**KMPT International Fellowship**

**Programme in Psychiatry**

**Prospectus**



**Contents**

1. Foreword
2. Introduction to the International Medical Fellowship Scheme
3. Introduction to KMPT
4. Introduction to Kent
5. Details of the International Medical Fellowship Scheme
   1. Personalised Development Plan - supported by the Medical Education Team
   2. Research opportunities
   3. Quality Improvement Team
   4. Clinical Audit and Effectiveness Team
   5. Teaching opportunities
   6. Differential Attainment Committee
   7. Inclusivity networks/forums
   8. Staff Wellbeing Team
   9. Facilities for learning
6. Feedback from previous International Medical graduate and trainee doctors
7. Job description
8. Application criteria
9. Application process
10. Contact details



1. **Foreword from Dr Afifa Qazi, Chief Medical Officer, Kent and Medway NHS and Social Care Partnership Trust (KMPT)**

As the Chief Medical Officer of the Trust, I would like to welcome all potential starters to Kent and Medway NHS and Social Care Partnership Trust (KMPT).

We are a mental health organisation that provides care to a local population of 1.8 million over the large geographical area of Kent and Medway. The people that we care for are at the centre of everything we do and we are proud of being rated as Outstanding for ‘effective and caring’ by the Care Quality Commission in February 2022 (retaining our overall rating of Good).

KMPT’s mission is to deliver ‘brilliant care through brilliant people’. Our vision is to provide outstanding care and to work in partnership to deliver this in the right place, for every service user, every time. We will achieve our vision through our strategic ambitions **“People we care for:** We deliver outstanding, person-centred care that is safe, high quality and easy to access”. We understand the importance of looking after, and actively engaging with, our diverse workforce in achieving brilliant care. We are proud to have a workforce of over 3,700 people from 66 nationalities, and we are committed to creating an empowered, capable, inclusive and sustainable workforce for the future.

It’s an exciting time to join our organisation, with a focus on using enablers such as digital technology, Quality Improvement and co-production to achieve our vision. We are linked with several universities within London and the South East, and with Kent and Medway Medical School (KMMS),which opened in 2020, there are plenty of opportunities to become involved with education, teaching, training, research and leadership. We are passionate about developing the skills and knowledge of our staff, and you will be fully supported by the Medical Education Team and your supervisors to thrive in your professional development. We are proud of our positive results from the annual General Medical Council’s (GMC) Trainee and Trainer Survey and hugely positive results from medical staff on our annual staff survey.

We look forward to welcoming new fellows to join our organisation and become part of our team.



Dr Afifa Qazi was awarded the title of ‘Psychiatrist of the year’ at the RCPsych Awards 2022, which celebrates the ‘best and brightest’ working within psychiatry. Dr Qazi was recognised for her leadership to staff during the pandemic, for her strong advocacy for parity of esteem for mental health, and her work in raising the profile of psychiatry across the county.

For further details visit [RCPsych Awards 2022 | Royal College of Psychiatrists](https://www.rcpsych.ac.uk/about-us/rcpsych-awards/rcpsych-awards-2022)

1. **Introduction to KMPT International Medical Fellowship in Psychiatry**

The KMPT International Fellowship in Psychiatry offers an exciting opportunity for International Medical Graduates (IMG) to develop and share their skills and knowledge. The scheme aims to share knowledge, experience, and best practice – with benefits to both the fellow and the trust.

The scheme has been designed to enable a small number of international doctors to enter the UK to experience working and training within KMPT. Under the scheme, training capacity not required for planned UK/European Economic Area training numbers is made available for international doctors. KMPT will act as the sponsor to enable participants to apply for a visa and for the purpose of registration with the GMC.

The three-year International Medical Fellowship Scheme allows experienced psychiatrists, who have already achieved higher postgraduate qualifications overseas, to come to the UK. Whilst working in the National Health Service (NHS), they will advance their specialist skills, qualifications and career through a structured programme of clinical training, experience working in multidisciplinary teams and exposure to NHS regulatory frameworks. They will gain experience and develop specialist interests in a range of psychiatric areas. Successful fellows will work at the equivalent UK position of a core trainee in psychiatry who is in their third year of training (CT3).

There will be an emphasis on regular clinical supervision and each fellow will have an educational supervisor who will oversee their progress and ensure that they attain their personalised educational and training objectives. The appointed fellows will have time for training and professional development incorporated into their job plan. They will also be supported to contribute and develop as an educator and researcher.

Participation in the scheme could lead to postgraduate qualifications, including Membership of the Royal College of Psychiatrists (MRCPsych) and Master’s degrees (e.g. PG Cert in Education, Msc in Psychiatry). At the end of the scheme, fellows will receive a certificate of ‘Completion of Fellowship Programme’. If they choose to remain within the UK, they will be supported to apply for a permanent role within KMPT as a specialty doctor (SAS doctor). Thereafter doctors may wish to work towards specialist registration with the GMC, through either the ‘certificate of eligibility for specialist registration’ programme (CESR) or applying for specialty training programme, both of which are available in KMPT.

1. **Introduction to KMPT**

KMPT provides a wide range of adult mental health and learning disability services to people in Kent and Medway, as well as specialist services for adults in the neighbouring counties of Sussex and Surrey. We are proud to serve an increasingly diverse range of communities across rural and urban areas. Each year we care for over 2,000 adults in our hospitals and 54,000 adults in the community. The range of services offered by KMPT offers unique opportunities for professional development. We are committed to delivering integrated, community-based health and social care services; and our strategy is underpinned by a ‘recovery and wellbeing model’ delivered in partnership with service users, their families, and a wide range of organisational stakeholders. Our services include:

* Acute mental health wards for adults including a psychiatric intensive care unit (PICU)
* Rehabilitation mental health wards for adults
* Forensic in-patient wards
* Mother and baby in-patient service
* Wards for older people with mental health problems
* Wards for people with learning disabilities and mental health problems
* Mental health crisis services and health-based places of safety
* Liaison psychiatry services
* Community-based mental health services for adults
* Early intervention in psychosis community services
* Forensic outreach and liaison services
* Community-based mental health services for older people
* Community services for people with a learning disability and mental health problems
* Perinatal community services
* Personality disorder community services
* Neuropsychiatry community services

