellectual leadership of the School's academic community, providing direction and mentoring for less experienced colleagues. Lead, appoint, manage and develop individuals and/or teams to deliver the teaching plans. Foster inter-disciplinary team working to develop team spirit and team coherence. 	
2	<p>Research</p> <p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ Engage and support research in the medical education field, through personal contribution, the direct supervision of others and promoting research and development within the department. <p>In addition, for appointment at Clinical Professorial Level:</p> <ul style="list-style-type: none"> ▪ Contribute to the enhancement of teaching quality and thinking in the field by research or quality improvement, in collaboration with external decision making bodies, such as Health Education England (HEE), General Medical Council (GMC), Medical Schools Council (MSC). ▪ Contribute to research into learning and teaching methodologies and disseminate best practice within and outside the University. 	10%
3	<p>Engagement, Communication, Administration</p> <p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ Provide academic and organisational leadership to those working within Lincoln Medical School (LMS), by coordinating resources and the work of others to ensure the effective delivery of the BMBS course, and agree objectives and work plans with the team. ▪ To lead and develop internal (e.g. by chairing/participating in University Committees) and external relationships e.g. with United Lincolnshire Hospitals NHS Trust (ULHT), NHS Education, Medical Schools Council (MSC) to foster future collaboration. ▪ To act as an external examiner to other institutions (as aligning to the University's External Work policy) and provide professional advice. ▪ To act as a line manager (including performance review) and personal mentor to peers and colleagues, where appropriate, and 	10%

	<p>provide expert advice and coaching to colleagues and students internally and externally.</p> <ul style="list-style-type: none"> ▪ Represent the school on various committees and working groups in the wider University and outside of the University and managing or monitoring assets and budgets allocated as part of the role Your committee roles will change during the tenure of the post on agreement with you, your line manager and the Dean of Education. <p>In addition, for appointment at Clinical Professorial Level:</p> <ul style="list-style-type: none"> ▪ Develop and communicate a clear vision of the Lincoln Medical School strategic direction to ensure the delivery of University strategic plans within the medical specialties. ▪ Chair committees, participate in University decision making and governance, and contribute to the development of academic policies across the University ▪ Provide leadership and shape the available resources as appropriate to meet the current and future needs of the collaborative partnership between the University of Nottingham and the University of Lincoln. ▪ Lead and support funding bids that develop and sustain the further delivery and expansion at the Lincoln Medical School, and advance the reputation of the academic unit and the University. ▪ Maintain liaison with the General Medical Council over standards for delivery of medical education at the Lincoln site, as well as the fitness to practice of students and graduates of the University from the Lincoln School ▪ Be responsible for the management and resolution of all student and/or team issues drawing on specialist advice and support as required. ▪ Be responsible for the organisation and deployment of resources within your area of responsibility. ▪ Lead and develop internal and external networks to foster collaboration, share information and ideas and promote medical education, Lincoln Medical School and the University. ▪ Contribute to the running and isaldirection and development of the University through designated committees or project activities. ▪ Participate on national and international bodies; act as an advisor to government and in any other external advisory capacity. Where appropriate contribute to the development of higher education processes in the UK. ▪ Deputise for the Vice Dean of Clinical Affairs in any of their roles when requested. 	
4	<p>NHS Clinical Role</p> <ul style="list-style-type: none"> ▪ To deliver clinical care at consultant level in Old Age Psychiatry at LPFT ▪ To maintain and enhance a clinical sub-specialist interest and expertise relevant to the needs of Old Age Psychiatry 	50%

	<ul style="list-style-type: none"> ▪ To actively participate in audit and clinical governance activities ▪ To contribute to teaching and training of junior medical staff, the education of nursing staff, General Practitioners and other clinical professionals and take an active part in the Postgraduate Medical Education programme. ▪ To maintain high standards of clinical and professional practice, fulfil the requirements of continuing professional development, engage in joint (University and Clinical Trust) job planning and appraisal annually and remain in good-standing with the Royal College of Psychiatrists. ▪ To add value and participate in leadership in an appropriate area of the clinical service of Old Age Psychiatry. ▪ To participate in the consultant rota for Old Age Psychiatry for inpatient and outpatient clinical work including out-of-hours duties. These clinical duties will include full pro-rata participation in the on-call rota covering nights and weekends. ▪ Participate in reciprocal cover arrangements for colleagues during periods of absence ▪ Undertake relevant duties as may be identified to meet the needs of the service ▪ Undertake teaching of junior medical staff ▪ Regularly attend departmental team meetings, taking an active role in one of the established Trust peer review groups relevant to your clinical practice and specialty area. Participate in regular case based discussions within your peer group. ▪ Take part in team, department, regional and national audits ▪ Support and lead the management and development of Old Age Psychiatry in the Trust 	
	<p>Other: Any duties as required in accordance with the nature and grade of the post e.g. investigation of appeals / complaints</p>	NA

