

# West Midlands Division



October 2011

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## Editorial

Welcome to the Autumn edition of the West Midlands Divisional Newsletter.

With the current financial constraints on services and difficulties in recruitment into psychiatry in the West Midlands there are many challenges facing psychiatry as a profession. However the College is attempting to grapple with these issues.

The Winter Divisional Meeting promises to focus on issues that challenge us all. The debate around functionalisation continues. Other topics include difficulties in transitional areas and issues around treating Personality Disorders.

Hope to see you on the 9<sup>th</sup> December at the Village Inn Solihull at what promises to be a lively event.

**Gabrielle Milner**  
Editor

## Dates for your Diary

- Winter Divisional Meeting  
9 December 2011
- International Congress  
10–13 July 2012,  
Liverpool

## Spring Academic Meeting 2011



Stephen Edwards congratulating joint winners of the 2011 Thomas Bakewell Prize for Medical Students.

## Chair's Report

A time for change!

The International Congress in Brighton in June saw Dinesh Bhugra finishing his term as President and handing the office to Sue Bailey to whom we extend our support in this taxing role at a time of unprecedented challenges for our profession.

Sue commences her term at a time of great uncertainty for the NHS as a whole and mental health services in particular.

Many of us are concerned for the future of our profession at a time when Commissioners are seeking to reduce costs and recruitment of UK graduates to psychiatry continues to be a problem.

Sue, in her Blog has made addressing this issue one of her priorities. She also expresses her intention to focus on interfaces between specialities to improve the delivery of integrated services and has announced that the College campaign during her term will focus on the needs of vulnerable groups with mental health issues.

Nick Craddock, well known to many in our Division has taken on the challenging role of Treasurer and has voiced his intent to improve efficiency and reduce costs of College meetings.

The Dean, Rob Howard has announced his resignation and elections for his replacement will take place soon.

Closer to home Ashok Roy is our new Vice-Chair, Iftikhar Ahmed Finance Officer and Gabrielle Milner our ETSC representative.

My thanks to Executive officers who completed their term of office in June.

As members your views and opinions about the activities of our Division and the College are of great importance and I encourage you to contact me or other members of the Executive with your priorities for the Division or any matters you feel need discussion. The strength of the Divisions in the College has grown in recent years and the Chairs' group now has a strong voice on Council and in other central committees where I and other Chairs can air your opinions.

The Executive has recently had discussions about clinical leadership issues and, in partnership with the University of Warwick and the SHA are planning an event to develop and launch a West Midlands strategy to enhance leadership in mental health. We plan to include the topics of mentoring and recruitment so look out for details.

Finally, don't forget the winter meeting on the 9<sup>th</sup> December when, weather permitting I hope to meet many of you for what I am sure will be an interesting and stimulating meeting.

**Dr Stephen Edwards**  
West Midlands Division Chair



**Dr Stephen Edwards - Chair**

**If you would like to submit an article for inclusion in the next edition of the newsletter please send it to [ndavies@wmidsdiv.rcpsych.ac.uk](mailto:ndavies@wmidsdiv.rcpsych.ac.uk) by 29/02/12**

# **West Midlands Division Winter Meeting 2011**

**Morning Session: Early Intervention  
Afternoon Session: Personality  
Disorders**

**To be held at  
The Village Hotel, Solihull  
Friday, 9th December 2011**

**The day includes:  
Audit Presentation  
Debate: Benefits of Early Intervention**

**Booking form and full programme enclosed with this mailing**

**For more information please contact the Divisional Office**

**Tel: 0121 452 5120 Fax: 0121 452 5121**

**[scorfield@wmidsdiv.rcpsych.ac.uk](mailto:scorfield@wmidsdiv.rcpsych.ac.uk)**

**\*Limited places available – book early to avoid disappointment \***

***This event is eligible for CPD subject to the approval of your peer group***

## Divisional Meetings and Events

### Spring Divisional Meeting 13<sup>th</sup> May 2011, Village Hotel, Dudley

Dr Steve Edwards current Chair of the Division introduced the topics for the day.

The meeting commenced with research presentations by Dr Siddique on 'ECT for psychiatrists', Dr Cameron Shields on the 'Impact of parental mental health on a community Child and Adolescent MHS', and Dr Krishnan on 'Training in psychiatry for FY doctors'. The standard of research and presentation was very high but the winner was Dr Siddique who presented the results of a survey on psychiatrists regarding their opinion on the effectiveness of ECT, use in their practice and whether or not they would consider using it as a treatment option if they needed it. The survey concluded that although 98% believed it to be effective, only 64% used it in their practice and 82% of those surveyed would consider ECT treatment as an option for themselves.

After coffee the Dean, Lawrence Mynors-Wallis, talked about the College campaign 'Your College, Your Say' as well as issues related to recruitment, leadership, quality and supporting members. Dr Michelle Hampson, Chair of General and Community Psychiatry Faculty, gave a presentation on Measuring and Monitoring Outcomes in Mental Health and presented her work on measuring outcome measurements which she described as a multidimensional approach including symptoms, function and patient experience alongside service utilisation and views of staff and referrer.

Presentation of prizes including the Thomas Bakewell Essay Prize for medical students which was on the topic 'Discuss the presentation and management of ADHD across the lifespan' was jointly awarded to Victoria Silverwood and Rebecca Ewers from Keele University.

The afternoon session focussed on the 'Changing role of consultant psychiatrist' and was chaired by Dr Barton.

Dr Phillip Milln, Chair of RCPsych Private and Independent Practice special interest Group, outlined the benefits of working independently which included working for a range of organisations including the NHS and independently leading to a flexible lifetime career.

Dr Mohana, Chair of the Midlands Faculty for the Royal College of GPs spoke on the topic - 'What GPs want from Psychiatrists' and stated that they would like rapid access for talking therapies, rapid access for acute CAMHS problems and a range of resources for substance misuse.

Simon Antrobus, Chief Executive from Addaction, concluded the event with a presentation about Addaction which focuses on peer led recovery and putting service users in the heart of the organisation.

The feedback from the meeting was positive and covered a range of topical issues relevant to the profession.

**Gabrielle Milner**

## Divisional Prizes

The 2011 Thomas Bakewell Essay Prize for Medical Students entitled 'Discuss the presentation and management of attention deficit hyperactivity disorder (ADHD) across the lifespan' was jointly awarded to Rebecca Ewers and Victoria Silverwood at the Spring Divisional Academic Meeting on Friday 13th May in Dudley. Matthew Neal was awarded the highly commended for his entry.

Dr R Siddiquee was the winner of the 2011 Research Presentation Prize 'The decline in the use of electro-convulsive therapy (ECT) in the United Kingdom'. Dr Cameron Shields and Dr V Krishnan were awarded highly commended.



Further details about current prizes can be obtained from the Division's web page: <http://www.rcpsych.ac.uk/members/divisions/westmidlands/prizesandcompetitions.aspx>

## Assessors for the College on Advisory Appointment Committees

If you have been a consultant for more than three years, would you be interested in representing the College as an Assessor on Advisory Appointment Committees (AACs)? Assessors are crucial to ensure good practice is maintained at all AACs and to provide a constructive assessment of applicants' expertise for the post. We urgently need representatives in all psychiatric specialties and in all regions. For full details on the role and how to become an Assessor, please contact Miss Charlotte Cox at the Department of Postgraduate Educational Services, The Royal College of Psychiatrists, 17 Belgrave Square, London SW1X 8PG. Alternatively, please see the College website by following the link <http://www.rcpsych.ac.uk/training/collegeassessor.aspx>. We do hope that you will join our team of Assessors and look forward to hearing from you.

## NEW VISIONS IN HOME TREATMENT—11th November 2011

A conference on 'New Visions in Home Treatment' is being hosted by Dudley & Walsall Mental Health Trust on 11th November 2011 at the Village Hotel in Dudley. Professor Roberto Mezzina and Dr Mary-Jane Tacchi lead an impressive line up of international speakers coming together for DWMHPT's third annual medical conference. To book your place contact Mrs Hilary Eccles or Miss Helen Hutchinson on 01384 244907 or email [Hilary.eccles@dwmh.nhs.uk](mailto:Hilary.eccles@dwmh.nhs.uk)

## **Public Education Seminar—10th October 2011 (Limited places available)**

The Royal College of Psychiatrists achieves a disproportionately high media profile through the efforts of a small corps of active members. Most members who give print and broadcast interviews are linked to the Public Education Committee (PEC) of the College, backed up by the Communications Department. Our "low key" activities yield substantial results - for example our award winning leaflets, which are now available in multiple translations. The College website receives more hits than any other Royal Medical College, or other mental health charities. The PEC meets four times a year at Belgrave Square. Our feedback from PEC indicates that members do not need a centralised structure to carry out effective public education. For example, RCPsych Scotland, the Northern Ireland Division, and PEC North West achieve great results without the need for London meetings - other than to share best practice.

On Monday 10 October 2011 the Public Education Committee will host a one day meeting in Coventry inviting members from the West Midlands and Trent Divisions for a day of discussion, seminars, workshops and media training to identify the public education priorities for the region. Apart from the PEC annual meeting and occasional videoconferencing, we expect the West Midlands and Trent to establish full operational independence for its public engagement activities. The PEC is looking to members from this region to identify innovative ways of achieving similar results for other regional PECs.

The seminar will be held from 10.30 am at the Hilton Hotel Coventry, Paradise Way, Walsgrave Triangle, Coventry CV2 2ST.

Refreshments and lunch will be provided. Places at the meeting are limited and will be allocated on a first-come, first-served basis. If you are interested in attending please contact Thomas Kennedy, Communications Manager, The Royal College of Psychiatrists, Tel: 0207 235 2351, Ext 154 or email: [tkennedy@rcpsych.ac.uk](mailto:tkennedy@rcpsych.ac.uk)

### **Advance Notice**

## **International Congress of the Royal College of Psychiatrists 2012**

**'Psychiatry: Medicine and the Future'**

**10th to 13th July 2012, ACC Liverpool**

**For further information please visit:**

**[http://www.rcpsych.ac.uk/events/  
internationalcongress2012.aspx](http://www.rcpsych.ac.uk/events/internationalcongress2012.aspx)**

**or contact [conference@rcpsych.ac.uk](mailto:conference@rcpsych.ac.uk)**

## MENTORING FOR PSYCHIATRISTS: - AN UPDATE

### What is Mentoring?

The word "mentor" derives from Greek mythology. Ulysses, before setting off his epic journey, entrusted his son Telemachus to the care and direction of his trusted friend Mentor.

Mentoring is a relationship between an experienced person with broad understanding, who is able to act as an objective and empathic sounding board to another (mentee). They should be able to challenge a mentee to look at opportunities as well as problems, share know how at a strategic level, assist in identifying realistic career goals and planning how to achieve them.

There are numerous definitions of mentoring, but one quoted in the Royal College of Psychiatrists occasional paper (OP66)<sup>1</sup> is "helping people to become better at helping themselves, helping them to develop their opportunities and manage their problems, helping them to become more effective, more functional, more empowered members of the workforce" - Nancy Redfern Speciality Dean Northern Deanery.

Entering a mentoring relationship may be appropriate at different stages in a person's career including times of transition (for example new Consultants), doctors taking on new management roles, those returning to work after a break, Consultants at the mid point of their career, Consultants with work place difficulties and those approaching retirement. Mentoring may also be appropriate for those working flexibly, refugee doctors and those with performance problems. Likewise those in training and non training grade posts or acting as locums may require such support.

### What is the College position with regard to mentoring?

In November 2008 the Royal College of Psychiatrists produced an occasional paper (OP66) titled Mentoring and Coaching. The intent of the College was to support Mentoring as a means of enabling members to work to their full potential in carrying out clinical and other responsibilities at work. Statements of intent included:

- To promote local mentoring champions
- For these nominated champions to form virtual mentoring networks
- To consider further meetings to support and promote mentoring with other colleges.
- To provide information on mentoring via college websites and through newsletters.

A nominated college officer to look at potential training courses.

Following on from these initiatives, the West Midlands division, led by Neil Deuchar organised a provisional meeting about mentoring to engage interested consultants and to provide some training. Following this enthusiastic members were encouraged to register themselves as a willing mentor, so that a regional list could be held by the division. This could then be available to potential mentees to facilitate appropriate matching (with mutual agreement). Unfortunately over time this initiative has lost some momentum.

More recently Jan Birtle has taken on the "champions" lead role, in conjunction with a group of divisional committee members, with the aim of reviewing the current mentoring situation in the West Midlands, re-promoting its use / availability as well as developing resources and support structures for clinicians.

## MENTORING FOR PSYCHIATRISTS: - AN UPDATE (continued)

As a first step the group is looking to organise a number of initiatives, to include:

- Review of the current mentoring schemes available in the region
- a regional survey of members to find out their experiences of mentoring another or being mentored.
- Share information about mentoring and promote awareness via the divisional e news letter
- Re-establish a regional list of existing mentors and encourage new mentors
- Set up some provisional training dates, linking in with leadership and training the trainers initiatives
- Develop a regular support group where mentors can share their experiences and learn from each other.

In the first instance the mentoring scheme will be promoted for new consultants, to manage potential excessive demand. We should be most grateful if you could let us know your experiences by replying to questionnaires, or contacting us directly.

For more information about the West Midlands scheme please contact Sue Corfield  
[scorfield@wmidsdiv.rcpsych.ac.uk](mailto:scorfield@wmidsdiv.rcpsych.ac.uk) Tel: 0121 452 5120

For information about mentoring the following resources are useful:

1)OP 66. Mentoring and coaching. Royal College of Psychiatrists 2008

<http://www.rcpsych.ac.uk/publications/collegereports/op/op66.aspx>

2)West Midlands Deanery mentoring link

<http://www.westmidlandsdeanery.nhs.uk/Home/CareersSupport/Mentors.aspx>

3)Academy of Medical Sciences mentoring site

<http://www.academicmedicine.ac.uk/mentoring/mentoring.aspx>

JAN BIRTLE; GEOFF MARSTON; LESLEY HAINES

[Jan.Birtle@bsmhft.nhs.uk](mailto:Jan.Birtle@bsmhft.nhs.uk)

[Geoff.marston@covwarkpt.nhs.uk](mailto:Geoff.marston@covwarkpt.nhs.uk)

[lesley.haines@shrinkwork.co.uk](mailto:lesley.haines@shrinkwork.co.uk)

### Membership of the Executive Committee

Dr Stephen Edwards (E)	Chair/ETSC Representative
Dr Ashok Roy	Vice-Chair
Dr Iftikhar Ahmad	Financial Officer/Regional Adviser
Dr Gabrielle Milner	ETSC Rep
Dr Safi Afghan	Acting Public Education Officer
Dr Rafi Arif	Old Age Faculty
Dr Andrew Ashley-Smith	Rehabilitation & Social Faculty
Dr Agnes Ayton	Eating Disorders Section
Dr Janice Birtle	Psychotherapy Faculty/Mentoring Lead
Dr Nicholas Brown	Revalidation
Dr Thomas Clark	Forensic Faculty
Dr Martin Curtice (E)	Committee Member
Dr Ananta Dave	Committee Member
Prof Shoumitro Deb	Neuropsychiatry Representative
Dr Neil Deuchar	SHA Representative
Mr Adrian Fisher	Service User Representative
Dr Martin Gee	Deputy Regional Adviser
Dr Panthraton Grewal	PTC Representative
Dr Lesley Haines (E)	Committee Member
Dr Mahnaz Hashmi	Liaison Faculty
Dr Afzal Javed	Immediate Past Chair/ RCPsych and RCGP link
Dr Mike Jorsh	Medical Directors Representative
Dr Geoffrey Marston	Learning Disability Faculty
Dr Vijaya Murali	General and Community Faculty
Dr Chris Murphy	School of Psychiatry
Dr Pradeep Peddu	Committee Member
Dr Pullical Ravindranath	Addictions Faculty
Ms Amarjeet Rebolo	Carers Representative
Professor Swaran Singh	Academic Faculty

The West Midlands Division Executive Committee meets four times a year to discuss both College and local issues. Members of the Committee can be contacted through the Divisional Office.

**Please refer to the Division's website for a full colour version of this newsletter in PDF format.**

**Disclaimer: The opinions expressed in this newsletter are those of individual authors and do not necessarily represent the views of the Royal College of Psychiatrists**

### Royal College of Psychiatrists

West Midlands & Trent Divisional Office  
 Vancouver House  
 111 Hagley Road  
 Edgbaston  
 Birmingham  
 B16 8LB

Phone: 0121 452 5120  
 Fax: 0121 452 5121  
 E-mail: [scorfield@wmidsdiv.rcpsych.ac.uk](mailto:scorfield@wmidsdiv.rcpsych.ac.uk)  
[kjones@wmidsdiv.rcpsych.ac.uk](mailto:kjones@wmidsdiv.rcpsych.ac.uk)