SPECIALTY TRAINING PROGRAMME IN PSYCHIATRY OF LEARNING DISABILITY
PROGRAMME IN WESSEX DEANERY

This is a 3 year training programme in Psychiatry of Learning Disability at ST4-6 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Psychiatry of Learning Disability. Details of essential competences and qualifications are detailed in the MMC person specification for Psychiatry of Learning Disability at ST4-6 which is available from www.mmc.nhs.uk

Trainees would be expected to complete their CCT in Psychiatry of learning Disability.

The programme is based in community and inpatient facilities provided for people with Learning Disabilities by Southern Health NHS Foundation Trust:

- Community learning disability services are based in
  
  Southampton - covering the City
  Andover - covering Test Valley District
  Eastleigh - covering Eastleigh District
  Calmore - covering New Forest District (west)
  Hythe - covering New Forest District (east)
  Fareham - covering Fareham Borough and Gosport Borough
  Otterbourne - covering Winchester District
  Havant & East Hants - covering Havant Borough and East Hampshire District
  Basingstoke - covering Basingstoke and Deane Borough and part of Hart.

  Each community base receives input from a consultant psychiatrist. Southampton, Havant & East Hants and Basingstoke also have CT1-3 doctors.

- Forensic Inpatient services are currently located at
  
  Ashford Unit, Woodhaven Hospital, Calmore
  Westview and Home Farm, Calmore

- Community forensic services are in Rufus Lodge, Tatchbury Mount, Calmore

- Intensive Support Teams (IST) are in Thomas Lewis House, Southampton, and Rufus Lodge, Tatchbury Mount, Calmore for Hampshire.

- There are plans to open an assessment and treatment service for people with learning disability and behaviour which challenges services, in 2012.
Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of NHS South of England, comprising South Central, South East Coast and South West Strategic Health Authorities. The Wessex Deanery currently covers the health communities of South Wiltshire, Dorset, and Hampshire and the Isle of Wight. The Wessex Deanery is responsible for the training of some 2,500 trainees.

Rotation Information

The rotational training scheme in Psychiatry of Learning Disability provides higher professional training in a wide range of posts. Trainees seeking a CCT in Psychiatry of Learning Disability will usually undertake at least 2 posts, each lasting up to a year, in the community, including time in their first year working as a member of the Intensive Support Teams. The rest of training will comprise 3-6 months with the Forensic inpatient and community service in the latter half of training; community experience focused on management and leadership roles as a consultant; and inpatient experience either as a block or part of community experience. Community placements are currently:

- Basingstoke (North Hants)
- Southampton City
- And a combination of Havant & East Hants and Fareham & Gosport.

However, the rotation arrangements for this programme are constantly reviewed to reflect national and local changes in service delivery for people with a Learning Disability and therefore could change in terms of length in each placement, the number of placements and actual placements. Educational objectives will be agreed for each post.

The annual rotation of posts takes place on the first Wednesday in August. The allocation of posts and the review of the individual's training are undertaken by the Training Programme Director. There are programme directors for ST4-6 doctors in Adult Psychiatry, Forensic, Old Age and Child and Adolescent Psychiatry and a programme director for CT1-3 doctors across all specialities. The programme directors form an integral part of the School of Psychiatry.
(current Head, Dr Vicky Banks). There are a regular programme of meetings including the School Board, Heads of School and Quality Groups. Senior trainees are represented on all of these meetings. These groups oversee all aspects of training including the ARCP annual review process. Senior trainees joining the Scheme at other times of the year will hold their first post for less or more than one year depending on their own training needs and this will be decided by discussion with the Programme Director. An individual review of each trainee takes place annually.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

The Deanery is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different placements but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the F1 where necessary and required in the day-to-day management of in-patients.
2. Liaise between multidisciplinary locality members, CT1-3 doctors, patients, relatives and senior medical staff.
3. Attend and participate in inpatient multidisciplinary meetings when appropriate.
4. Attend and participate in locality multidisciplinary meetings.
5. Attend outpatient clinics.
6. Take part in rostered emergency work.
7. Dictate discharge summaries when appropriate.
8. Maintain continued professional development.
9. Attend weekly educational and multidisciplinary sessions.
10. Undertake audit at various times throughout the rotations.
11. Teach medical students as directed.
12. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
13. Attend induction in each hospital or new department.
14. Comply with all local policies including dress code, annual and study leave.

**Trust Generic/Specialty Information**

Southern Health NHS Foundation Trust’s Learning Disability Services’ vision is, ‘To excel in enabling individuals with learning disabilities to achieve optimum health and the best quality of life.’ The services provided are well regarded by the people who use them with compliments far outweighing complaints.