For information about our services, visit our website: [www.kmpt.nhs.uk](http://www.kmpt.nhs.uk)

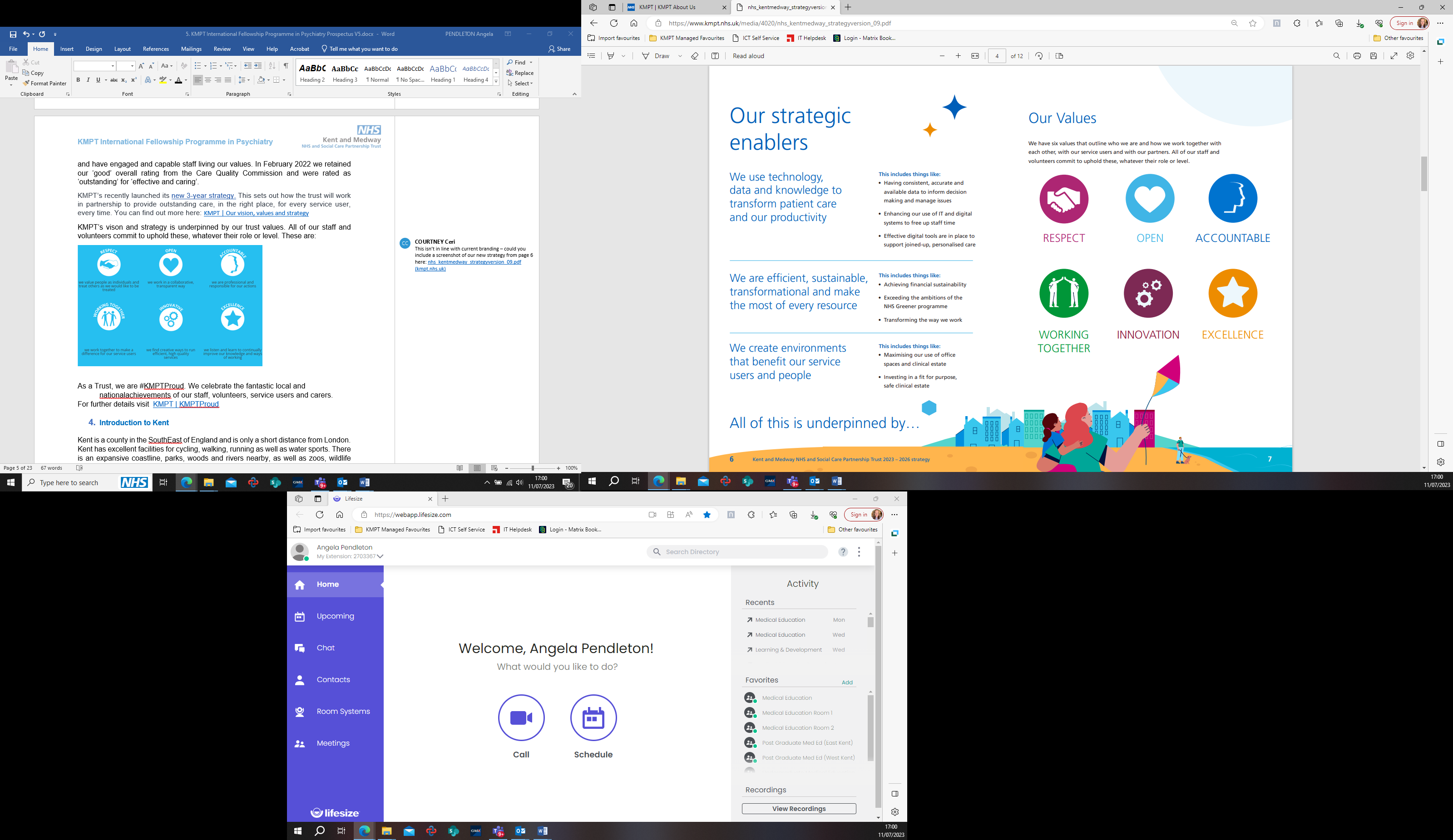
We are proud to work in partnership with others, being part of Kent and Medway Integrated Care System, a partnership of organisations that come together to plan and deliver joined up health and care services. We are passionate about working in partnership with our service users and their families and have a ‘participation and involvement strategy’ to support this work.

KMPT’s mission is to ‘deliver brilliant care through brilliant people’. **Our vision is where we want to be in the future .** To provide outstanding care and to work in partnership to deliver this in the right place, for every service user, every time. We will achieve this through our strategic ambitions: People we care for/people who work for us/partners we work with.

Our strategy for achieving this is built around the people we care for, the partners we work with, and of course the people who work for us. We are a great place to work and have engaged and capable staff living our values. In February 2022 we retained our ‘good’ overall rating from the Care Quality Commission and were rated as ‘outstanding’ for ‘effective and caring’.

KMPT’s recently launched its [new 3-year strategy.](https://www.kmpt.nhs.uk/about-us/) This sets out how the trust will work in partnership to provide outstanding care, in the right place, for every service user, every time. You can find out more here: [KMPT | Our vision, values and strategy](https://www.kmpt.nhs.uk/about-us/trust-board/our-vision-values-and-strategy/)

KMPT’s vison and strategy is underpinned by our trust values. All of our staff and volunteers commit to uphold these, whatever their role or level. These are:



As a Trust, we are #KMPTProud. We celebrate the fantastic local and

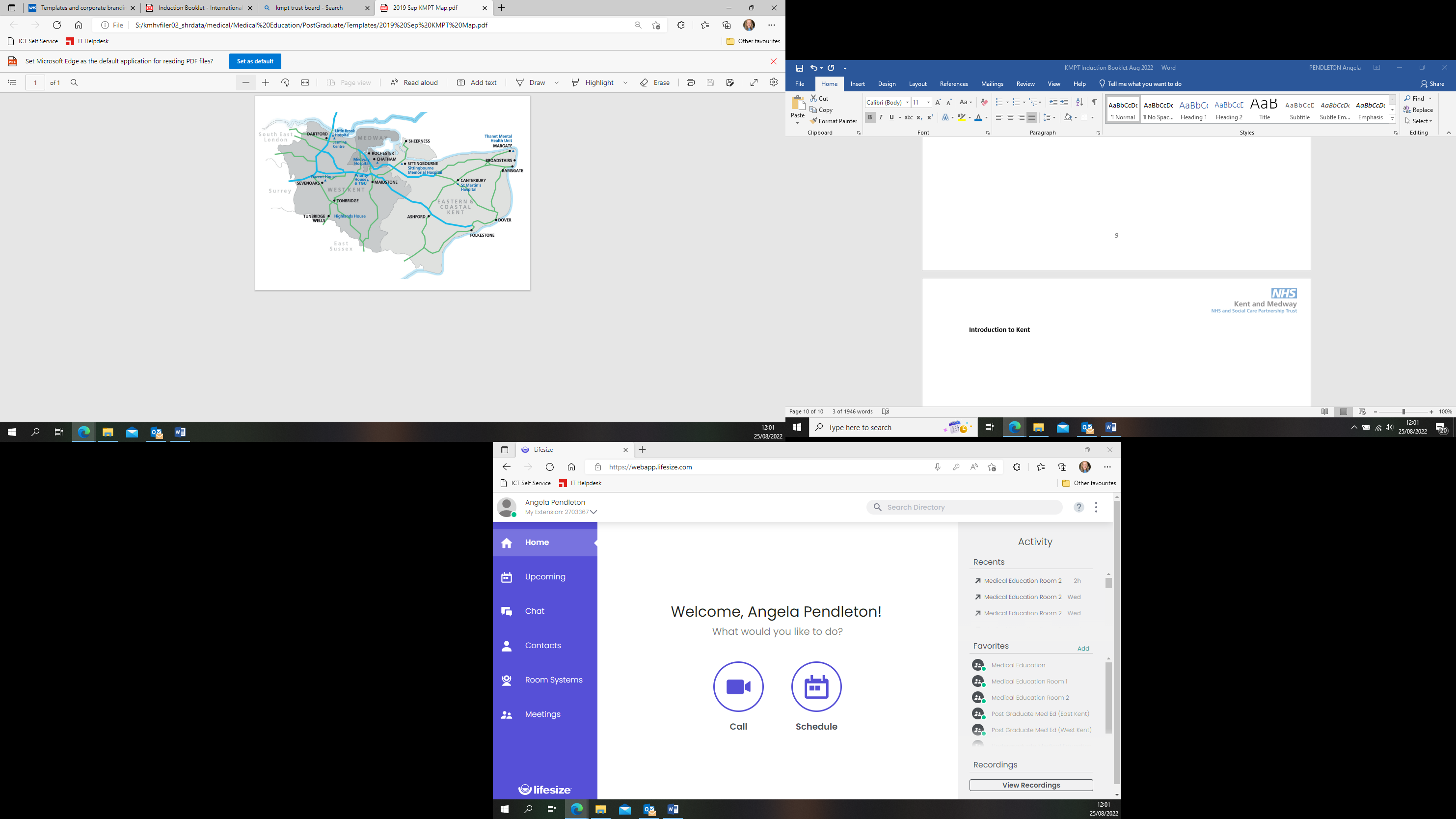
national achievements of our staff, volunteers, service users and carers.

For further details visit [KMPT | KMPTProud](https://www.kmpt.nhs.uk/about-us/kmptproud/)

1. **Introduction to Kent**

Kent is a county in the Southeast of England and is only a short distance from London. Kent has excellent facilities for cycling, walking, running as well as water sports. There is an expansive coastline, parks, woods and rivers nearby, as well as zoos, wildlife parks, open farms, stately homes, castles and museums. There are great clubs, cafes and shopping facilities including large shopping complexes such as Bluewater and Ashford Outlet. Kent is known as the ‘Garden of England’ – famous for its food and drink production and more recently wine. Kent has fast rail links to Belgium and France, and there are many airportswithin driving distance including Heathrow, Gatwick, Stanstead and Luton.

Our training posts are based across a large area of sites, which include, Ashford, Thanet, Canterbury, Dartford, Medway, Maidstone and Tunbridge Wells. Most sites are commutable via the M25, M2 and M20 motorways and have good public transport links. There are a number of main line stations to commute: [Cheap Train Tickets, Rail Times & UK Train Fares | Southeastern (southeasternrailway.co.uk)](https://www.southeasternrailway.co.uk/)



For more information about Kent and the local area please see the links below:

<https://www.kmpt.nhs.uk/pdf-documents/students-and-professionals/medical-education/local-area-information/>

[Find Out What's On In Kent this Month (visitkent.co.uk)](https://www.visitkent.co.uk/whats-on/)

[What's On In Kent, events & entertainment in Kent and Medway (kentonline.co.uk)](https://www.kentonline.co.uk/whats-on/)

<https://www.visitlondon.com/traveller-information/travel-to-london/airport>

1. **Details of what we offer our international fellows?**
2. **Induction**

Fellows will be provided with an induction period at the beginning of their programme. This will be facilitated by the Medical Education Team along with the Learning and Development Department. The fellow will take part in the trust induction programme, a Medical Education induction, and they will also meet with their assigned educational and clinical supervisor for a base induction.   
Topics covered in the induction period will include:

* Introduction to the UK, the NHS, KMPT and its partner organisations.
* Introduction to the International Medical Fellowship Scheme.
* Meeting with the Differential Attainment Lead, a copy of KMPT’s ‘IMG guide to the UK’, and the opportunity to be allocated a ‘buddy’ (an existing trainee) for support.
* Local site induction and tour.
* Online induction pack (iLearn portal).
* Mandatory training e.g. electronic patient records (smart card & Rio), personal safety, electronic prescribing (eMeds).
* Opportunity to shadow a colleague as a supernumerary member of the team in the clinical environment.

