

West Midlands Division Newsletter - Spring 2017

Welcome from Dr Gabrielle Milner, Editor



Welcome to the spring newsletter.

The winter meeting in Solihull had a varied programme and was well received. The spring meeting includes a discussion from Prof Tony Pelosi on 'personality and fatal diseases' and Paul Barber, esteemed solicitor, on the Human Rights Act - 'Essential Safeguard or Nonsense on Stilts'.

In the afternoon, there are sessions on recent developments on 'Specialist Treatment for Persistent Moderate to Severe Depression' by Prof Richard Morriss, University of Nottingham and Nottinghamshire Healthcare NHS Trust; 'Improving physical health outcomes in people with severe mental illness: An evidence based approach' by Dr Saeed Farooq, Senior Clinical Lecturer, Research Institute for Primary Care & Health Sciences, Keele University; 'Clinical repetitive Transcranial Magnetic Stimulation' by Dr Alex O'Neill Kerr, Medical Director, Clinical Lead for Neuromodulation, Consultant Psychiatrist, Northamptonshire Healthcare NHS Foundation Trust and 'Neurophysiology of Transcranial Magnetic Stimulation' by Dr Meetu Sonsati.

The Division continues to have an active mentoring scheme and active public engagement arms whose activities are outlined in the newsletter.

This is my last meeting as Chair and Editor of the newsletter and I hope to continue to be involved at a meaningful level with the College in the future. I wish to thank Angela for all her support and help as well as Gloria.

Recent resignations and appointments:

- Dr Jayne Greening has resigned as Education and Training Committee Representative.
- Dr Dhruva Bagchi has been appointed as Liaison Regional Specialty Representative.
- Dr Kanu Achinivu has resigned as Neuropsychiatry Regional Specialty Representative.
- Dr Javed Afzal has resigned as Rehab and Social Psychiatry Regional Specialty Representative.

Thanks to the committee for all their enthusiasm and hard work.

Gabrielle Milner, West Midlands Division Chair

Interview with Dr Abid Khan

Consultant Psychiatrist

Medical Director

Regional Advisor, Royal College of Psychiatrists



Q. Tell us something about yourself that most people don't know.

A. Well, I graduated as an overseas doctor from Lahore in Pakistan. I came to the UK to do higher training with the intention of going back. Fortunately I met my wife and fell hopelessly in love, which remains the case to this day. I always wanted to do psychiatry as I believed in explaining things to people and carrying them with me by being logical and clear in my thinking.

I did my higher training in Birmingham and made lifelong friends through my training, who I still value deeply. I moved to Staffordshire as a consultant and have been here since. I was always interested in making a difference in people's lives. I felt you could make more of a difference by getting involved in managing services and thus I became a Clinical Director which was an excellent training ground for nearly 13 years. I have been an Associate Medical Director for over ten years a deputy Medical Director and now a Medical Director for the last 2 years.

I really enjoy my role in management, it enables me to make a difference in people's lives and I take this responsibility very seriously. I hope I discharge my duties with much humility and passion.

Q. What trait do you deplore in others?

A. The trait I most deplore is being two faced or saying one thing and doing another. I detest people trying to undermine plans and not have the courage to speak out.

Q. Tell us about either a film or a book that left an impression on you?

A. The films that have left an impression on me are the God Father series. I see films as a form of entertainment and light relief rather than something profound and meaningful and I really enjoyed following the God Father series.

Q. When not being a psychiatrist, what do you enjoy?

A. My real passion when I am not being a psychiatrist is socialising. I love being with friends and family, going out for meals. In my spare time I love watching documentaries and I am intrigued by documentaries in relation to the universe, big bang, black holes etc.

Q. Which people have influenced you the most?

A. My mother has probably influenced me more than anyone else. I have found her to be very pragmatic, caring and a wise woman. She had a very calm manner and could deal with anything with kindness and compassion and she would not lose her cool however stressful a situation. She is a real role model for me and I have always looked up to her. Some of the things she taught me about I still practice in my role as a medical manager and they have helped me in my career tremendously.

Q. If you were not a psychiatrist what other profession would you choose?

A. Considering my love for food I would probably be running a restaurant or a chain of restaurants. I enjoy cooking and entertaining and I think if I was not a psychiatrist I would probably choose something to do with cooking or presenting food.

Q. How would you like to be remembered?

A. I would like to be remembered as someone who made a difference to the lives of patients in my area of work and someone who had a tremendous amount of fun while doing it.

