

Consultant General Adult Psychiatry- Community Mental Health Team

Job description



New Forest East Community Mental Health Team: Anchor House, Totton, Southampton

We CARE through:



Compassion



Accountability




Respect



Excellence

JOB DESCRIPTION & PERSON SPECIFICATION

Consultant General Adult Psychiatry Community Mental Health Team

Post and specialty:	Consultant Psychiatrist in the Community Mental Health Team
Royal College of Psychiatrists approval details:	<p style="text-align: center;">RCPsych Ref No: SED-WE-C-S-21-321 (Approved)</p> <div style="text-align: center;">  </div>
Base:	New Forest East Community Mental Health Team, Anchor House, Ringwood, Road, Totton, Southampton, SO40 8DX
Contract:	<ul style="list-style-type: none"> - Permanent role - Number of programmed activities: 5/Week - Total PAs: 5 DCC: 3.75 SPA: 1.25
Professional accountability:	<ul style="list-style-type: none"> - Dr Daniel Baylis - Chief Medical Officer
Operational accountability:	<ul style="list-style-type: none"> - Dr Shez Khan – Divisional AMH Community Clinical Lead - Dr Jothi Naidoo - Divisional Medical Director
Key working relationships and lines of responsibility:	<ul style="list-style-type: none"> - Dr Hayden Kirk – Divisional Clinical Director - Ms Rachel Mejia – Divisional Director of Quality and Professions

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1. Introduction - About Hampshire and Isle of Wight Healthcare NHS Foundation Trust

Hampshire and Isle of Wight Healthcare NHS Foundation Trust is a newly established organisation, bringing together expertise from across mental health, learning disabilities, community, and physical health services. We are dedicated to delivering compassionate, high-quality, and accessible care to the diverse communities of Hampshire and the Isle of Wight.

With over 12,000 dedicated staff working across more than 300 sites, we place patients and staff at the centre of everything we do. Our goal is to create an integrated healthcare system that improves accessibility and ensures more consistent care for patients. By working together, we aim to improve patient outcomes, drive innovation, and meet the unique needs of the populations we serve.

Our Trust unites services from Southern Health, Solent NHS Trust, Isle of Wight NHS Trust's community and mental health teams, as well as Hampshire CAMHS, originally part of Sussex Partnership NHS Foundation Trust. This transformation enables us to deliver more seamless care across the region, ensuring that patients receive the right support, in the right place, at the right time.

Join us as we embark on this exciting journey to shape the future of healthcare across Hampshire and the Isle of Wight. We are deeply committed to our CARE values of compassion, accountability, respect, and excellence, and offer outstanding opportunities for career development, training, and collaborative working.



2. Service details

The South West Division covers the New Forest, Romsey, Eastleigh and Eastleigh Southern Parishes

There are five Community Mental Health Teams (CMHTs) within this region:

1. New Forest East CMHT (this post) based at Anchor House, Totton.
2. New Forest West CMHT based at Waterford House, New Milton.
3. Romsey CMHT, based at Horsefair Mews, Romsey.
4. Eastleigh CMHT based at Desborough House, Eastleigh
5. Eastleigh Southern Parishes CMHT based at Tom Rudd Unit, Moorgreen Hospital, Botley.

These multidisciplinary teams consist of Nursing, Occupational Therapy, Medical and Psychology professional groups, who are supported by Health Care Support Workers and a number of admin and ancillary staff. They receive all referrals into the service and provide community routine care, as well as offering a crisis function for patients who need more intense support.

The Acute Care Team consists of an Acute Mental Health Team (AMHT) which aims to support patients in their homes when admission is being considered. The local inpatient unit at Melbury Lodge in Winchester provides 25 general acute beds to the SW division. There is also a specialised Mother and Baby unit and Older Persons Mental Health ward on the same site.

Resident doctors of all grades rotate within the various teams in the services. The allocation of posts varies at each attachment.

Eating Disorders Service

There is a close liaison with the Trust's Eating Disorders Service. This is a multidisciplinary team with the emphasis on community care, delivered through a core team in locations convenient to patients.