1. **Personalised development plan supported by the Medical Education Team**

Our postgraduate Medical Education Department have an excellent reputation for delivering high quality education in psychiatry. The department deals with the management, organisation and development of medical education within the trust and are regulated by external bodies including the GMC, local deaneries and the Royal College of Psychiatry (RCPsych). The friendly Medical Education Team will support your development through organising a range of different learning opportunities. Fellows are able to participate fully in the academic programme to gain the same level of experience as UK-based trainees. These include:

* **Clinical and educational supervision:** Fellows will be provided with educational and clinical supervision to support their clinical practice and development. Their assigned consultant educational supervisor will provide educational supervision and will be responsible for providing regular weekly educational supervision sessions. The Fellow and their educational supervisor will develop and agree an appropriate personal education and training plan, based on the fellow’s experience and identified learning needs. Your clinical supervisor will provide clinical supervision and may be the same individual as your educational supervisor. When the post holder is on- call, the consultant on-call will provide clinical supervision.
* **Mandatory training:** Fellows will be given time to complete on-line and face to face mandatory training during their induction period.
* **Balint groups:** these are held virtual weekly across the trust. Fellows will have the opportunity to join other fellows and trainees to reflect on interpersonal aspects of their work in a supportive setting. It is believed that Balint Groups can help doctors understand the service user’s and their own feelings better, and reduce the risk of professional ‘burn out’.
* **Journal club:** These are held virtual weekly across the trust. Fellows will join other doctors for critical appraisal of scientific papers and case presentations.
* **Psychiatry teaching programme:** Fellows will have the opportunity to join other fellows and trainees at psychiatry teaching which is held virtual on a Tuesday weekly. This includes formal teaching as well as scenario-based simulation training.
* **Trainee medical education conferences:** These are held throughout the year at external venues. They are an opportunity to learn, to present work, and to network with other fellows and trainees from across the trust.
* **MRCPsych training:** Fellows are invited to join core trainees in preparing for the RCPsych membership examination (MRCPsych). Fellows will be invited to enrol in the second year of the MRCPsych course which is delivered on alternate weeks in the neighbouring county of Sussex.
* **Mock CASC events:** Fellows can join core trainees who are preparing for the RCPsych CASC (clinical assessment of skills and competencies) exam. The Mock CASC events are held face to face to replicate the format of the RCPsych exam at that point in time. These events are held twice a year.
* **Individualised learning opportunities:** Fellows will be supported to access appropriate training for their personal development plan as agreed with their educational supervisor. This may include the opportunity to enrol onto local courses e.g. PG Cert in Education, MSc in Psychiatry.

For more details visit:   
<https://www.kmpt.nhs.uk/students-and-professionals/medical-education/>

1. **Support with expenses**

Fellows will be entitled to a relocation package which will include: GMC registration fees, visa fees, one-way air ticket and 3 months’ rent allowance (to a maximum of £10,000).

Fellows will be allocated 15 days for study leave and £430 for associated costs (in every 6-month period).

Fellows will be able to claim mileage for travel incurred from their main base during their placement.

1. **Research opportunities**

The trust has a dedicated research team. Participation in research is expanding across the trust, with a focus on mental health, dementia and neurodegenerative disorders. Research within KMPT is funded by the National Institute of Health Research (NIHR) and the trust is part of the Kent, Surrey and Sussex Clinical Research Network (KSSCRN). The research team will support you to engage with research at an appropriate level and develop your expertise. This may include supporting recruitment and conducting research interventions within established research studies. The research team can also advise doctors on the development of their own research ideas, through designing a research study, identifying suitable sources of funding, and identifying service user, public, academic and clinical collaborators. Fellows will also be supported by KMPT to submit their research for publication and presentation at local, national and international conferences.

For more details [KMPT | Research](https://www.kmpt.nhs.uk/get-involved/research/)

1. **Quality Improvement Team**

KMPT is dedicated to its vison of improving the service user experience by employing the methodology and science of Quality Improvement (QI). Quality improvement is about giving the people closest to clinical problems, the time, permission, skills and resources they need to solve them. The process is an open and honest exploration of problems. It takes a collaborative approach, using QI tools and methodologies to deliver measurable improvements. QI is embedded within the culture of KMPT through its dedicated Quality Improvement team. The team supports staff through training in QI methodology and support with project management. As a staff member working for KMPT you will be encouraged to attend training and undertake QI projects. The trust is committed to embedding co-production with service users and carers throughout the QI journey

For more details [KMPT | Quality Improvement](https://www.kmpt.nhs.uk/about-us/quality-improvement/)

1. **Clinical audit and effectiveness team**

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. Clinical audit compares current practice against best practice standards, enabling identification of areas of good practice and those requiring improvement. Within KMPT we have a dedicated clinical audit and effectiveness team who provide advice and support to clinicians. Fellows will have the opportunity to propose local audits and take part in both local and national clinical audits. All those taking part in clinical audit and service evaluation projects will receive a certificate of participation.

1. **Teaching opportunities**

KMPT has strong links to numerous universities including Kent and Medway Medical School (KMMS) which opened in 2020 and is based in Canterbury, Kent. It was created as a collaboration between the University of Kent and Canterbury Christ Church University. KMPT is a provider of clinical placements for 3rd and 5th year KMMS students, 4th year GKT Kings Medical School students, and students from St Georges International Medical School, Grenada. There are therefore ample opportunities for fellows to develop their teaching skills, including preparing and delivering lectures, simulation training, OSCE training, and case presentations.

1. **Differential Attainment Committee**

KMPT is committed to tackling differential attainment, which is the gap observed in attainment levels between different groups of doctors due to differentials in characteristics such as age, gender or ethnicity. We recognise that doctors can feel isolated or overwhelmed when they join a new trust, and this is especially the case for those who have moved to a new country. The trust is aware that the transition period can be difficult and can impact negatively on attainment and progression.

KMPT is experienced in supporting international graduates through its Medical Training Initiative (MTI) programme. We have listened to feedback from previous international colleagues and organised a committee to support doctors who are new to working in the UK. The committee and MTI doctors have co-produced a guide with practical advice on settling in to life and work in the UK/KMPT. The committee also oversees a peer mentoring programme, and fellows will be allocated a ‘buddy’ who is an existing trainee who can offer informal support. Fellows will also meet with the Differential Attainment Lead, Dr Vinu Vasudevan, during the induction, who will offer ongoing support throughout the fellowship.