Person specification

	Essential	Desirable
Skills	<p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high-level skills and a range of media. ▪ Ability to design and deliver teaching and learning programmes. ▪ Proven ability to provide effective leadership and management of groups and teaching activities. ▪ Record of accomplishment of published research, development and delivery of teaching units, or evidence of clinical excellence. ▪ High analytical ability to facilitate conceptual thinking, innovation and creativity. ▪ Ability and willingness to work within the Trust and NHS performance framework and targets. <p>Additional for appointment at Clinical Professorial Level:</p> <ul style="list-style-type: none"> ▪ Record of high quality publications in own discipline and/or the field of Medical Education. ▪ Proven ability to lead, motivate, develop and manage the performance of a team. ▪ Proven skills in coaching and developing others in best practice techniques. 	<ul style="list-style-type: none"> ▪ Skills in pastoral care and motivating students at all levels
Appropriate Clinical and Academic Experience	<p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ A proven record of excellence in undergraduate and/or graduate teaching; evidence of innovation in curriculum development, course design and course delivery; commitment of delivery of quality services to students. ▪ Experience in developing and devising new teaching programmes, models, techniques and methods. ▪ Proven record of promoting and maintaining collaborative links with key partners e.g. NHS, NHS(Education), GMC. 	<ul style="list-style-type: none"> ▪ An understanding of University management systems and the wider higher education environment. ▪ Experience of working in joint partnerships/ventures. ▪ Previous leadership experience.

	<ul style="list-style-type: none"> ▪ Understanding of GMC’s Good Medical Practice documentation. ▪ Understanding of the GMC Promoting Excellence document and Outcomes for Graduates (2018). ▪ Previous experience in medical student assessment and understanding of assessment practice including standard setting, blueprinting and clinical skills examination. ▪ Proven skills of leadership in teaching and curriculum development underpinned by scholarship. <p>Additional for appointment at Clinical Professorial Level:</p> <ul style="list-style-type: none"> ▪ In depth knowledge of Medical Education to enable the development of new knowledge, innovation and understanding in the field. ▪ Established and widely recognised excellence and reputation in the specialist subject area amongst peers nationally and internationally. ▪ Extensive experience in leading the design of teaching techniques and methods. ▪ Extensive experience and capability to act as a role model in the areas of research and teaching as appropriate. 	<ul style="list-style-type: none"> ▪ Experience of quality assurance. ▪ Experience of responding to appeals and / or complaints. ▪ Involvement in the development of policy and administrative matters within a University Faculty.
<p>Qualifications, certification and training</p>	<p>For appointment at Clinical Associate Professor Level:</p> <ul style="list-style-type: none"> ▪ MBBS, or equivalent. ▪ PhD or equivalent in a medical specialty or medical education OR equivalent extensive professional/teaching/research experience. ▪ Membership or Fellowship of a Royal College of Psychiatrists. ▪ CCT in Old Age Psychiatry, or eligible for CCT within six months of interview date ▪ Eligibility to reside and work in the UK ▪ Recognised HEA teaching qualification, at least to Associate Fellowship of Advance HE or recognised equivalent <p>Additional for appointment at Professorial Level</p> <ul style="list-style-type: none"> ▪ Extensive teaching experience supported by PGCHE and/or Fellowship of Advance HE (formerly HEA) 	<ul style="list-style-type: none"> ▪ Fellowship of Advance HE (Formally HEA)

Statutory, legal or special requirements	<ul style="list-style-type: none"> ▪ Satisfactory enhanced disclosure from the Disclosure and Barring Service as assessment work may involve working with vulnerable adults and children. ▪ Full GMC Registration with a license to practice at the time of appointment. ▪ Evidence of entry on GMC Specialist Register in Old Age Psychiatry OR eligible for such entry within six months of the interview date and by date of commencement. 	
Other	<ul style="list-style-type: none"> ▪ Good background knowledge of medical education in the UK and of the recent and current issues which are influencing its direction ▪ Knowledge of University & NHS structures for managing quality in teaching and line-management of staff. ▪ Willingness to adopt the vision and values of the School of Medicine. ▪ Enquiring, critical approach to work. ▪ Commitment to Continuing Professional Development (CPD) and the requirements of Clinical Governance and Audit. ▪ Ability to demonstrate behaviours consistent with both the University of Nottingham and LPFT behavioural standards. ▪ Ability to travel between sites 	



Job Plan & Timetable

The following draft 'Job Plan' reflects the best advanced assessment of what the final plan will be, based on 10 PAs.