Executive Committee

The West Midlands Division [Executive Committee](#) meets three times a year at Birmingham Chamber of Commerce, Edgbaston, Birmingham. Approved minutes from previous meetings can be accessed [here](#) (member login required).

2017 meeting dates, 10am -12.30pm: -

- Friday 24 February
 - Friday 16 June
 - Friday 3 November
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Elections, Vacancies and Appointments

Vacancies: -

- [Workforce Lead](#)
- [Neuropsychiatry Regional Specialty Representative](#)
- [Rehabilitation and Social Psychiatry Regional Specialty Representative](#)
- [Academic Psychiatry Regional Specialty Representative / Academic Secretary](#)

Since the last newsletter: -

- Dr Gabrielle Milner's term of office as Chair is nearly complete and Dr Ignasi Agell will take office as Chair for the division from the College's next Annual General Meeting (at International Congress) on 28 June.
 - Dr Alfred White and Dr Geoff Marston will complete their terms of office as Committee Members on 28 June, when 2 new Committee Members will take office.
 - Dr Jayne Greening has resigned as Education and Training Committee Representative and Dr Renju Joseph will take office on 28 June.
 - Dr Dhruba Bagchi has replaced Dr Mahnaz Hashmi as Liaison Regional Specialty Representative.
 - Dr Farooq Khan, Old Age Regional Specialty Representative has requested a deputy and 3 applications have been received.
 - Dr Kanu Achinivu, Neuropsychiatry Regional Specialty Representative has resigned and a replacement is being sought.
 - Dr Javed Afzal, Rehab and Social Psychiatry Regional Specialty Representative has resigned and a replacement is being sought.
 - The post of Academic Psychiatry Regional Specialty Representative / Academic Secretary is still vacant.
 - A representative for Workforce Lead is to be advertised to replace Dr Gabrielle Milner.
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Spring Academic Meeting - book now to secure your place!

Friday, 19 May 2017 - Village Hotel, Birmingham Walsall

- [Programme](#)
- [Book now - limited places available!](#)

Report from Winter Academic Meeting 2016

The winter meeting included keynotes from Prof Femi Oyeboade with presentations entitled 'Cervantes, Don Quixote & Psychiatry' and 'The Future of Psychiatry', Mathew Broome, Senior lecturer in Oxford talking about '15 years on: early intervention in psychosis for a new generation' and the dean, Dr Kate Lovett, on 'Why Mental Health of the Future needs us to be Ambassadors now.' Dr Wendy Burn, the current president, spoke about the Gatsby/Wellcome Neuroscience project and Mr Mark Smith, Head of Suicide Prevention and Mental Health for British Transport Police gave an interesting presentation on 'Tensions with Mental Health Act - Section 136'.



Dr Gabrielle Milner



Dr Kate Lovett



Dr Kate Lovett



Dr Madhumanti Mitra



Prof Femi Oyeboade



Dr Wendy Burn



Dr Gareth Cuttle

Dr Abid Khan



Mr Mark Smith



Dr Matthew Broome

Divisional Prizes



The 2016 Clinical Audit Prize trophy was awarded to Dr Madhumanti Mitra for her audit entitled 'Inpatient: Antipsychotic prescribing and physical health monitoring re-audit.'

Shortlisted candidates for this year's Research Presentation Prize will be presenting their audits at the Spring Academic Meeting on 19 May where the winner will be presented with a trophy.

The Division will again be awarding a bursary to enable a medical student to attend the College's [International Congress](#) in Scotland, 2017.

Further details about Divisional prizes can be found on the home page under '[Prizes and Competitions](#)' or by contacting [Gloria Zachariou](#).

Advice on Drafting Job Descriptions

Dr Nick Stafford, Consultant Psychiatrist, South Staffordshire and Shropshire Healthcare Foundation Trust and General Adult Psychiatry Representative West Midlands Division, Royal College of Psychiatrists

Mental Health Trusts are aware that all new job descriptions (JDs) for consultant and middle grade psychiatrists need to be passed to and approved by the local Royal College of Psychiatrists Division. In most cases the Trust's responsibility for writing these is carried by the relevant Clinical Director or Lead, local Operational or Departmental Manager and the Trust's Medical Staffing department (part of Human Resources that is delegated to deal with the day to day running of doctors in the Trust).

