

# International Fellowship in Psychiatry



## Prospectus



# **Job Description**

International Fellowship in Psychiatry

**Various Psychiatric Specialties**

**Title:** International Fellow in Psychiatry

**Contract:** 40 hours per week plus on-call, part time/ job shares considered

**Duration:** Initial 12 months (subject to review)

**Base:** Various locations (in Hertfordshire Partnership University NHS Foundation Trust)

**Accountable professionally to:** Executive Director Quality and Medical Leadership (Dr. Asif Zia)

**Responsible to:** Consultant Psychiatrist – Clinical Supervisor

### **General Duties and Responsibilities of the Post**

#### **The post holder will:**

- Clerk new admissions and complete a thorough history and physical examination as well as conduct risk assessments.
- Under consultant supervision, be responsible for the day to day continuing assessment, management and treatment of patients.
- To make regular and accurate notes in patients' records as well as update care plans and prepares Discharge summaries in a timely manner.
- Participate in the first or second on call Rota.
- Be required to perform duties in occasional emergencies and unforeseen circumstances without additional remuneration. Commitments arising in such circumstances would be exceptional and you would not be required to undertake work of this kind for prolonged periods or on a regular basis.
- Complete the administration related to clinical duties as well as communicate and correspond with the GPs and other professionals as appropriate.
- To attend Business Governance Meeting held once a month when on site.
- Provide support to the Multi-disciplinary Team with prescriptions, blood tests and any emergency assessments as necessary.
- Attend supervision regularly.
- Attend Multi-disciplinary Team Meeting

### **Health Promotion**

- To advise on safe practices which promote health gain
- To keep patients fully informed of their prescribed medication, its purposes, positive effects and any likely ill effects.
- To reduce vulnerability and empower patients towards making positive choices.
- To initiate and maintain regular assessment and management of risk.
- To facilitate community inclusion and rehabilitation.



## Totality of Care

- To be actively involved in the determination of aftercare needs, both statutory and routine. To be able to work within the frame work of National and Trust CPA policies and procedures.
- To work closely with primary care, enabling qualitative joint working and a smooth transition of care.  
Where relevant this will include the preparation and writing of summaries and letters regarding care/treatment progress.
- To carry out joint work with members of the multi-disciplinary team
- To initiate and oversee the process of a holistic assessment of patients' needs towards the promotion of a plan of care/intervention to meet those needs.
- Where appropriate to work with patients, their families and carers, towards offering support and advice that enhances safe practices and reduces risk.
- To provide reports and advice as agreed with partner agencies and the courts.
- To participate in Clinical Governance. This includes dealing with complaints, identifying and reporting serious untoward incidents, clinical audit and fostering effective clinical practice
- To support and provide training/supervision for non-medical staff and students.

## Settings

Various Community and inpatient settings and Specialties.

**Sample Timetable** - The timetable below should only be interpreted as a guide to the most regularly occurring duties.

Day	Morning	Break (half hour)	Afternoon
<b>Monday</b>	Multi-disciplinary team meeting		Initial / patient assessments
<b>Tuesday</b>	Clinic / Ward Round		Initial / Patient assessments
<b>Wednesday</b>	Clinic / Ward Round		Teaching Programme
<b>Thursday</b>	Administration 12:00 to 13:00 Clinical Supervision		Administration
<b>Friday</b>	Clinic / Ward Round		Admin/Emergencies