Specialist Learning Disability services are provided to people with a learning disability and their carers with the aim to improve and sustain the health and well being of people who have a learning disability.

There is an open referral system with referrals accepted from all sources, including self referral. The majority of referrals are received from the local authorities’ adult social services, GPs and transition from Children’s Services. The referral/eligibility criteria are based on the World Health Organisation definition of Learning Disability:

“A state of arrested or incomplete development of mind which includes significant impairment of intellectual and social functioning”

This is taken to mean:
- that the disability occurred in early childhood
- that the person concerned is not fully able to independently meet all their own needs in relation to eating, drinking and staying warm, clothed and clean
- that the person is judged to have an IQ of less than 70 that contributes to their inability to independently meet their own needs.

An individual must be judged to meet all three criteria in order to be eligible for specialist LD health care.

**Portfolio of current activities**

- There are currently community learning disability teams in 9 locations covering four localities – North, West and East Hants and Soton City, which have psychiatrists, psychologists, nurses, speech and language therapists, occupational therapists, physiotherapists, support workers, care managers and social workers.
- The Service is integrated with Adult Services provided by the local authorities.
- Locality teams work in conjunction with other agencies and partners and the service provides a network of support for individuals with a learning disability in their own homes.
- Provision of specialist advice to Primary Healthcare and Social Care agencies and providers.
- Training and educating individuals about learning disabilities.
- Inpatient facilities and a community team for people with a learning disability who have a forensic history.
- Inpatient facilities (planned) and intensive support services for people with a learning disability and behaviour which challenges services.
Inpatient facilities for people with a learning disability and mental health problems.

**Curriculum**

Please refer to the latest version on the Royal College of Psychiatrists website.

**Use of research and special interest sessions**

ST4-6 doctors will normally be entitled to two sessions each week for research or special interest or a combination.

It is now recognised that a relative minority of senior trainees will undertake formal research. However, opportunities exist for trainees to gain experience with academic departments. It is felt that for most trainees joining a programme of established research through an academic department is normally more realistic than trainees setting out to do their own project. Many trainees will use their two sessions for either undertaking special interest (see below) or undertaking study for a wide range of higher degrees either locally or nationally.

**Special Interest Sessions**

Many trainees will use their two available sessions in a wide range of settings during the course of their training. Advice about best use of these sessions can come from individual educational supervisors or through the programme director. The following are examples of special interest sessions considered appropriate for higher trainees in Psychiatry of Learning Disability:

- Developmental,
- Genetics,
- Psychotherapy,
- Epilepsy,
- Forensic Learning Disability Psychiatry,
- Neuropsychiatry,
- Education and teaching,
- Management,
- Other psychiatric specialities.

These are given as indicative examples only and many other sessions will make for good experience as special interest sessions. The programme is usually flexible enough to enable trainees to gain experience within or outside Southern Health NHS Foundation Trust, with the agreement of their educational supervisor, programme director and where necessary Wessex Deanery.

**Teaching**

The trainee is expected to fully participate in the Wessex Academic Learning Disability meeting which is open to all doctors working or interested in Learning Disability and occurs monthly on a Friday. The current format is:
10.30 Trainees meeting (educational and supervision)

11.30 Journal Club – rotated between trainees

12.30 Lunch

13:30 Presentation – rotated between consultants

In addition, trainees will have the opportunity to participate in their local general adult teaching which usually occurs on a weekly basis. Where appropriate trainees are encouraged to attend national events such as the RCPsych Faculty of Learning Disability Annual Meeting and Epilepsy Masterclasses.

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours (or 52-hours if working on a derogated rota) averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do.

[http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)

**Pay**

Chair: Dr Geoffrey Harris

Chief Executive: Sir Ian Carruthers OBE
You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx

Part-time posts will be paid pro-rata.

**Pay supplement**

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at xx. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

**Pension**

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

**Annual leave**

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPRReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

**Sick pay**

Entitlements are outlined in paragraphs 225-240 of the TCS.

**Notice**

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

**Study leave**

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

**Travel expenses**
The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

**Subsistence expenses**

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

**Relocation expenses**

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at [http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk)

**Pre-employment checks**

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at [http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx](http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx)

**Professional registration**

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

**Health and safety**

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

**Disciplinary and grievance procedures**

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

**Educational supervisor**

The employer will confirm your supervisor on commencement.

**General information**

Chair: Dr Geoffrey Harris  
Chief Executive: Sir Ian Carruthers OBE
The Deanery’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx