

Consultant Psychiatrist – Adult ADHD (£230,000 per annum)

Role: Consultant Psychiatrist - Adult ADHD
Type: 12 Month Fixed Term Contract
Location: From Home
Salary: Up to **£230,000 per annum**
Hours: Full Time, 37.5 per week
Accountable to: Clinical Lead - Adult ADHD
Responsible to: Head of Service

Flexible working: This is a home-based role and can be worked any time within our operational hours between 08:00-20:00, 7 days per week, enabling ultimate flexibility. The post holder will conduct virtual ADHD assessments.

Annual Leave: You will be entitled to 20 days paid annual leave, plus 8 paid statutory bank holidays per annum. You are not expected to work on Bank Holidays.

Working Locations: Working locations will be within NHS CQC registered locations across the North West London ICB footprint. The main working location will be at our Head Quarters in Northwood, HA6 1BX.

Working Pattern: The working pattern is open to negotiation, the role is clinic based with administrative offices also. Hours can be flexible across the 7-day working week and between 08:00 and 20:00 daily. You will be required to provide Adult ADHD assessments and if required, the initiation of medication via our electronic prescribing process. You will receive break times and dedicated administration time. You are not expected to be on call or available to patients outside of your working hours.

Support: You will be professionally supported through our Clinical Lead for Adult ADHD and our organisational Head of Nursing, who will provide support with continued professional development, best practice, complaints, compliments, audits and governance. Additionally, you will have full access and support from the General Manager of the service, social prescribers and administrators to assist with administrative pressures.

Training & Development: Regular peer support meeting and Multi-Disciplinary Meetings (MDTs) are undertaken, and you will be encouraged to attend. Regular meetings for probation review and performance feedback and support will be available to you with the Clinical Lead and/or the Head of Service. As a senior consultant within the service you may be required, at times to offer senior peer support to professional colleagues.

Main Duties and Responsibilities:

Assessment and Diagnosis

- Conduct comprehensive evaluations through interviews, questionnaires, behavioural assessments, and collateral information from family members, teachers, or colleagues to accurately diagnose ADHD.
- Differentiate ADHD from other conditions with overlapping symptoms, such as anxiety, depression, learning disabilities, and other behavioural disorders.
- Use of standardised diagnostic tools such as DSM-5 to aid in diagnosing ADHD.
- Keep detailed, accurate, and confidential records of patient evaluations, treatment plans, medication routines, and progress.
- Signpost patients to other relevant services as clinically appropriate.
- Provide patient documentation necessary for workplace / travel / education recommendations.

Treatment Planning

- Develop personalised treatment plans based on assessment. Individualised treatment plans should address the unique needs of each patient.
- Initiate the first prescription where patient is diagnosed has having ADHD.
- Provide on-going support to the Independent Medical Prescribers (IMP) responsible for monitoring ADHD medications.
- Supporting the Independent Medical Prescriber (IMP) in adjusting doses and managing potential side effects is a key responsibility.
- Identify and address any risk related to ADHD treatment, including managing potential substance misuse or suicidal ideation in patients.

Medication Management

- Support the Independent Medical Prescriber (IMP) to evaluate the effectiveness of prescribed medications and making adjustments when necessary.
- Help patients understand the importance of taking their medications as prescribed, providing education about the potential benefits and risks.
- Address any adverse effects that may occur with medications, and potentially adjusting treatment, as necessary.

Education

- Educate patients on the nature of ADHD, how it affects daily life, and ways to manage symptoms effectively.
- Help patients understand the role of medication, behavioural strategies, and lifestyle changes in managing ADHD.
- Promote a better understanding of ADHD within community and across system partners, other service providers.
- Participate in the ADHD Masterclasses hosted by the service.

Quality Improvement

- Participate in clinical governance and quality improvement activities.
- Adhere to professional standards and ethical guidelines set by regulatory bodies.
- Maintain confidentiality and adhere to ethical guidelines in diagnosis, treatment, and professional conduct.
- Stay up to date up to date with the latest research, medications, and treatment guidelines for ADHD.

- Work with the team to address incidents and disseminate lessons learnt across the service.

Professional Indemnity: As a provider that exclusively provides NHS care to NHS patients the company holds appropriate cover with the Clinical Negligence Scheme for Trusts (CNST). The doctor will be required to source the appropriate additional provision of Medical Indemnity. The company will reimburse the doctor for the reasonable subscription cost of this.

About Harrow Health: Harrow Health was founded approximately 17 years ago and is predominantly a GP Federation type company that is wholly owned by constituent General Practitioners. The company is a Community Interest Company that only offers NHS commissioned services for NHS registered patients.

Harrow Health is GP led with its lead consultants offering out of hospital healthcare services. Other areas of the business provide community based, ENT, Gastroenterology, Gynaecology, Dermatology and Frailty services. A Senior Psychiatric Consultant leads our Adult ADHD service for NHS patients.