## PERSON SPECIFICATION

Requirement	Essential	Desirable
<b>Qualifications and training</b>	<p>Recognised basic medical degree.</p> <p>Full GMC registration.</p> <p>GMC's language requirements for English. This requires an average score of at least 7.5, with a score of at least 7.0 in each area (speaking, listening, reading and writing) under the International English Language Testing System (IELTS).</p> <p>The GMC will also accept Occupational English Test (medicine version) for doctors who score at least a 'B' in each domain to show that they have the necessary knowledge of English to gain a licence to practise in the UK.</p>	<p>Other additional clinical qualifications or relevant higher degree, MSc, MD, PhD.</p> <p>MRCPsych or equivalent.</p>
<b>Experience</b>	<p>Minimum 3 years' experience in psychiatry</p> <p>At least 3 years of full time clinical practice including the last 12 months.</p>	<ul style="list-style-type: none"> <li>• Work experience in multidisciplinary settings</li> </ul>
<b>Skills &amp; Behaviors</b>	<p>Ability to take a leadership role in a multidisciplinary team, ensuring high quality care and staff morale.</p> <p>Excellent written and oral communication.</p> <p>Effective use of IT including emails and internet.</p> <p>Must have a good grasp of all aspects of Psychiatry, including theoretical knowledge, history taking psychiatric assessment and management of clients.</p>	<ul style="list-style-type: none"> <li>• Ability to organise own learning time.</li> </ul>

Requirement	Essential	Desirable
<b>Personal skills</b>	<p>Excellent interpersonal skills and effective communication.</p> <p>Reliability and honesty.</p> <p>Flexible approach to working practice.</p> <p>Ability to work in a multi-professional team.</p>	<p>Commitment to service development and helping the Trust fulfill its goals.</p>
<b>Other</b>	<p>Satisfactory clearances from enhances DBS disclosure and health checks.</p> <p>Understands principles of Audit.</p> <p>Willingness to participate in clinical/medical Audit.</p>	<p>Previous Audits</p> <p>Interest in Research Publication of Research</p> <p>Car owner and able to drive with full driving license</p> <p>(Equality &amp; Diversity Act applies)</p>

## Introduction

Hertfordshire Partnership University NHS Foundation Trust (HPFT) International Medical Fellowship in Psychiatry is designed to enable a small number of International Medical trainees to enter the UK to experience training with HPFT for up to two years before returning to their home country. Under the scheme, training capacity not required for planned UK/EEA training numbers is made available for overseas doctors who meet the required eligibility criteria.

The paid posts will be approved by HPFT who will act as sponsor for the purpose of registration with GMC. HPFT will act as the UK Sponsor to enable participants to apply for a visa with the UK Borders Agency.

HPFT International Medical Fellowship is for psychiatrists who have qualified in their own country and who wish to further their expertise in psychiatry by acquiring additional skills in their own specialty or in a subspecialty. It is not for new trainee psychiatrists. International Medical Fellows will have at least 3 years' experience in psychiatry. Fellows will work as a Core Trainee 3 and above, the UK equivalent position.



## Welcome and information about Hertfordshire Partnership University NHS Foundation Trust (HPFT)

HPFT is committed to providing excellent health and social care for people with mental ill health, physical ill health and those with learning disabilities. We do this by providing services which make a positive difference to the lives of patients, service users and their carers, underpinned by the principles of choice, independence and equality. We provide integrated health and social care across community and inpatient settings treating and caring for people across Hertfordshire, Buckinghamshire, Norfolk and North Essex. Kingfisher Court is a brand new state-of-the-art mental health and learning disabilities inpatient unit at the Kingsley Green site near Radlett, Hertfordshire.

We are a University trust, with close links to the University of Hertfordshire providing excellent learning and development opportunities for staff, as well as strengthening clinical research.

Our partnership arrangements with the local authority provide an excellent opportunity to develop a recovery orientated approach based on a holistic assessment of both health and social care needs. We also aim to play a full part in the local health and social care economies that we serve by promoting greater integration between mental and physical health and social care.

For further information please see our website: [www.hpft.nhs.uk](http://www.hpft.nhs.uk)

# Our vision for what we want to achieve

*“Deliver Great Care, Achieving Great Outcomes – Together”*

## Our purpose and mission

*“To help people of all ages live their lives to their fullest potential by supporting them to keep mentally and physically well”*

## Our Values

At HPFT we have worked closely with our staff, services users, carers and local people, to develop a values and behaviours framework to ensure that everyone who comes into contact with our services has a positive experience.