Candidates, who wish to do so, are eligible to be considered for the post on a part-time basis. In which case, modification of the job plan, whilst maintaining a 50:50 University:NHS balance, would be discussed with the University and Trust.

The job plan for the first 3 months will be based on the following provisional timetable. A formal job plan will be agreed between you, your Trust Head of Service, to whom you will be responsible for clinical service matters, and the Vice Dean of Clinical Affairs in the University's School of Medicine or their direct nominee three months after the commencement date of appointment. The weekly job plan outlined below is the most likely starting point although it is likely that sessions will change both in location and type to fit with service needs. Overall, the University and Trust work on annualised job plans to ensure the maximum flexibility and responsiveness of the service. The joint Clinical Academic Job Plan will then be reviewed annually.

The Job Plan will be reviewed annually, separate to the joint Clinical Academic Appraisal meeting. The Job Plan will be a prospective agreement setting out the appointee's duties, responsibilities and objectives for the coming year. It will cover all aspects of your professional practice including clinical work, teaching, research, education & managerial responsibilities. It will provide a clear schedule of commitments, both internal & external. In addition, it will include personal objectives, including details of their links to wider service objectives and details of the support you may require to fulfil the job plan and the objectives.

Candidates who wish to do so, are eligible to be considered for the post on a part-time basis. In which case, modification of the job content would be discussed with the University and Trust.

Indicative timetable

	Mon	Tues	Weds	Thurs	Fri
AM	University / academic	Clinical Session	Clinical Session	SPA – NHS	University / academic
PM	University / academic	Clinical Session	Clinical Session (0.75PAs) SPA – NHS (0.25 PAs)	University / academic	University / academic

Direct Clinical Care Programmed Activities (DCC PAs)	
Virtual MDTs/Dispersed Diagnosis Meetings (for MAMs) or MHLS patient reviews (for Older Adult Liaison)	2.75
Case reviews/Clinical Admin	1.0
DCC Sub Total	3.75 PAs
Clinical Supporting Professional Activities (SPAs)	
CPD, Post graduate meeting, appraisal, and job planning	1
Educational supervision	0.25
SPA Sub total	1.25 PAs
Total Clinical PAs	5.0 PAs

University:	
Research, Academic Leadership, CPD, Citizenship	4
Teaching	1
Total University PAs	5 PAs

On call supplement

On-call Rota Frequency:	1:16
Category:	B
On-call Supplement:	1%

The on-call commitment is non-resident, currently c.1/16.one week at a time. The on-call commitment covers General Adult and Old Age Psychiatry only and is supported by junior staff including Foundation Year 2 Trainees, Core Psychiatry Trainees, and occasional Registrars.

Clinical Activity

You will be expected to fulfil clinical duties within your agreed Job Plan.

This post offers the flexibility for you to work in one of two services/subspecialty areas within Older Adult Mental Health Services, LPFT. This will be agreed upon appointment. In addition, LPFT will consider your special interests and areas of expertise. Should you prefer to work in a different sub-specialty area within Older Adult Mental Health services, flexibility will be afforded, and efforts made to ensure that the role is a good fit for you and the Trust. Should this be the case, please make contact (see below) so that these options can be explored for you.

The subspecialty options available for you are outlined below:

Memory Assessment and Management Service (MAMS)

Your main day to day clinical role would be to provide clinical leadership and specialist psychiatrist input to the team (via virtual/remote MDT meetings) for diagnostic reviews and be available to support the Memory Assessment Practitioners (MAPs) when required. The MAPs are practitioners from a variety of backgrounds who carry out most first-line assessment of patients virtually or in clinic, who are referred with memory problems. You will also be expected to manage a small caseload of patients and offer direct clinical sessions (virtual or F2F) for patients who are more complex and may benefit from psychiatric assessment. With the increasing use of technology, a significant amount of work will be carried out remotely via secure online platforms. This includes case reviews and consultations, MDT reviews and liaison with the MAPs. There is also access to a wide range of relevant clinical information from primary and secondary care teams within an online care portal. Consultants and specialist psychiatrists within the Team are, therefore, encouraged to work in a consultative way using technology to support day-to-day practice. This service currently operates on a countywide basis and offers a mixture of remote/virtual assessments and GP or clinic-based assessments. Cognitive and clinical assessments are conducted by trained practitioners via online digital platforms. Patients also have the option of F2F assessments at local hubs or GP practices, where it is not feasible to carry out remote assessments. This team will focus on early diagnosis and treatment of mild to moderate Dementia.