Perinatal Service

An active community team and inpatient specialist service is provided for women with severe mental illness who have children under the age of one.

ABOUT THE NEW FOREST

The New Forest is one of the largest areas of unenclosed land remaining in the south of Britain. It lies in the southwest of Hampshire touching the shores of the Solent and Southampton Water with a total area of 144 square miles. The majority is still in Crown ownership and is available for the access and enjoyment of the public.

The countryside has many areas of outstanding natural beauty and there are pleasant villages in which to live. Access to the New Forest is easy, and there are excellent opportunities for all sport and general leisure activities, particularly sailing for which it has an international reputation.

Southampton is the closest city and just over an hour to London Waterloo by train. The M3 motorway provides easy access to London by car and also to Heathrow and Gatwick airports. Southampton Airport also offers an increasing range of UK and European destinations.

There are excellent fee paying and non-fee paying schools locally.

Winchester, Portsmouth, Salisbury, Christchurch, and Poole are within easy driving distance. There are theatres in Southampton, Chichester, Salisbury, and Basingstoke which support large shows and visiting operatic and ballet companies. There are large cinema and shopping complexes in Southampton.

3. Local working arrangements

The post holder will be based at Anchor House, New Forest East CMHT in Totton, Southampton. The successful candidate will be responsible for providing assessment, clinical care, and treatment to patients, as well as clinical leadership to the team. The work will include routine clinics, domiciliary visits, consultative work to the multidisciplinary team and leadership, particularly around complex patients. The post is also supported by a GP trainee, shared across two consultants, with designated clinical supervisor responsibilities.

The CMHT provides a local single point of access for individuals who present with severe, complex, and enduring mental health problems between the ages of 18-65. CMHT services are multidisciplinary and share a common orientation promoting the principles of recovery. The team consists of psychiatrists, psychologists, community mental health nurses, occupational therapists, healthcare support workers and admin colleagues.

The role of the CMHT is to provide assessment and community-based treatment which is undertaken in partnership with the referred individuals, and focusses on individual needs, self-determination, and recovery. To achieve this, the CMHT works closely with other HIOW Healthcare services, acute services, specialist Services, primary care networks, IAPT services, local community networks, voluntary organisations and other agencies.

The post holder will work together with the other four consultants in the New Forest CMHTs - two based at Anchor House and two at Waterford House, New Milton. Consultants in both teams are involved in providing cross-cover during periods of annual or study leave.

4. Continuing professional development (CPD)

CPD is actively supported by the Trust. Study leave is available for training and continuing professional development, and study leave entitlement is 10 days each year over a 3-year cycle, with access to study leave funding of £1000 per annum. Reasonable expenses will be met for courses that are supported by the CPD peer group and where this training cannot be provided locally.

The post-holder is expected to take part in CPD within the framework of the Royal College of Psychiatrists and to remain in good standing for CPD. The post-holder will join one of the established peer groups and will have a Personal Development Plan which is agreed within the peer group. They will be expected to remain in good standing with the Royal College of Psychiatrists taking account of College CPD guidance.

Local CPD

Local Academic Teaching covering topics of interest, journal clubs and complex case presentations is available every Wednesday 1.30pm-5pm (face to face or on-line). This is open to all medical staff including.

5. Clinical leadership and medical management

The Trust expects consultants to participate in all aspects of clinical governance, and ensure their involvement in service planning and development, including wider developments in service provision and local academic meetings and teaching and training opportunities.

Consultants will:

- work with other senior clinical team members to ensure that colleagues understand the professional status and specialty of all team members, their roles and responsibilities in the team, and who is responsible for each aspect of patient care.
- work with other senior clinical team members to ensure that staff are clear about their individual and team objectives, their personal and collective responsibilities for patient and public safety, and for openly and honestly recording and discussing problems.
- communicate effectively with colleagues within and outside the team, ensuring that arrangements are in place for relevant information to be passed on to the team promptly.
- work with other senior clinical team members to ensure that all team members have an opportunity to contribute to discussions and that they understand and accept the decisions taken.
- encourage team members to co-operate and communicate effectively with each other.
- work with other senior clinical team members to ensure that each patient's care is properly coordinated and managed, and that patients are given information about

whom to contact if they have questions or concerns; this is particularly important when patient care is shared between teams.