Our values		
		
Our values		
	we are...	you feel...
Our Values	<b>Welcoming</b>	✔ Valued as an individual
	<b>Kind</b>	✔ Cared for
	<b>Positive</b>	✔ Supported and included
	<b>Respectful</b>	✔ Listened to and heard
	<b>Professional</b>	✔ Safe and confident

We expect all our staff to adopt these values and demonstrate them in their attitude and behaviour towards our service users, carers and other staff. The values form a key part of our recruitment, staff induction and appraisal processes.

Alongside the development of our values, we have produced a set of customer care standards that clearly state our commitments to our customers, those receiving services from us, their friends, family and carers, our staff, other organisations we work in partnership with and our commissioners. We work to ensure we consistently deliver against these standards.



# What can we offer?

## Continuing Professional Development

- A weekly academic teaching session for all trainees/fellows.
- A weekly Balint Group open to all trainees/fellows.
- A monthly teaching event for all medics and other professional groups.
- All fellows will be assigned a Clinical and Educational Supervisor.
- A Fellow's development can be tailored to meet future ambitions and career.

## Research Opportunities

HPFT is a University Trust with an active research profile in mental health, learning disabilities and dementia. We recruit to National Institute of Health Research (NIHR) portfolio studies and are always looking for new clinicians who would like to be local principal investigators for these studies. We also have several projects led by the Trust, in which there may be opportunities to get involved. The Trust has research expertise in learning disability, obsessive compulsive disorder, dementia, ADHD. We host an annual research showcase event in collaboration with the University of Hertfordshire and we encourage all people with an interest in research to attend and participate in this event, along with our quarterly research group meetings.

## Audit Opportunities

Fellows will have the opportunity to take part in audit, both local and national. Clinical audit compares current practice against best practice standards, and enables us to identify areas of good practice and areas which could be improved. As a Trust it is important we are continuously striving to improve the quality of the services we provide and clinical audit is a key part of this. Within HPFT we have a dedicated Practice Audit and Clinical Effectiveness team (PACE) who conduct a varied audit programme each year and support smaller service led work. The team are also responsible for the implementation of National Institute for Clinical Excellence (NICE) guidance. Upon completion of your audit report we can issue you with a certificate of completion upon request.

## Staff Wellbeing Team

HPFT has a dedicated Staff Wellbeing Team who organise regular activities open to all staff. They arrange workshops, social events, health initiatives and challenges on a regular basis. They also arrange a series of staff engagement events that are held throughout the year.

## Mentor / Peer Mentoring

HPFT has a list of mentors available to help and support trainees/fellows. We also run a Peer Mentoring Scheme; this new initiative was implemented in December 2017. This aims to provide additional support to trainees/fellows during their rotation.

# Facilities

## Learning & Development Centre - The Colonnades



In June 2014 we opened The Colonnades, our learning and development facility in Hatfield, Hertfordshire.

The Colonnades offers staff a focused, efficient learning space with state of the art facilities including a modern and fully fitted Clinical Skills lab, a dedicated e-learning suite, a new and improved library resource for staff, seminar and meeting rooms, an atrium area for informal meetings and wireless throughout.

All of our staff are encouraged to make use of this fantastic facility for their training and development needs.



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## Library Services at The Colonnades, Hatfield

Library Services are based at The Colonnades, Hatfield. You can register with the library by completing a registration form.