This Service is supported by the following team composition:

- 1 x B8 Service Manager
- 1 x B7 Team Coordinator
- 1 x B3 Team Admin
- 1 x B5 Mental Health Practitioner/Senior Memory Assessment Practitioner
- 9 x B4 Memory Assessment Practitioners
- 3 x B3 Waiting Well Practitioners
- 0.4wte Consultant (Dr Hall)
- 0.6wte Consultant (Dr Pinner) – Locum
- 1 x B4 Medical Secretary
- 1 x Consultant Psychiatrist (1 day per week)
- 1 x Consultant Psychiatrist – this post**

Mental Health Liaison Service (Older Adult)

Based at Lincoln County Hospital, you would work alongside another fulltime adult mental consultant colleague to provide additional older adult expertise to the team. The MHLS provides multi-disciplinary core 24 liaison psychiatry specialist input for 16+ years old patients who present to any United Lincolnshire Hospitals NHS Trust (ULHT) acute care hospital sites including Boston Pilgrim Hospital and Lincoln County Hospital. Grantham District Hospital currently has a limited Liaison Psychiatry service due to A&E being downgraded to Urgent treatment service. This service functions as a Core 24 Liaison Psychiatry Service serving emergency and unplanned care pathways. The service will also work with acute care teams to deliver timely specialist assessment, advice, treatment, interventions, signposting and referral, linking physical and psychological health. This supports timely and effective discharge back to community care.

This service is supported by the following team composition:

1 x Consultant Psychiatrist (General Adults)

2 x Consultant Psychiatrist (Older Adult) – this post

1 x Specialty Doctor

16 x Advanced Nurse Practitioners

1 x Occupational Therapist

1 x Practitioner

1 x Medical Secretary

1 x Team Leader (with clinical responsibilities)

2 x Administrators

In your clinical practice, you will have continuing responsibility for the care of patients in your charge and the proper functioning of the Older Adults Division in which you are based.

Your clinical duties will be subject to review, in consultation, from time to time, in the light of the changing requirements of the clinical service. Any alterations to the described clinical duties will be mutually agreed between you, your Consultant colleagues, the Trust and the University's School of Medicine in future joint clinical academic job planning. Therefore, this Role Profile may be subject to revision following discussion with you and forms part of the contract of employment.

Lincoln Medical School, Universities of Nottingham and Lincoln, and Lincolnshire Partnership NHS Foundation Trust (LPFT)

University of Nottingham has a strong reputation for both clinical medicine and teaching. Lincoln Medical School is one of the latest series of new Medical Schools opening as part of the Government initiative to expand the medical workforce. It is an exciting new venture and aims to draw into the region excellent students and produce and attract good junior doctors.

Lincolnshire Partnership NHS Foundation Trust (LPFT) is the principal provider of NHS mental health, learning disability and social care services in Lincolnshire as well as providing some services in neighbouring areas of the country.

As a high performing and financially sound organisation, we are proud to work in partnership with our staff, patients, carers, governors, commissioners and public to deliver excellent mental health and learning disability services for the people of Lincolnshire.

Demographics (information gained from the Lincolnshire NHS Clinical Commissioning Group website): Lincolnshire is the fourth largest county in England and runs from the Humber Estuary in the north to the Wash in the south with the counties of Nottinghamshire and Leicestershire in the west and coastline along the east, with a population of approximately 718,000. The County is mainly rural with the capital being the historic city of Lincoln.

Parts of Lincolnshire's coastline are among some of the most deprived areas of the country. Indices of Deprivation (2019) show areas around the towns of Mablethorpe and Skegness are in the top 10 per cent of England's most deprived. Otherwise the general pattern of deprivation across Lincolnshire is in line with the national trend.

Hospital admissions due to mental ill health are 2.3 times higher for those living in the 20% most deprived areas of Lincolnshire (rate = 337 per 100,000 population) compared to those living in the 20% least deprived areas (rate = 146 per 100,000 population). Lincolnshire's population is on average older than the population of England particularly the over 75s. The breakdown in relation to age is: 0-15, 16-24, 25-64, 65-84 and 85 years and over make up 17.1%, 10.1%, 49.6%, 20.3%, and 2.9% respectively.

The 2016/17 Quality and Outcomes Framework (QOF) dataset for adults mental health for Lincolnshire show that 105,838 adults aged 16 and over suffer from a common mental disorder; this equates to 17% of the total adult population.

The diversity of the population has increased in recent years, but the proportions are still very small in comparison to the national non-white population of 14%. As of the 2011 Census, around 93% of residents identify themselves as White British with 4% identifying as White Other. This 4% is primarily made of Eastern European communities.