**KMPT - Medical Education Differential Attainment Induction Video**[https://vimeo.com/826956828?share=copy](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fvimeo.com%2F826956828%3Fshare%3Dcopy&data=05%7C01%7Cangelapendleton%40nhs.net%7C81bdfe81aaae46cf5e2a08db5563c2a2%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638197659198260887%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=xug3v3YDer%2F42VRAhXs8EkNQQcr9tNRbSv7figPEQhc%3D&reserved=0)

1. **Inclusivity networks/forums**

KMPT is committed to equality, diversity and inclusion and believes all staff should be treated with respect and dignity. Our staff network/forums are in place to raise awareness, provide an environment where staff can discuss issues and look at positive solutions, and host initiatives and diversity celebrations. All employees have the opportunity to join our vibrant diversity staff support networks, including the networks for Black, Asian and Minority Ethnic (BAME), faith, LGBTQ+ and able (Disability and Wellness Network). Our networks help raise awareness across KMPT and build an inclusive culture where everyone can thrive and be themselves at work.

For more details: [KMPT | KMPT Equality and Diversity](https://www.kmpt.nhs.uk/about-us/equality-and-diversity/)

1. **Facilities for learning & development**

**The Cube learning centre:**

The centre was opened in 2020 in Canterbury, and offers staff a focused learning space with state-of-the-art facilities including a dedicated area for personal safety and basic life support training.

**Library services:**

Library services are provided to all KMPT staff by Maidstone and Tunbridge Wells NHS Trust, this includes staff having physical access to the following libraries.

* **Maidstone & Tunbridge Wells NHS Trust Libraries**Maidstone Hospital Library - Academic Centre Maidstone Hospital Hermitage Lane Maidstone Kent ME16 9QQ   
  01622 224647 [gm.e.metw-tr.library@nhs.net](mailto:gm.e.metw-tr.library@nhs.net)  
  Tunbridge Wells Hospital Library - Education & Training Centre Tunbridge Wells Hospital at Pembury Tonbridge Road Pembury TN2 4QJ   
  01892 635884 [gm.e.metw-tr.library@nhs.net](mailto:gm.e.metw-tr.library@nhs.net)
* **Medway NHS Foundation Trust Library**Medway Maritime Hospital Windmill Road Gillingham Kent ME7 5NY   
  01634 833849 [trust.library@nhs.net](mailto:trust.library@nhs.net)
* **Dartford & Gravesham NHS Trust Library**  
  Darent Valley Hospital Library Philip Farrant Education Centre Darenth Wood Road Dartford Kent DA2 8DA   
  01322 428548 [librarydvh@dvh.nhs.uk](mailto:librarydvh@dvh.nhs.uk)
* **East Kent Hospitals University NHS Foundation Trust Libraries**Kent and Canterbury Hospital - The Library and Education Centre Ethelbert Road Canterbury Kent CT1 3NG   
  01227 864354 or 01227 766877 Ext 74115 [ekh-tr.kchlibrary@nhs.net](mailto:ekh-tr.kchlibrary@nhs.net)

Queen Elizabeth Queen Mother Hospital Clinical Library - Ramsgate Road

Margate Kent CT9 4AN

01843 225544 x63829 [ekh-tr.qeqmlibrary@nhs.net](mailto:ekh-tr.qeqmlibrary@nhs.net)

William Harvey Hospital - The Library & Education Centre Kennington Road

Willesborough Kent TN24 0LZ

01233 633331 Ext 88413 [ekh-tr.whhlibrary@nhs.net](mailto:ekh-tr.whhlibrary@nhs.net)

* **KMPT Dedicated librarian**  
  [maria.hughes8@nhs.net](mailto:maria.hughes8@nhs.net)

Library services provide a range of services including, a wide range of books and journals; literature searches; article supply; books sent to your place of work; journal alerts; training on evidence-based searches; research support; as well as quiet study space and computer access.

The NHS Knowledge and Library Hub also enables NHS staff to search in one place for nationally and locally funded digital knowledge resources such as research databases, e-journals and e-books, link directly link to full-text articles and connect with their local NHS library service. You will be provided with an NHS Open Athens account to allow you to access this. Please see <https://library.nhs.uk/knowledgehub/> and <https://library.hee.nhs.uk/resources/nhs-knowledge-and-library-hub> for more information. The NHS Knowledge and Library hub link can be accessed through both the intranet (i-connect through the [Library Services](https://gbr01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fi-connect.kmpt.nhs.uk%2Fyour-development%2Flearning-and-development%2Flibrary-services.htm&data=05%7C01%7Cangelapendleton%40nhs.net%7C214906d0a14f4ff6d51f08db665f6b89%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638216332234127823%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=T%2Btf38hj8gghyjDKPFZgPzyzLS0YwdILrdyDMK3jNLA%3D&reserved=0) page) and through iLearn – KMPT’s learning hub.

The KMPT i-connect page includes a link to the NHS Knowledge and Library hub, a user guide, account set up details plus contact details to all your local libraries.

You can also access local faculty library reports for KMPT which include evidence bulletins on Padlet [https://padlet.com/quietformunited/kmpt-lfg-q5t8wq9hnkr5x1kk](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpadlet.com%2Fquietformunited%2Fkmpt-lfg-q5t8wq9hnkr5x1kk&data=05%7C01%7Cangelapendleton%40nhs.net%7C8aa295e11ea0433deea508db57aaddc7%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638200163588077629%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=t%2F7T5er8hoIV7vCxb9%2BjZQkdC%2FuG8D2UZeNdN1P%2F934%3D&reserved=0) .

Padlet is a ‘living’ document so will automatically update when new reports are added and the link remains the same.