- work with other senior clinical team members to set up and maintain systems to identify and manage risks in the team's area of responsibility.
- work with other senior clinical team members to monitor and regularly review the team's performance and take steps to correct deficiencies and improve quality.
- work with other senior clinical team members to deal openly and supportively with problems in the conduct, performance or health of team members through Trust procedures.
- work with other senior clinical team members to make sure that your team and the organisation have the opportunity to learn from mistakes.
- respect the skills and contributions of team colleagues.
- participate in business planning for the locality and, as appropriate, contribute to the broader strategic and planning work of the Trust.
- To attend and contribute to the quarterly liaison network meeting to share good practice and develop a network of liaison colleague support.

6. Appraisal and job planning

Annual appraisal will take place with a trained medical appraiser. This will provide all the information necessary for the General Medical Council revalidation process. The post-holder will use the Trust prescribed electronic system for job planning and appraisal. The Trust has appointed a number of trained appraisers.

A formal job plan will be agreed between the appointee and the Medical Director, three months after the commencement date of the appointee. The job plan for the first three months will be based on the provisional timetable in section 23.

The job plan will then be reviewed annually, and will take into account any output from appraisal. This is conducted by the consultant's clinical manager (usually the Divisional Medical Director or Clinical Lead) with management input from area or divisional managers. The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives. A further job plan review will be carried out if there are proposed workload changes.

Responsible Officer: Dr Daniel Baylis

There is a local consultant mentoring scheme and newly appointed colleagues will be invited to join the scheme. This provides a routine offer of pairing with a more experienced consultant colleague who is a volunteer mentor and selected by the candidate.

There is a new consultant development programme for all new consultants and the post-holder will be expected to participate in this. HIOW has run this programme for many years, with excellent feedback from new consultants as it affords them the opportunity to meet colleagues from corporate teams and the Board and prepares them for life as consultants in the organisation.

The post-holder will have a comprehensive local induction, in addition to the Trust induction at the both the mental health and acute trusts.

By agreement, in job planning there is the opportunity for additional PAs to be worked or for job plans to be varied to include providing support to services such as the delivery of ECT, medical leadership, education, research, to suit the job holders' interests and career ambitions.

7. Teaching and training

There are currently approved training posts in the department with opportunities to be an educational or clinical supervisor for up to three trainees. Training to become a supervisor is available from the Trust if desired. The Divisional Director of Medical Education is Dr Jasenka Matekovic.

The post-holders will also supervise and participate in a wide range of teaching activities. These may include:

- Seminars and clinical teaching to undergraduates especially medical students from Southampton or St George's, University of Grenada
- Teaching of medical and other staff in psychiatric hospitals and community teams
- Teaching doctors in training
- Teaching on the MRCPsych course
- Teaching multidisciplinary staff
- Organisation of teaching conferences as required
- Contributions to Journal Clubs
- Supervise and contribute to research

8. Research

There are no dedicated research sessions attached to the post. However, individuals wishing to take part in research activities will be encouraged and supported. The Trust has a dedicated and active Research & Development team, which conducts research into many areas of mental and physical health. This team also provides support to research practitioners and students within the Trust.

If the post holder has a key interest in research, SPA time through job planning can be dedicated to research.

9. Clinical Governance

All consultants and senior staff in services are expected to contribute to clinical governance. There is a strong focus on learning from incidents and embedding quality improvement activity in both services. Clinical governance is supported by governance structures in the Trust and in specialised services, with management, informatics and information technology, human resources, finance, clinical audit, contracting and procurement support.

The Trust expects clinical governance to include evidence-based practice, risk management, policy and procedure, user and carer involvement and clinical audit.