### **What can your library do for you?**

- Access to journals
- Literature searches
- Article supply
- NHS evidence training
- Books sent to your place of work
- Journal alerts

### **The library provides a range of services to support all roles:**

- Daily newspapers
- Computer access
- Quiet study space
- A wide range of books
- Print journals and document supply
- Training on evidence-based searches

# Equality and diversity

Hertfordshire Partnership University NHS Foundation Trust (HPFT) believes that everyone should be entitled to fair and equal services that take account of individual needs and backgrounds. We actively advocate for equality and believe that everyone we come into contact with deserves the same standard of treatment and support. Furthermore, it is essential for us that people using our services, their carers and our employees are provided with opportunities to be involved in shaping how our services develop. The Trust has a rich history of supporting people who may be experiencing difficulties in their lives and providing an environment where they can flourish, be themselves and feel part of a diverse community.

HPFT chooses to work in a way that ensures we can link all of our work around equality and inclusion back to three core legal requirements. This is known as the Public Sector Equality Duty and is part of the Equality Act 2010. This means all of our equality and inclusion work should:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality 2010 Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

As we are a large organisation we also have additional responsibilities to show how we are assessing what we do is in the interests of those we provide services to and employ. Some of the ways we approach this include:

- Regular staff and service user satisfaction surveys
- Qualitative data studies (such as Peer Experience Listening)
- Ensuring that services, at a local level have procedures in place to respond people in a way that is relevant to their own personal needs.
- Our values and behaviours framework that determine the level of support and care all of our service users, carers and staff should see in our practice.



## Our Recent Achievements

### GMC Trainee Survey:

- HPFT received a top rating – one of the top Trusts in East of England

### GMC Trainer Survey:

- HPFT received a top rating – one of the top Trusts in East of England

### Health Education England Awards:

- Finalist for excellence in patient experience

### Health Service Journal Awards:

- Award for Most compassionate Patient Care (CAMHS Eating Disorders Service)
- Award for our Director of Medical Education
- Award for our CEO
- Award for Board Leadership

### HPMA Excellence Awards:

- Award for our Executive Director of Workforce, OD and HR for excellence in HR

### HFMA Awards:

- Our Finance Department awarded Accounts Team of the Year

### Royal Society for the Prevention of Accidents:

- President's award for outstanding performance in Health & Safety at work

### Building Better Healthcare Awards:

- Best external environment to our inpatient unit – Kingfisher Court



*Health Service Journal chief executive of the year award*



*HPMA excellence in HR award*

## Strong Partnerships with other organisations:

- University of Hertfordshire
- John Lewis Partnership
- Local Trusts (WHHT and E&NHT)
- External Training and Development Organisations
- CCGs
- Local Councils

## Feedback from our trainees:

"I cannot thank the Doctors and Nurses enough. Everyone has been exceptionally helpful and friendly. In my opinion they constantly trying to do their best for the patients".

"This placement has been a good opportunity to learn about various presentations of mental illnesses. I have received excellent support from my clinical supervisor Dr Omar who took the time to facilitate weekly supervision sessions and was always there for help and guidance on both clinical and non-clinical matters".

"Excellent placement. The team on Wren Ward were lovely, very helpful and welcoming".

"Very well supported including careers support"

"Very useful placement to develop much needed skills within psychiatry. Very supportive team and clinical supervisor"

"I am a part time trainee and am looking forward to coming back. I have had an amazing time here with loads of learning and experiences and am highly pleased with my trainer who is a delight to work with, sensible, respectful and a knowledgeable trainer".

"My clinical supervisor was very supportive and a fantastic mentor. Taught me from the basics and encouraged me not to feel ashamed to ask questions when in doubt".

"My whole experience so far with the trust has been amazing and I could confidently say this has been a fantastic post."

## What could this fellowship lead to?

- Master's Degree (MSc available in a variety of subjects)
- Increased experience and knowledge of a psychiatric sub-specialty and multi-disciplinary health care systems in the UK
- Certificate of completion of Fellowship Programme with HPFT
- Ability to apply for MRCPsych
- Registration with the GMC

# International Medical Fellowships

HPFT International Medical Fellowship provides a full-time, two year structured training programme in psychiatry. Fellows extend their understanding and gain a broad range of experience working alongside highly experienced consultants, clinicians and multi-professional staff. Through a co-ordinated, multi-disciplinary approach, a Fellow gains a thorough understanding of the treatment of patients in psychiatry.

Fellows develop the skills to perform relevant procedures as part of a supervised personal development plan. The programme examines the key scientific tools as they apply to the treatment and management of patients.

Fellows are given the opportunity to enroll in a Master's degree whilst others are certified by the Royal College.

## **Clinical programme:**

We offer training in the following specialities:

- General adult psychiatry
- Old age psychiatry
- Child and adolescent psychiatry
- Intellectual disability
- Liaison psychiatry
- Medical psychotherapy
- Perinatal psychiatry
- Rehabilitation and social psychiatry
- Forensic psychiatry

The education and training programme is appropriate to the needs, skills, experience and competence of each trainee and their specialty, and continues to develop to ensure ongoing reviews are reflected in the individual programmes. Training is supported by a multi-professional team of clinical experts, clinical academics and educationalists and by the delivery of teaching and learning in practice. There is formal face-to-face teaching as well as scenario-based simulation training. Initially, Fellows work with a dedicated clinical supervisor to develop and agree an appropriate personal education and training plan, based on their experience and identified learning needs. Progress is monitored through supervised practice; the plan is updated as the training progresses. All education and training is regularly monitored to ensure both the highest quality and guarantee Fellows are exposed to an integrated research and clinical education environment of the highest standard. Fellows develop and consolidate the clinical skills in their chosen specialty. They participate fully in the academic programme and procedures to gain the same level of experience as UK-based trainees.

Further, Fellows have the opportunity to specialize in a range of sub-specialties, dependent on their Competencies and development plan. Fellows will also participate with out-of-hours and on-call duties.

The programme is supported by the medical education department with a Lead for Medical Fellowship, Clinical/Educational Supervisors and Clinical Tutors. These senior consultants have considerable experience in medical education.

## Admission criteria

We are looking for medical practitioners who already have relevant knowledge, skills and experience in psychiatry to practice under full registration in the UK. The medical practitioners will already have over three years of clinical experience in Psychiatry (see link below to curriculum). Our processes will ensure that rigorous assessment of each doctor's capability for practice in the UK is undertaken in order to demonstrate that they are working at least at the level of a UK medical graduate. For further information please see link below to Core Curriculum for Psychiatry Training in UK

[www.rcpsych.ac.uk/pdf/Core\\_Psychiatry\\_Curriculum\\_August\\_2016.pdf](http://www.rcpsych.ac.uk/pdf/Core_Psychiatry_Curriculum_August_2016.pdf)

The programme is open to all international postgraduate medical trainees with at least 3 years' experience in psychiatry and have been engaged in at least 3 years of full time clinical practice including the last 12 months.

Fellows must also satisfy the GMC's language requirements for English. This requires an average score of at least 7.5, with a score of at least 7.0 in each area (speaking, listening, reading and writing) under the International English Language Testing System (IELTS). The GMC will also accept Occupational English Test (medicine version) for doctors who score at least a 'B' in each domain to show that they have the necessary knowledge of English to gain a licence to practise in the UK. Please see links below:

[www.gmc-uk.org/doctors/registration\\_applications/13680.asp](http://www.gmc-uk.org/doctors/registration_applications/13680.asp)

[www.occupationalenglishtest.org/test-information/healthcare-professions/medicine/](http://www.occupationalenglishtest.org/test-information/healthcare-professions/medicine/)

Alternatively, applicants may be registered with the GMC, be eligible for registration or be in a position to apply for registration.

## Application process

Doctors wishing to be considered for HPFT International Medical Fellowship are requested to send their CV (evidencing psychiatry experience) together with completed application forms (Part 1 and Part 2); at least three references (to include current employer (reference forms) and notary attested or embassy attested ID to: [hpft.medicalfellow@nhs.net](mailto:hpft.medicalfellow@nhs.net)).

All applications will be considered and selected for interview which will be conducted via Video Conference/Skype with the Lead for Medical Fellowship Programme, relevant specialty Consultant, HR Representative and service user or carer.

## GMC Sponsorship

For successful candidates HPFT will act as a sponsor for GMC

registration. See link for information:

[www.gmc-uk.org/doctors/registration\\_applications/list\\_of\\_sponsors.asp](http://www.gmc-uk.org/doctors/registration_applications/list_of_sponsors.asp)



## Visa / Sponsorship and Accommodation Support

Successful candidates will be given help and support with Visa application. HPFT will act as the UK Sponsor to enable participants to apply for a visa with the UK Borders Agency. Fellows will work as a Core Trainee 3 and above, the UK equivalent position.

Accommodation can be arranged for the first three months of placement in order to help Fellows settle into their new environment.

## Programme Structure

### Induction

An induction period is required before the start of the International Medical Fellowship programme. This will be facilitated by HPFT Medical Education Office together with the Fellow's assigned Clinical and Educational Supervisors. The induction will include:

- an introduction to Hertfordshire and the UK
- introduction to the Fellowship programme
- Familiarisation with the National Health Service, HPFT and its partner organisations
- formal teaching, mandatory training sessions and other specialty specific pre-requisites (e.g. Intermediate Life Saving, Safeguarding Adults and Children courses, etc)
- introduction to the clinical IT and informatics systems
- opportunities to shadow colleagues as a supernumerary member of the team in the clinical environment

## Clinical programme

The education and training programme is appropriate to the needs, skills, experience and competence of each trainee and their specialty, and continues to develop to ensure ongoing reviews are reflected in the individual programmes.

Training is supported by a multi-professional team of clinical experts, clinical academics and educationalists and by the delivery of teaching and learning in practice. There is formal face-to-face teaching as well as scenario-based simulation training.

Initially, Fellows work with a dedicated clinical supervisor to develop and agree an appropriate personal education and training plan, based on their experience and identified learning needs. Progress is monitored through supervised practice; the plan is updated as the training progresses.

All education and training is regularly monitored to ensure both the highest quality and guarantee Fellows are exposed to an integrated research and clinical education environment of the highest standard.

Fellows develop and consolidate the clinical skills in their chosen speciality. They participate fully in the on-call rota and procedures to gain the same level of experience as UK-based trainees. Further, Fellows have the opportunity to specialise in a range of sub-specialties, dependent on their competencies and development plan. Fellows will also participate with out-of-hours and on-call duties.

The programme is supported by the medical education department with a Lead for Medical Fellowship, Clinical/Educational Supervisors and Clinical Tutors. These senior consultants have considerable experience in medical education.

## To be noted by Applicants:

### GMC information for doctors about pre-registration verification of qualifications from 11 June 2018

Applicants for provisional or full registration with a license to practice will need to have their primary medical qualification independently verified before GMC grant their registration, if they:

- qualified at a medical school outside of the UK, EEA or Switzerland  
**OR**
- are a national of a country outside the UK, EEA or Switzerland who graduated from a medical school outside the UK and do not already hold provisional registration with a license to practice. Verification will be carried out by the Educational Commission for Foreign Medical Graduates (ECFMG), through their online system - known as the Electronic Portfolio of International Credentials (EPIC) service. ECFMG will verify the qualification by checking this directly with the doctor's medical school.

For more information see GMC link: [www.gmc-uk.org/doctors/before\\_you\\_apply/31439.asp](http://www.gmc-uk.org/doctors/before_you_apply/31439.asp)

<http://www.hpft.nhs.uk/information-and-resources/international-medical-fellowship-in-psychiatry/>

## Contact

Individuals who would like to know more about the International Medical Fellowship should e-mail: [Hpft.medicalfellow@nhs.net](mailto:Hpft.medicalfellow@nhs.net)