**Doctors resource rooms KMPT**

KMPT provide a doctor’s resource room at each of our main sites. The doctors resource room is a dedicated education and training area complete with AV Screen, sofa(bed), medical literature and personal computers. These are available for fellows, trainee doctors and medical students working in that area to use. The locations are:

* Maidstone: Priority House Hermitage Lane Maidstone Kent ME16 9PH   
  01622 725000
* Medway: Britton House High Street, Gillingham, ME7 1AL [0300 303 3189](https://www.google.com/search?q=britton+house)
* Dartford: Little Brook Hospital Archery House Bow Arrow Lane Dartford DA2 6PB 01322 622222 Ext 3545
* Canterbury: Eastern and Coastal Area Offices St Martins Hospital Littlebourne Road Canterbury CT1 1AZ 01227 812037 01227 812189

1. **Feedback from our IMG doctors and trainees (Apr-Aug 2022 rotation)**

Annual GMC trainee survey results for KMPT are overwhelmingly positive.

Examples of feedback from trainee and IMG doctors include:

*“There were local inductions at the trust at the start of the placement, and a booklet written by MTI Fellows in the trust was provided which was helpful and informative. Getting accustomed to the clinical work in an unfamiliar healthcare system was daunting, but there was support from senior colleagues and consultants who were supportive and willing to answer any questions.”*

*“The Medical Education department is immensely supportive, with encouragement and support to attend conferences, MRCPsych exams and teaching activities. Differential attainment is also addressed, with a dedicated team and Differential Attainment Lead. There have also been opportunities to engage in teaching activities for staff members and medical students. Preferences for location and sub-specialty were considered prior to assigning placements. As an MTI Fellow, I received the privileges of a trainee such as supervision and dedicated time for teaching activities which was valuable in fulfilling training needs.”*

*“My consultant was wonderful, personable, friendly, ever so encouraging, full of good ideas of directions for training and a very good motivator”.*

*“Supervision was robust and always tailored to my needs and learning opportunities during the posting”.*

*“My consultant has been very supportive throughout the placement. She is always available for supervision, and to complete WPBA (workplace based assessments). She explains things clearly. I have learned a lot from her”.*

*“My consultant always ensured we have time for supervision. She is approachable and I felt able to discuss any good and bad issues with her, knowing she would be supportive”.*

*“My consultant was very supportive in providing supervision and very approachable whenever I needed his input”.*

*“My consultant was an excellent supervisor. We had regular scheduled supervision meetings. I felt able to discuss matters openly. I am very happy with the advice and guidance I received. He provided opportunities for WPBA's as well as to meet my training requirements. We had regular review of my workload.”*

*“A good placement for achieving psychotherapy competencies as was able to co-facilitate psychotherapy group several times across placement, with support and supervision from team psychologist”*

*“Received an excellent induction and my roles were clearly stated to me during my time on the ward. I was given all the tools and support required to do my job and was well supported at all times.”*

*“I was very well supported with plenty of senior support at all times during my role on old age psychiatry. I was given many opportunities to clerk in new patients, perform ward reviews (under senior guidance) and received a lot of great learning opportunities and feedback due to this. I definitely learnt a lot about clinical practice and the roles in psychiatry during my time on my rotation”.*

*“Cherrywood is a friendly ward with a wonderfully supportive and competent team, I had a good variation of duties, though it was very busy as there were many admissions and acutely unwell and distressed patients”.*

*“My supervisor was incredibly supportive during my entire rotation. He provided me with plenty of opportunities to review patients under his guidance and gave me a lot of useful and detailed constructive feedback to improve on my skills. I was also given opportunities to improve on my clinical skills, from liaising with other clinical specialities to performing bloods and ECGs on the ward. Furthermore, I thought my supervisor was incredibly supportive, and he was able to be reached at all times if I ever had a query or problem that required senior support”.*

1. **Job Description**

**JOB TITLE:** KMPT International Fellowship Programme in Psychiatry

**SUB SPECIALTY:** General Adult community/General Adult acute ward /Older Adult community

**DIRECTORATE:** Acute and North Kent directorates

**REPORTS TO:** Director of Medical Education

**LOCATION:** Dartford/Medway/Canterbury

**HOURS OF WORK:** 9am – 5pm Monday - Friday

**ON CALL RESPONSIBILITY:** Yes

**DISCLOSURE REQUIRED:** Yes

**OBJECTIVES OF THE POST:**

**JOB PURPOSE:**

The KMPT International Medical Fellowship in Psychiatry offers an exciting opportunity for International Medical Graduates (IMG) to develop and share their skills and knowledge. The scheme aims to share knowledge, experience and best practice – with benefits to both the fellow and the trust. The fellow will be expected to:

1. Perform specialist assessments and document relevant history and examination on culturally diverse service users, including:

* Presenting or main complaint
* History of present illness
* Past medical and psychiatric history
* Family history
* Personal history
* Substance use history
* Forensic history
* Mental State Examination

1. Demonstrate the ability to construct formulations of service users’ problems that include appropriate differential diagnoses.
2. Demonstrate the ability to recommend relevant investigations and treatment in the context of the clinical management plan. This will include the ability to develop and document an investigation plan including appropriate medical, laboratory, radiological and psychological investigations, and then to construct a comprehensive treatment plan addressing biological, psychological and socio-cultural domains.
3. Demonstrate the ability to assess, document and manage service users presenting with risk of self-harm or harm to others. This would include undertaking a comprehensive assessment of risk and formulating a management plans to mitigate the identified risks, including knowledge of relevant involuntary legal frameworks.
4. Demonstrate the ability to conduct therapeutic interviews; that is to collect and use clinically relevant material. The doctor will also demonstrate the ability to conduct a range of individual, group and family therapies using standard accepted models and to integrate these psychotherapies into everyday treatment, including biological and socio-cultural interventions.
5. Demonstrate the ability to concisely, accurately and legibly record appropriate aspects of the clinical assessment and management plan.
6. Develop the ability to carry out specialist assessment and treatment of service users with chronic and severe mental disorders and to demonstrate effective management of these disease states.
7. Use effective communication with service users, families and colleagues. This includes the ability to conduct interviews in a manner that facilitates information gathering and the formation of therapeutic alliances.
8. Demonstrate the ability to work effectively with colleagues, including team working.
9. Develop appropriate leadership skills.
10. Demonstrate the knowledge, skills and behaviours to manage time and problems effectively.
11. Develop the ability to conduct and complete audit in clinical practice.
12. Develop an understanding of clinical governance.
13. Inform and educate service users and their families.
14. Develop the ability to teach, assess and appraise.
15. Develop an understanding of research methodology and critical appraisal of research literature.