The work of the Trust is increasingly community-based. It provides a wide variety of mental health, learning disability and social care services in close partnership with colleagues in local councils, clinical commissioning groups, charitable and voluntary organisations, as well as with service users, carers and their representatives. The Trust always aims to provide people with alternatives to admission and where appropriate, to provide treatment, care and support outside a formal hospital setting.

The Trust's mental health services are divided into four divisions:

- Adult Community Mental Health Services
- Adult Inpatient and Urgent Care Division
- Older Adults and Frailty
- Specialist Services (including intellectual disabilities)

Further information regarding LPFT services can be found via Our services: Lincolnshire Partnership NHS Trust (lpft.nhs.uk)

Teaching and training

You are expected to participate in teaching & training of junior staff, medical students & postgraduate medical trainee education and teaching. You will be expected to engage in these teaching activities within your clinical time.

All Consultant staff are encouraged to undertake a formal "Training the Trainers" course. However, the University requires its academics to have teaching qualifications recognised by the Higher Education Academy and formally supports its academics to develop appropriate skills and gain formal accreditation in teaching.

At LPFT the Director of Medical Education (DME) is Dr Beena Rajkumar who is a Consultant Psychiatrist within General Adult Psychiatry. Dr Rajkumar is supported by Dr Peter Speight as Associate Director of Medical Education. Junior doctors have rated the standard of training provided by LPFT as the best in the East Midlands for the last two years in the GMC National Training Survey. Post Graduate activities are held on Thursday mornings, during term time, at the Learning and Development Centre, Sleaford. All medical staff are encouraged to attend. Peer support and supervision is available to all during this programme.

To learn more about medical education in LPFT visit Medical: Lincolnshire Partnership NHS Trust (lpft.nhs.uk)

Study & Training

LPFT supports the requirements for continuing professional development as laid down by the respective Royal Colleges and is committed to providing time and financial support for these activities based on a pro rata basis. You will be entitled to study leave (with a LPFT-funded budget up to £1000 annually prorated).

Administrative Support

Office accommodation and administrative support will be provided by the Trust and the University, as will a PC with Email and Internet access. All consultants are required to check their hospital Email regularly.

Governance and Audit

LPFT has a vibrant research culture led by the Associate Medical Director supported by a team of clinical audit officers and NIHR delivery staff, who support clinical staff to deliver an impressive programme of work. We are a first-class host organisation for National Institute for Health Research (NIHR) studies and a partner organisation of the Clinical Research Network East Midlands (CRN EM), Studies are hosted in all clinical areas and divisions of the Trust.

Most studies are non-commercial, however industry is a priority area where we are keen to build our portfolio.

You will be expected to comply with the Trust Clinical Governance requirements and participate in related initiatives where appropriate. This will include participation in clinical audit (priority will be given to auditing compliance with NICE guidelines) and review of outcomes working towards achievement of national and local performance management targets, complying with risk management policies and participating in the consultant appraisal process. Audit of one's own practice is a requirement for medical appraisal and the post-holder will be supported in achieving this.

To view the Trusts Research Annual Report 2019-20 visit Research : Lincolnshire Partnership NHS Trust (lpft.nhs.uk)

Other Duties as Agreed

You may eventually wish to take on other roles. Positions such as Clinical Director are offered by the Trust on fixed-term contracts. Any positions offered by anyone outside the Trust (e.g. External Examiner, Training Programme Director, Regional College Advisor, Royal College Representative, GMC Associate etc) must be agreed by the Head of the Clinical Service and with the Vice Dean Clinical Affairs and with colleagues in advance of the position being accepted, so that consideration can be given to the job plan and whether this needs to be revised should the additional role be accepted. All the latter roles come under the University of Nottingham's External work policy. You will be expected to declare all work external to the University under the latter policy. Please see

<https://www.nottingham.ac.uk/hr/guidesandsupport/universitycodesofpracticeandrules/documents/external-work-policy.pdf>

Conditions of Service and Governance

You will be offered an Honorary Contract with LPFT. When undertaking clinical duties on this basis within the Trust, you will be expected to adhere to local policies and procedures.

Professional Standards

The Clinical Director is managerially responsible for all activity and personnel in the directorate in which the appointee will work. The Medical Director, Dr Girish Kunigiri, has overall responsibility for the professional performance of clinicians, including of those holding Honorary Contracts with LPFT. All clinicians are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice", and to be accountable to the Trust for their actions and the quality of their work. A yearly Joint Clinical and Academic Appraisal is carried out.