Consultation Expectations: The average length of an adult ADHD assessment is expected to last approximately 90 minutes in duration. Depending on circumstances, these can be shorter or longer depending on the patient's presentation. Our service offers a bespoke clinical IT system with pre-formatted forms and correspondence using EMIS. We utilise the Electronic Prescribing Service (EPS) to facilitate patient prescriptions safely and efficiently. Where identified, the psychiatrist is required to initiate medication. This is then taken over and followed up by our team of Medical Prescribers who undertake the titration process, continued prescribing and the stabilisation of the patient.

Minimum Qualification and Requirements: The minimum qualifications and evidence required for the post are:

- General Medical Council (GMC) registered with a licence to practice and be on the GMC specialist register for a psychiatric specialty
- Medical Degree, MRCPsych, CCT
- Experience in the assessment, diagnosis, treatment and medicating of patients with a confirmed positive Adult ADHD diagnosis
- Enhanced DBS check
- Evidence of Medical Indemnity cover
- An up-to-date Curriculum Vitae

Essential Role Criteria:

- Senior experience of the assessment and diagnosis of routine and complex patients.
- Familiarity with controlled drug management and appropriate formularies.
- The ability to self-manage time management effectiveness.
- Provide the appropriate advice, guidance and signposting for holistic and lifestyle improvement factors.

- To be able to guide, advise and administrate members of staff of requirement's.
- To adhere to company and best practice guidelines for the treatment and continuity of care for patients.
- To effectively communicate with management, colleagues and independent medical prescribers when required.
- To be mutually adaptable to the needs of the business/service requirements
- To work with the organisation to ensure compliance of the contract, its KPIs and parameters

Desirable Role Criteria:

- Leadership skills that can benefit more junior colleagues, offering insight and guidance.
- The ability to mentor or induct new clinicians into the service, demonstrating best practice of assessment quality and outcomes.
- To participate in strategic discussions and plans for service development and improvement.
- To deputise in the absence of the Clinical Lead, supported by the GP leaders of the service, the Head of Service and the CEO.
- To be able to deliver training updates, masterclasses and patient challenges and experiences.
- To work with the governance team to identify lessons learned and improvement processes from complaints.

Service Innovations: Harrow Health have a commitment to be a pioneer of mental health relation conditions, this includes ambitions to;

1. Development frameworks to enable other health professionals to undertake ADHD assessment appointments for adults, I.e. Nurse Consultants, Psychologists and GPs with Extended Roles
2. To provide ADHD assessments and treatment for children and young adults (CYP)
3. To provide Autism assessments for both children and adults
4. To develop a framework for Memory Clinics for patients with early onset or assisted management of patients that require dementia care

Systems and Processes: Our systems and processes ensure seamless coordination in the clinical pathway. To achieve high quality standards, the service is specifically designed to provide optimal synergy between our clinicians and the admin team. The admin team does all the liaising between the clinicians, patients, referrers and the Independent Medical Prescribers (IMP).

The service has a robust onboarding programme that includes training on our clinical system EMIS (including Electronic Prescribing Service EPS) and all our consultants are given structured templates and proformas to use. At every stage, our process involves keeping all parties involved of the patient's journey.

Access to peer group discussions and learning is an integral part of the service.

Clinical Pathway: The commissioned pathway to Harrow Health is the provision of:

1. Initial diagnosis, negative or positive, where negative to;
2. Signpost the patient to the most effective local alternative provider to them
3. Where diagnoses to ascertain the need for medication, and if so;
4. Initiate medication at the first appointment and to provide;
5. A maximum of 3 further medication review and titration appointments
6. We are not commissioned to undertake annual reviews

Shared Care Arrangements: We offer and maintain a Shared Care Agreement with GP practices based upon the following principles:

- Our Shared Care philosophy begins on day 1 of referral by keeping the GP/Practice fully informed of patient progress, complications and anticipated date of the GP to commence prescribing based upon the recommendation of the Shared Care review
- Shared Care Agreement is confirmed upon acceptance of the patient referral
- This is completed via shared care forms with the patients GP
- The process is managed by our administrative team
- We generally operate within 2/3 titration appointments, sometimes this requires more/less
- We offer additional support to GPs/Practices for a period of 6 months post medication stabilisation, thereafter a patient can be re-referred to the service
- A patient is discharged following 6 months or the GP commencing taking over the prescribing regime
- Within the 6-month period, GPs and patients and contact us with queries, advice or required intervention

Interaction with Primary Care: Harrow Health endeavour to keep the patients GP/Practice informed of all developments of their patients care. This is managed by the administrative team and enables Shared Care arrangements to be far more effective

Working Relationships: Direct relationships with, but not limited to;

- The Clinical Lead
- Head of Service
- GP Directors (there are 2)
- Head of Nursing
- CEO
- Operational administrative ADHD team
- Commissioners (by exception)