**DUTIES OF THE POST:**

1. **To provide safe and effective clinical care to service users**

* Take full histories, mental state examination and a physical examination where appropriate. Explore particularly relevant elements within the history under the guidance of the consultant. Review service users’ mental states frequently and amend their care plan as appropriate under the supervision of the consultant.
* Prescribe medication under consultant supervision. Prescribe medication within local and national guidance. Prescribe medication within British National Formulary (BNF) limits.
* Provide safe and effective care in line with local and national guidance, under the supervision of the consultant. Prioritise urgent clinical issues and take prompt action if you think service user safety is being compromised.
* Maintain accurate, legible and contemporaneous clinical records for all service users. The trust uses Rio electronic patient records system. Update the progress notes at every point of contact and the core assessment, risk assessment, care plan and outcome measures’ as appropriate.
* Ensure that assessment reports, clinic letters and other documents that you have a responsibility for are complete, honest, accurate and completed in a timely manner. Documents will be checked by the consultant before being sent out, unless instructed otherwise.
* Recognise and work within the limits of your competence. Seek support from your clinical supervisor is you are unsure.
* Ensure that you observe local health and safety arrangements and take reasonable care of yourself and persons that may be affected by your work.
* Be aware of your safeguarding duties – you have a duty to identify, report and record incidents of potential or actual abuse. This statement applies whether the victim is an adult or child. All queries will be addressed by the trust safeguarding team.

1. **To keep your professional knowledge and skills updated**

* Participate actively in the local teaching programme.
* Engage regularly with educational supervision and keep a record of this.
* Share your knowledge with others, including teaching medical students and the multi-disciplinary team.

1. **To work with colleagues in a respectful and considerate manner**

* Work with colleagues in the manner that best serves the service users’ interests.
* Work with colleagues in a considerate and non-judgmental manner. Respect and celebrate diversity within your colleagues. Never discriminate unfairly against colleagues. The post holder will carry out their duties in accordance with the trust equal opportunities policy respecting the differing backgrounds of colleagues.
* Participate actively, communicate effectively and demonstrate appropriate leadership within the multi-disciplinary team.
* Appropriately assume and delegate responsibility. Educational and clinical supervisors will provide guidance as to the level of responsibility to assume and roles to delegate in clinical situations.

1. **To treat service users as individuals and respect their views.**

* Treat service users as individuals. Work in partnership with service users and respect their right to reach decisions with you about their treatment and care.
* Treat service users politely and considerately. Demonstrate compassion and empathy when communicating with service users.
* Respect service users’ right to confidentiality. Give service users the information they want or need in a way they can understand. Share information if there is an immediate need to override confidentiality, as guided by your clinical supervisor. KMPT employees are required to ensure that information about service users is safeguarded to maintain confidentiality and is kept securely in accordance with NHS requirements of 1999. (The Caldicott Committee’s Report on the review of patient-identifiable information 1997, & HSC/1999/012). This means that service user information can only be passed to someone else if it contributes to the provision of care or the effective management of health care services within the trust.
* Never discriminate unfairly against service users. The post holder will carry out duties in accordance with the trust equal opportunities policy respecting the differing backgrounds of service users and carers.

1. **Dealing with problems in professional practice**

* Bring any problems with the conduct or performance of a colleague to the attention of your educational or clinical supervisor.
* Cooperate fully with any complaint’s procedure or formal enquiry.
* Cooperate fully with any formal enquiry or inquest into a service user’s death.

1. **To maintain your probity**

* Act with honesty and integrity with service users, colleagues and in your clinical documentation.
* Properly manage your financial and commercial dealings. Do not receive any gift from service users, or solicit any payment from a service user or third party without agreement from the educational or clinical supervisors. The post holder will be required to comply with the trust’s standing orders and standing financial instructions and at all times, deal honestly with the trust, with colleagues and all those who have dealings with the trust including service users, relatives and suppliers.
* Do not meet with any representatives of the pharmaceutical industry during work time, unless this is at a post-graduate meeting that has been organised within Association of the British Pharmaceutical Industry guidelines.
* Avoid conflicts of interest. Inform your educational supervisor of any potential conflict of interest. Be aware of your obligation to declare and manage any conflicts of interests appropriately.
* Ensure that your health and the health of others does not put service users at risk. Obtain advice and treatment for any health problems. Comply with the trust’s occupational health policy.
* Be aware of your obligation to have adequate insurance and indemnity. Speak with your educational supervisor to discuss the provisions of the NHS indemnity insurance and any additional indemnity insurance which may be required.

1. **To engage with medical appraisal/performance review**

* Be aware that doctors within the UK engage in annual appraisals to demonstrate their ongoing fitness to practise. This information is required by the GMC to enable doctors to revalidate.
* You will need to maintain a portfolio of supporting information. The trust uses a system called SARD to evidence your portfolio. The supporting information required is based on the GMC’s guidance on Good Medical Practice.
* You will be allocated an appraiser annually. Ensure that you contact them and submit your evidence in a timely manner.
* Obtain advice and assistance from your educational supervisor if unsure.

This job description will be used as a basis for individual performance review between the post holder and their manager. The job description covers only the key result areas, and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be reviewed annually, and may develop to meet the changing needs of the service.

#### **JOB PLAN**

Clinical timetable to be agreed with educational /clinical supervisor at induction.   
An example is provided below

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Time** | **MONDAY** | **TUESDAY** | **WEDNESDAY** | **THURSDAY** | **FRIDAY** |
| **0900**  **To**  **1300** | Clinical (ward/clinic) | **9.15-10.15am**  East Kent  Balint Group (Virtual)  Clinical (ward/clinic)  Or duty emergency bleep | Multi-professional meetings) | Team Meetings  1 Hour weekly supervision | Clinical  (ward/clinic) |
| **Mid-Day** | **12.00-1.00pm**  West Kent Balint Group (Virtual)  **12.30- 1.30pm** East Kent and Medway  Journal Club (Virtual) |  | **1.00pm to 2.00pm**  Maidstone and Dartford  Journal Club (Virtual) |  |  |
| **1400**  **To**  **1700** | Clinical (ward/clinic) | **3.30- 4.45pm**  Psychiatry Teaching (Virtual)  Or Duty emergency bleep | Clinical (ward/clinic) | **Fortnightly All Day** MRcPsych Teaching  Year 2 CT2s Sussex Partnership Trust  **2.00-4.00pm**  Core Teaching  (when no MRcPsych Teaching - Virtual plus  2 x face to face per year) | Multi-professional meetings |

**EMPLOYMENT DETAILS**

The scheme is a 3-year rotation which enables the fellow to spend time in community and inpatient services, within general adult and older adult specialties.