Health and Well Being

LPFT has a staff wellbeing team which is an internal department within the trust. All employees are able self-refer (confidentially) or be referred by line managers for any work or personal matters, there are qualified health care practitioners and counsellors to offer support / guidance and advice. There is also direct access to Occupational Health Services. The trust also has a number of active staff groups, such as the BAME staff network supporting the wellbeing of staff.

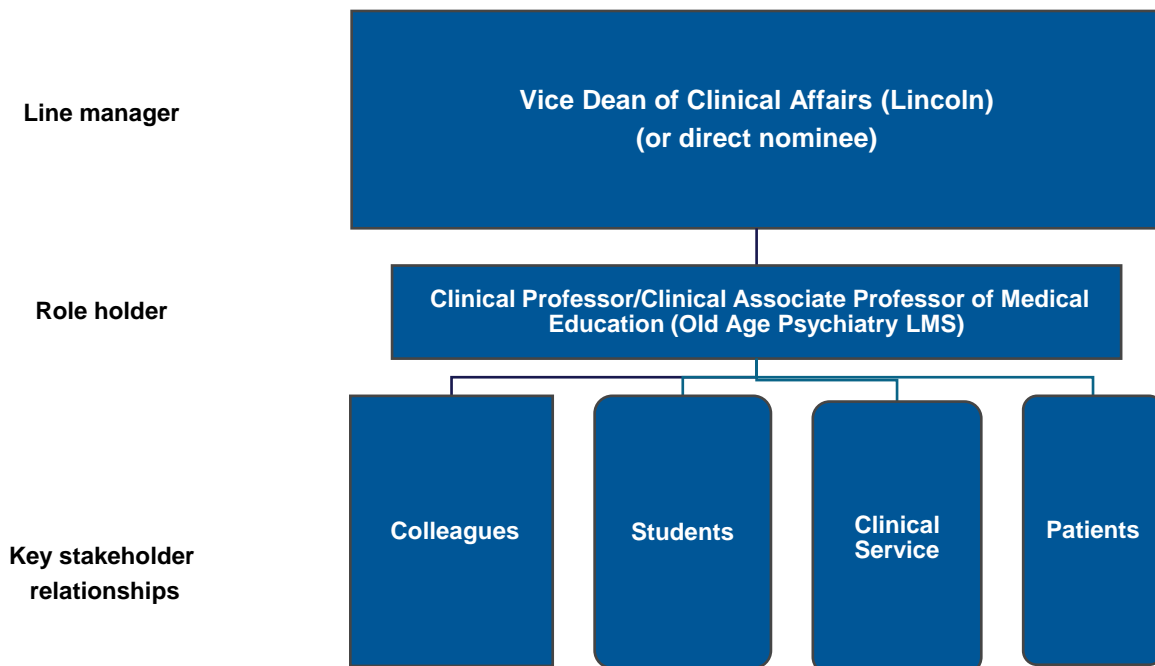
To understand more about LPFT's commitment to health and well-being visit: Looking after staff health and wellbeing : Lincolnshire Partnership NHS Trust (lpft.nhs.uk)

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.
- Taking ownership** Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.
- Forward thinking** Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition
- Professional pride** Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.
- Always inclusive** Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

Key relationships with others



Appendix 2

The Memory Assessment and Management Service Details.

Summary of activity, team caseload and referral/admission pattern

The Memory Assessment and Management Service (MAMS) is part of the broader OP-CMHT and is provided from within the generic CMHT staffing who also provide all other functions. i.e., complex MH, complex dementia, dementia drug reviews, duty work. Demands of OP-CMHT have continued to rise year on year due to demographic changes and population growth particularly in over 65s. Lincolnshire currently has 180,000 over 65s making up about 20% of the local population. Dementia prevalence is also comparatively higher in Lincolnshire than the national average (8% in over 65s vs 5-6% nationally). With the population of over 65s predicted to increase (ONS) by 46% to 250,000 by 2041, the prevalence of dementia in Lincolnshire will also increase correspondingly.

Given these demands, a separate team of dedicated practitioners was set up to support the broader OP-CMHT with early diagnosis and treatment of patients with non-complex cognitive impairment. This service currently operates on a countywide basis and offers a mixture of remote/virtual assessments and GP or clinic-based assessments. Cognitive and clinical assessments are conducted by trained practitioners via online digital platforms. Patients also have the option of F2F assessments at local hubs or GP practices, where it is not feasible to carry out remote assessments. This team will focus on early diagnosis and treatment of mild to moderate Dementia. Once diagnosed, titration of AChEIs, follow up reviews or management of patients with complex presentations or BPSD will be carried out by the OP-CMHT. Post Diagnostic Support is offered by the Dementia Support Service. The team is supported by sessional input from consultant psychiatrists and a full-time specialist psychiatrist (this post).