10. Clinical duties of post-holder

The clinical duties are as follows:

Clinical care

Consultants will use their skills and expertise to achieve the best care for service users, with a focus on providing supervision and oversight of the team and the assessment and management of complexity and severity. This includes:

- Ensuring evidence-based practice and service user-centred recovery principles to assess, plan, implement, monitor and evaluate all interventions provided by the liaison team to promote recovery and independence.
- Focusing on the management of service users presenting with the greatest complexity and severity will necessitate the consultant working with a small case load in order to be able to respond in a flexible and timely way to the needs of the most unwell and or most urgent.
- Managing complex information, make formulations using a biopsychosocial model.
- Ensuring appropriate and effective engagement with carers and ward teams.
- Management of risk and weighing complex risk information to deliver care that is in the best interests of the recovery of the individual. Supporting the MDT in this by clear communication, containing anxiety, and maintaining hope for the patient.
- Ensuring the service works in line with care planning, risk management and safeguarding policies.

- Maintaining a focus on outcomes, both in terms of clinical outcomes and patient experience.
- Providing education, supervision and oversight over the caseload with consultant MDT/triage meetings.
- Providing Responsible Clinician care for those detained under the Mental Health Act.
- Supporting learning from good practice, incidents, complaints or concerns across the team
- To escalate any shortfalls in clinical practice in a timely fashion to the Divisional Medical Director

Clinical Leadership

Consultants will work effectively as a member of the leadership team in collaboration with other clinical and managerial leaders. This leadership role includes:

1. Development of new patient pathways and service development for those with mental health problems in the Trust, such as low mood, psychosis, dysregulated behaviour pathways.
2. Promotion of a culture based on principles of recovery, choice and personalised care, in which service users can expect to be active in decision-making about their care and treatment.
3. Working in an effective partnership with the team leader and other senior clinicians in the service to:
 - a. Timely assessment and management of patients referred to liaison psychiatry within the agreed key performance indicators.
 - b. Support the team to work in line with agreed pathways, policies and guidelines, with a focus on delivery of outcomes.
 - c. Ensure there is effective training, ongoing professional development and professional supervision for all staff.
 - d. Support the team to use data and information (e.g., performance dashboard, audit data, RiO data) to deliver against the contract, and ensure quality of services.
 - e. Ensure financial resources are managed efficiently and in line with agreed plans/budgets.
 - f. To understand and contribute to the management of the wider environment and stakeholders – e.g., GP commissioners, partner agencies.
4. To provide leadership in ensuring the team meets CQC essential standards, and work with the managers to have systems in place to support this.
5. To provide leadership to the governance agenda, including ensuring that sources of information are triangulated in order to maximise learning – e.g., PSIRF, complaints, service performance data etc.
6. To participate, as appropriate, in any investigations are undertaken in line with Trust policy – e.g., complaints, PSIRF, safeguarding.

7. To assist the Divisional Medical Director in the strategic development of services.

11. General duties

- To undertake timely administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively
- To participate in service and business planning activity for the service
- To participate in annual appraisal for consultants
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) and Approved Clinician (AC) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services.
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the Medical Director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post-holder operate within the parameters of the New Deal and are compliant with the Working Time Directive
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

12. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Divisional Medical Director and, as necessary, the Chief Medical Officer

13. Mental Health Act and Approved Clinician approval

The post-holder will be approved as an Approved Clinician and will be expected to renew this approval according to agreed procedures. The post holder is responsible for maintaining their AC status and Section 12(2) approval and the Trust will fund training for this.

14. Secretarial support and office facilities

Consultants will have access to a shared office with access to IT and communications technology in order to provide supervision and speak with colleagues about patients in a confidential environment. They will also have access to a private shared space in order to dictate letters and prepare reports, which usually contain confidential and sensitive information.

The post-holder will have access to appropriate secretarial support. Administrative support will be available to ensure that letters and reports are typed up and sent out within the time limits agreed between the Trust and commissioners. There is dedicated admin support available who will provide support with support with diary management and support for non-clinical activities. A laptop and work phone will be provided.