The details of the proposed posts are:

* **Dartford, Gravesham and Swanley community Mental Health Service for Older people**

Location: Greenacres, Bow Arrow Lane, Littlebourne Road, Dartford, Kent DA2 6PB

Service: This is a community service for older people with mental health needs which are complicated by age related needs, and for people of all ages who have needs related to dementia. The team also provides support and advice to professionals, care homes and carers. The team comprises consultant psychiatrists, community psychiatric nurses, occupational therapists, psychologists, support workers, Admiral nurses and administrative staff.

* **Medway Community Mental Health Team**

Location: Britton House, Britton Farm, Hugh Street, Gillingham, Kent, ME7 1AL

Service: Medway Community Mental Health team provides support and treatment in the community to adults between the ages of 18-65 who are experiencing a mental illness. The team provides an assessment of an individual’s current needs and provides treatment for service users with moderate to severe mental health needs. The team includes psychiatrists, community mental health nurses, occupational therapists, psychological services and support staff and also works in partnership with social care.

* **East Kent Acute Wards**

Location: St Martins Hospital, Littlebourne Road, Canterbury, Kent, CT11TD.

Service: St Martins is the base for three acute psychiatric wards offering assessment and treatment to adults aged 18-65 who are acutely unwell. The wards are Bluebell, Fern and Foxglove wards. The multi-disciplinary team consists of health care assistants, nurses, occupational therapists, psychologists, peer support workers, junior doctors and consultants.

**There could be other posts that could be considered depending on the suitability for the fellow’s training needs.**

1. **Application criteria**

# All Applicants Must:

|  |  |
| --- | --- |
|  | Hold a primary medical qualification (PMQ) recognised by the UK General Medical Council (GMC).  *For the GMC list of recognised qualifications, please visit the* [*GMC website*](http://www.gmc-uk.org/doctors/registration_applications/acceptable_primary_medical_qualification.asp)*.* |
|  | If successful in application:  Seek verification of this primary medical qualification by the Education Commission for Foreign Medical Graduates (ECFMG) before the trust can sponsor their registration to join the GMC medical register.  *For details of how to obtain verification of your primary medical qualification please visit the* [*GMC website*](https://www.gmc-uk.org/registration-and-licensing/join-the-register/before-you-apply/primary-source-verification-for-international-medical-graduates)*.* |
|  | Following undergraduate training, have completed an acceptable programme of practical training/internship (or equivalent) in medicine of no less than 12 months.  *For the GMC requirements regarding acceptable internships, please visit the* [*GMC website.*](https://www.gmc-uk.org/registration-and-licensing/join-the-register/registration-applications/application-guides/full-registration-for-international-medical-graduates/your-internship) |
|  | Have at least three years’ experience working in psychiatry in the last five years, including the last 12 months.  If successful at interview, will need to inform the trust should their place of work or employment status change between then and the point at which they apply to join the GMC medical register. |
|  | Have achieved a minimum overall score of 7.5 in the International English Language Testing System (IELTS) academic test within the last 18 months, and at least 7.0 in each category and be able to provide a certificate as confirmation.  **OR**  Have achieved a B in every category of the medical version of the [Occupational English Test](https://www.occupationalenglishtest.org/) (OET) within the last 18 months and be able to provide a certificate as confirmation. |
|  | Have obtained a postgraduate qualification (PGQ) in psychiatry, and be able to provide evidence within their application. |
|  | Can confirm that the examination leading to the PGQ included an assessment of clinical skills. Details of the postgraduate training programme leading to the qualification need to be included within their application. |
|  | Can provide structured references from referees who have directly supervised them which cover all clinical experience during training to substantiate the quantity and quality of the training.  One such reference/Letter of Support should be from the Head of the Department or Director of the Training Programme or equivalent |
|  | Can provide structured references covering the last three years that capture information about their clinical knowledge, skills and experience as well as my communications skills including professional attitudes, behaviours, interpersonal skills and working with others |
|  | Have not previously made any unsuccessful attempts to register with the GMC (e.g. PLAB test).  *Doctors who have failed (and not subsequently passed) either part 1 or part 2 of the PLAB test or who have previously been turned down for sponsorship by an approved sponsor are not generally considered as suitable candidates for sponsorship.*  *If unsure, please see* [*GMC website*](https://www.gmc-uk.org/registration-and-licensing/join-the-register/registration-applications/application-guides/full-registration-for-doctors-with-sponsorship) *for clarification* |
|  | Can include a copy of their current CV/resume within their application |
|  | Can include a copy of their current valid passport with their application, with all details clearly legible. Is able to submit any other photo identity documents as requested by the trust if shortlisted for interview |
|  | Is able to acknowledge that the trust will retain their personal data in accordance with the relevant policies and if accepted for the fellowship my employment with the trust will be subject to meeting pre-employment and visa requirements  *It may be necessary to share personal data with UK-wide Regulatory or Public Authorities bodies linked to the profession of psychiatry.*  *We will only do this where we have a statutory or regulatory requirement to do so (i.e. in relation to sponsoring GMC registration and/or arranging employment in the UK).* |

1. **Application process**

KMPT International Medical Fellowships will be advertised via NHS Jobs.  
[NHS Jobs - Candidate Homepage](https://www.jobs.nhs.uk/)

1. **Contact details**

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

All recruitment / HR checks questions should be directed to [kmpt.medical.staffing@nhs.net](mailto:kmpt.medical.staffing@nhs.net)