Patients referred to this service would usually have access to systems (hard and software) and mechanisms to facilitate digital or clinic-based reviews. Referrals from primary care are initially screened by locality Team Coordinators using a set of defined criteria based on the NHS clinical guide for the management of remote consultations and remote working in secondary care. Patients meeting these criteria are then allocated to the Memory Assessment Practitioners for initial assessment and if required, the medical members (including the Consultant and specialist) are consulted for advice on further management of patients.

There are currently 10 Band 4 Memory Assessment Practitioners within this team. Each MAP carries out on average 5-6 new assessments per week. New assessments are usually discussed at weekly Dispersed Diagnosis (DD) meetings supported by the specialist psychiatrist or consultant for diagnosis and treatment plans. A typical DD meeting with one practitioner will include 5-6 new patients and 3 or 4 review or follow up patients for discussion on formulation, diagnosis, and treatment. A fulltime specialist doctor or consultant psychiatrist is expected to work regularly with 4-5 MAPs and diagnose/review around 25 – 30 new and follow up patients per week. Complex cases may be booked into the specialist psychiatrist or consultant clinic for further review or referred to the OP-CMHT.

Current Team composition

- 1x B8 Service Manger
- 1x B7 Team Coordinator
- 1x B3 Team Admin
- 1x B5 Mental Health Practitioner/Senior Memory Assessment Practitioner
- 9x B4 Memory Assessment Practitioners
- 3x B3 Waiting Well Practitioners
- 0.4wte Consultant (Dr Hall)
- 0.6wte Consultant (Dr Pinner) - Locum

1x B4 Medical secretary
1x Consultant psychiatrist (Nisha Mokashi - 1 day a week)
1 x Consultant psychiatrist – this post

Older People and Frailty Division (OPFD) within LPFT

Older People and Frailty Division aligned services

The OPFD provide a range of community and inpatient services and contribute to all key care pathways for older adults with complex mental health-related needs, diagnosis and management of dementia of all age and the delivery of all age Mental Health Liaison Services within the broader Lincolnshire health pathways. The services aligned to the Older People and Frailty Division include the following:

1. Older Adult Inpatient Service

Separate specialist wards for people of any age with dementia with complex needs and for adults aged 65 years + with complex mental health needs.

2. Older Adult Community Mental Health Teams

For adults aged 65 years + presenting with complex mental health problems (e.g. severe depression, anxiety etc.) with specialist needs

3. Community Memory Assessment and Management Service (MAMs)

For people of any age experiencing needs associated with suspected or diagnosed dementia and associated complex needs.

4. Mental Health Hospital Liaison Service

Provide 24/7 support diagnosis and treatment of mental health needs for all people 16 years + within acute hospital (ULHT) sites County wide.

5. Neuropsychology Service

Provide assessment, support and advice to people with neurological problems of varying causes; including brain injury, neurological problems, multiple sclerosis, and people experiencing difficulties with memory and concentration with no known cause.

6. Physical Healthcare Psychology Service

A multidisciplinary specialist service, which provides treatment for adults and children who have a medically confirmed diagnosis of CFS or ME.

7. Older Adult Home Treatment Teams

These services, for complex mental health (MH-HTT: MH over 65 years) and dementia (D-HTT: dementia any age) provides intensive short-term support and intervention to prevent unnecessary admission of older adults to hospital and/or support more timely discharge. They operate to form continuous care pathways for complex MH and dementia from community to in-patient care and back to community. It operates 7 days a week, 8am to 8pm.

Older People Inpatient Services are provided on two wards:

- Langworth Ward (17 Bed Specialist Dementia In-patient Assessment Unit) in Lincoln.
- Brant Ward (20 Bed Acute Mental Health Unit for Functional Disorders) in Lincoln.

Inpatient services are for people experiencing complex needs related to dementia and or acute mental health problems. Our wards provide short-term interventions for patients who are in crisis and/or acutely unwell particularly where there is significant risk to self and others in the community.

Older Adult Community Mental Health Teams

Older Adult Community Services provide specialist time-limited services for people experiencing needs associated with suspected or diagnosed dementia and for older adults presenting with complex mental health problems with specialist needs (e.g. increased frailty or complex co-morbid physical health conditions) that would benefit from more specialised service input. The OA CMHT's also align to and work with the locality Neighbourhood Teams (NT's) and emerging place based Primary Care Networks (PCN's) based MH Teams.