15. Support for medical staff

There is a dedicated Medical Human Resources team with considerable expertise in supporting medical staff. This department manages contracts, rotas, sickness, locums and leads recruitment.

16. Other duties

From time to time it may be necessary for the post-holder to carry out such other duties as may be assigned, with agreement of both trusts. It is expected that the post-holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

17. Work programme

It is envisaged that the post holder will work 5 programmed activities. Following appointment there will be a meeting at no later than three months with the Divisional Medical Director to review and revise the job plan and objectives of the post holder. Up to 1 PA of supporting professional activity may be worked off site through job planning and agreement with consultant colleagues.

The overall split of the programmed activities is 3.75 PA for Direct Clinical Care and 1.25 PA for Supporting Professional Activities, the job plan timetable is indicative only. A formal job plan will be agreed between the post holder and the clinical manager three months after commencing the post and at least annually thereafter.

18. On-call and cover arrangements

The post holder will be part of a combined North-West and South-West senior medical on-call rota, approximately 1:13 frequency – This is category B and paid at 1%

The on call availability supplement is paid in accordance with Schedule 16 of the Terms and Conditions.

Commitments will be monitored from time to time as agreed with the LNC to ensure that this payment is at the appropriate level.

19. Contract agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

20. Leave

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a consultant. For medical staff who work part time, annual leave, including Public/Bank Holidays will be calculated pro-rata.

21. Occupational Health and Wellbeing

The Occupational Health (OH) service is provided by Solent Occupational Health. As an organisation, they are committed to improving the wellbeing of staff in the workplace.

Solent Occupational Health can be contacted on 0300 123 3392 or via "

hiowh.occupationalhealth@nhs.net

Wellbeing

At Hampshire and Isle of Wight Healthcare we recognise the people that care need to be cared for too.

It matters to us that our staff are supported to feel fit and healthy at work, both physically and mentally. It is vital for staff wellbeing and so we can continue delivering high quality care.

That's why we developed a health and wellbeing programme, designed to support staff and get us all thinking about how we can start to help ourselves feel happier and healthier.

We can offer.

- 24/7 Access to our staff employee assistance programme
- Menopause support
- Fast Track Physiotherapy
- Online fitness classes

And much, much more through self help and self-referral schemes.

Staff Discounts

We offer a wealth of staff benefits including:

- Shopping, travel, Utilities and leisure discounts
- Cycle to work schemes
- Private Lease Car arrangements
- Salary sacrifice schemes for electric vehicles
- Lifestyle savings on home and electronic items
- Free parking at some of our sites
- And much more!

22. Equality and diversity

Hampshire and Isle of Wight Healthcare has a commitment to champion diversity and inclusion and promote equal opportunity in everything we do. We want to enable an organisational culture that values diversity and demonstrates due regard to the protected characteristics of the Equality Act 2010. The Diversity and Inclusion team carry out a range of services and campaigns including reverse mentoring and equality analysis.

23. Job plan

The job plan for the first three months will be based on the provisional timetable shown below. This is an indicative timetable and can have some flexibility for the post-holder. The timetable will be subject to change following a job plan review within three months of commencing in post.

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Divisional Medical Director with regard to the scheduling of all other activities, including Supporting Professional Activities.

Day	Time	Location	Work	Category	No of PA's
Monday					
Tuesday					
Wednesday	Am				
	Pm	Home	Local Academic Meeting, Consultants' Meeting	SPA	1
Thursday	Am	Antelope House	Multidisciplinary Team Meeting	DCC	1
	Pm	Antelope House	Outpatient Clinic	DCC	1
Friday	Am	Antelope House	Outpatient Clinic	DCC	1
	Pm	Antelope House	Admin CPD	DCC SPA	0.75 0.25
TOTAL PA's			Direct Clinical Care Supporting Activities		3.75 1.25

24. Visiting arrangements

Candidates are welcome to visit and should contact Dr Shez Khan, Divisional AMH Community Clinical Lead, to make the necessary arrangements.

Candidates are also encouraged to speak to Dr Jothi Naidoo, Divisional Medical Director for a discussion about the role.

Contact details:

Please contact Dr Naidoo via her PA details below:

Debbie Swain – PA to the Divisional Medical Director or Katie Adams Divisional Medical Staffing Coordinator

Email: Debbie.swain6@nhs.net or katie.adams@nhs.net

Telephone: 023 8083 5500

Dr Khan can be contacted on shehzad.khan9@nhs.net or 07577 354454

25. Additional Information

Relocation Expenses

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's policy.

Interview Expenses

Public transport rate for expenses will be reimbursed to shortlisted candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the trust, shortlisted candidates who make a second visit may be granted expenses on this occasion also.

For candidates travelling from abroad, expenses are payable only from the point of entry into the UK. Candidates for consultant's appointments may not be reimbursed for more than three attendance.

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Appendix 1: Person specification/selection criteria

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

Attribute	Essential	Desirable	How assessed
1. Professional Qualifications	Full Registration with the General Medical Council MRCPsych or recognised equivalent Eligible for inclusion in the Specialist Register or within 12 months of CCT at time of interview. CCT in general adult psychiatry. Approved under section 12(2) of the Mental Health Act 1983.	Relevant Higher Degree e.g., MD, PhD, MSc or other additional clinical qualifications Liaison accreditation. To hold Approved Clinician status at the point of taking up post	Application

<p>2. Skills and Knowledge</p>	<p>Ability to take a leadership role in a multidisciplinary team, ensuring high quality care and maintain staff morale.</p> <p>Ability to use IT, including e-mail and the internet.</p> <p>Ability to manage own time, workload and prioritise clinical work.</p> <p>Ability to appraise own performance as a consultant.</p> <p>Excellent written and oral communication skills.</p> <p>Able to communicate effectively with patients, carers and staff</p> <p>Understanding of the management skills required to function successfully as a consultant.</p>	<p>Evidence of understanding or experience of working across organisational boundaries and with acute trusts.</p> <p>Evidence of specific achievements that demonstrate leadership, management, service development skills.</p>	<p>Application, Interview, References</p>
<p>4. Teaching and Supervision</p>	<p>Experience of teaching undergraduates and postgraduates</p> <p>Evidence of additional teaching skills</p>	<p>Experience as a lecturer or supervisor</p> <p>Qualification in Medical Education</p>	<p>Application, Interview</p>

	Experience of organising a teaching programme and working with colleagues on educational activities.	Educational supervisor ARCP Qualification/Training Experience in clinical supervision	
5. Management and Leadership	Enthusiasm for service development, an understanding of principles and practice of management processes Development of leadership skills, and an awareness of personal development needs in this area. Knowledge of the management and structure of the NHS.	Some experience in management roles Evidence of service development with innovation and delivery	Application, Interview
6. Research and Audit	Experience of carrying out a quality improvement or an audit project.	Interest in research, audit and quality improvement in speciality Experience of involvement in a research project and publication	Application, Interview
7. Aptitude and Personal Qualities	Ability to deal effectively with stress. Enthusiasm for speciality	Evidence of Leadership Attributes Team worker	Interview References/

	<p>Excellent interpersonal skills and the ability to communicate effectively during challenging conversations.</p> <p>Reliable and honest</p> <p>Flexible approach to working practise.</p> <p>Positive approach to the job planning and appraisal process.</p> <p>Works well and respects the roles and skills of whole multi-disciplinary team.</p>	<p>Commitment to service development and developing the services with the tea,</p> <p>Willingness to learn and develop new skills.</p> <p>Enthusiasm to live and work around Hampshire.</p> <p>Thoroughness and attention to detail</p>	<p>Application</p>
<p>8. Other</p>	<p>Ability to fulfil the travelling commitment of the post with transport within the parameters of the Equality Act.</p> <p>Ability to fulfil the duties of the post including on-call.</p> <p>Satisfactory DBS enhanced disclosure and Health check</p>		<p>Application, Interview</p>