Older Adult Community Mental Health Teams are based in

- Boston at Department of psychiatry, Pilgrim Hospital, Boston.
- Lincoln North & South and Gainsborough are based at Witham Court in Lincoln
- Grantham and Sleaford are based at Manthorpe Centre in Grantham
- Louth at Windsor House, Louth
- Skegness at Holly Lodge Skegness.
- Spalding at Johnson Community Hospital
- Stamford at the Stamford Resource Centre

Older Adult Home Treatment Teams

These county-wide services forms part of the Older Adult Acute Care Pathway and sit between the Community services (OA-CMHT's) and the OA-Acute in-patient Units. They function as an alternative provision for acute care within the community rather than Hospital. The two Home Treatment Teams (one for dementia and one for complex MH), work alongside the Locality based Crisis teams to support Older people in the community. They are 7-day service and generally serve as a gatekeeper for all potential admissions to the Older Adult wards. The HTT's also provides an early discharge function by working closely with acute in-patient wards to facilitate early discharge from Hospital. The Older Adult Home Treatment Teams are unique in having a dedicated Consultant and MDT that work closely to support the county-wide CMHTs and the 2 Older Adult Acute in-patient Units; to form continuous, Divisionally managed, care pathways from community through to admission and discharge back to community.

Mental Health Hospital Liaison Service

The service provides multi-disciplinary liaison psychiatry specialist input for 16+ years old patients who are admitted to any United Lincolnshire Hospitals NHS Trust (ULHT) acute care hospital sites; including Core 24 provision at Boston Pilgrim Hospital (357 beds) and Lincoln County Hospital (575 beds) and extended hours service at Grantham District Hospital (approximately 100 beds). This service functions as a Core Liaison Psychiatry Service serving emergency and unplanned care pathways. The service also works with acute care teams to deliver timely specialist assessment, advice, treatment, interventions, signposting and referral; linking physical and psychological health. This supports timely and effective discharge back to community care.

Neuropsychology Service

The service provides assessment, support and advice to people with acquired brain injury, neurological problems, multiple sclerosis, and people experiencing difficulties with memory and concentration with no known cause. The assessments inform complex neurological diagnosis. Following the assessment, the team offers recommendations for future care and coping strategies.

Physical Healthcare Psychology Service

The service operates around two streams. It offers psycho-oncology support for individuals of all ages suffering with cancer where emotional issues are directly connected to their cancer diagnosis or treatment. It also provides help to people of all ages suffering with chronic fatigue syndrome/ Myalgic Encephalomyelitis (CFS/ME). The team offers specialist assessment and teaches coping strategies known to enable individuals to learn to manage the condition more effectively and ultimately improve their health.

Older Adult Division Consultant Medical Staff:

Name	Catchment Area/Ward	Base
Dr Ian Rowbotham	Stamford, Bourne, Grantham Community	Stamford Resource Centre, Stamford
Dr Sam Olugbuyi (Locum)	Sleaford, Grantham and DHTT	Manthorpe Centre, Grantham
Dr Vijay Waykar	MHLS Boston / CMHT Boston	Dept of Psychiatry, Boston
Dr Anita Priya	MHLS Boston / CMHT Skegness	Dept of Psychiatry, Boston
Dr Neelima Jampana	Spalding CMHT	Johnson Community Hospital, Spalding
Dr Collins Esiwe (CD)	HTT & Brant Ward	Witham Court, Lincoln
Dr Abby Gillespie	CMHT (Gainsborough and South Lincoln)	Witham Court, Lincoln
This Post	Consultant Psychiatrist – MAMs or MHLS	Remote Working & Witham Court, Lincoln or Peter Hodgkinson Centre for MHLS
Dr Mohammed Allam	Louth CMHT	Windsor House, Louth
Dr Sam Anand	Lincoln City CMHT & Brant Ward	Witham Court, Lincoln
Dr Umesh Sira Ramaiah (Adult Psychiatry)	MHLS Lincoln	Peter Hodgkinson Centre, Lincoln
Dr Marya Hall (Older Adult Psychiatry)	MHLS Lincoln (New Post)	Peter Hodgkinson Centre, Lincoln
Developmental Associate Specialist (Older Adult)	MHLS Lincoln & CMHT	Witham Court, Lincoln Peter Hodgkinson Centre, Lincoln
Dr Nasreen Sanjrani (Adult Psychiatry)	MHLS Boston & Ward 12 Boston	Dept. of Psychiatry, Boston

Full detail of Older Adult Services can be found on the LPFT using the link below.

[Older adults :: Lincolnshire Partnership NHS Trust \(lpft.nhs.uk\)](http://lpft.nhs.uk)