The local College Division passes these job descriptions to the relevant Division Speciality Representative, who then checks the details of the JD. The details are reviewed against a checklist that covers all aspects of the job. As well as the prescribed checklist, the speciality representative will review the overall demands of the job to ensure that it is 'doable' and not too onerous as to make it unsafe. Other details considered relate to the national terms and condition of employment as agreed by NHS Employers and the BMA and other UK Employment Law details, such as the Equality Act 2010. Depending on the speciality there may be, from time to time, additional Royal College guidance papers and position statements published and available on our national website. Some of these relate to issues that are applicable to all posts (for example: over recent years there has been debate and position statements published on office space for consultants; in the case of general adult community psychiatry posts guidance has been issued on recommended population sizes).

The quality of JDs we receive in the Division are quite varied. Some Trusts have clearly followed Royal College advice and get their JDs right every time, first time, making our job as speciality representative considerably easier and they receive approval more promptly. Other Trusts do not appear to have read the required Royal College advice and as such find their JDs being returned with requests for more work to be done. This can delay receiving Royal College approval. All College speciality representatives aim to be supportive in their role of recommending changes to job descriptions and will even make themselves available to Trust staff tasked with writing JDs, for advice.

Whilst there is strictly speaking only a requirement for new JDs to be approved by the Royal College, it is recommended that significant changes to existing JDs should also be passed to the Royal College for approval. Examples of this are when a Trust significantly changes the way their consultants work, usually as a part of that Trusts model of working. For example, when New Way of Working was introduced some years ago, and now some Trusts are changing general psychiatry community posts to a Care Cluster / Pathway model. This will ensure the additional review of the changed JDs are fully Royal College approved.

There are other potential issues if Trusts do not get changed JDs approved by the Royal College. Technically the changed jobs may no longer be Royal College approved. Should the changes made to a service and role of the psychiatrist lead to failures in service provision or a deterioration in safety, then the Trust may be criticised for not having sought Royal College approval of the changes. In this sense the additional Royal College approval is good practice for clinical governance reasons. Furthermore it is recognised that if service system failures are to occur they are much more likely to occur at time when significant changes are made to service provision. In these cases it is the role of the College to support Trusts and their consultants at these times.

For those responsible for writing JDs useful information can be found in the following places:

- A '[sample consultant job description](#)' with additional advice can be found on the '[Regional Advisors & Regional Specialty Representatives](#)' page of the RCPsych website.
- Advice can be sought from the local Division Regional Advisor. This consultant is a senior member of the local Division, whose responsibility is to delegate the review of each JD to the local regional speciality representative in that Division.
- Advice can be sought directly from your local Division speciality representative.
- You can speak to the local Division administrator.
- Details of your local Division staff and Executive Committee members (including speciality representatives) can be found on the [Royal College website](#) by clicking on the Division link and following through to your relevant local Division. The West Midlands Division home page can be found [here](#).
- In some cases you may wish to speak to the national Royal College Workforce team, who are based in our London HQ.
- It will also be worth checking for more recent College position statements on work related issues and again these can be found on the national Royal College website.
- The British Medical Association has improved support and advice for consultants working in management positions, such as Clinical Directors, and if you are a member of the BMA you can contact them for advice on issues such as the details of national terms and conditions of consultant employment.

- Other issues such as compliance with additional UK Employment Law may also impact on the detail of JDs, such as the Equality Act 2010 and the Public Interest Disclosure Act 1998. Local HR and medical staffing departments should be up to date with these, if not the BMA are likely to be the best place for this.
 - The procedures of the appointment of consultants in England are governed by Statutory Instrument (SI) No. 71, [The National Health Service \(Appointment of Consultants\) Regulations 1996](#), as amended by SI 2002/2469, SI 2003/1250, SI 2004/696 and SI 2004/3365. The 1996 regulations and subsequent amendments do not apply to NHS Foundation Trusts, although they can follow this guidance when appointing to a consultant post if they so choose. In practice Foundation Trusts follow this guidance as it covers good governance, UK Employment Law and affords them the protection of the advice the SI provides.
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Mentoring Scheme

Further details of the mentoring scheme and pen portraits of the mentors within the Division can be found on the home page under '[Mentoring](#)'.

If you are inspired to become a mentor or would like to be put in touch with a mentor please email [Gloria Zachariou](#) your details.

2017 Mentoring Workshop - Save the Date!

A full training day will take place on **Thursday 9 November** at the Birmingham Marriott Hotel.

2016 Mentoring Workshop

The West Midlands Mentorship Scheme for Psychiatrists continues to develop and the third annual induction day for new mentors on took place on 9 November 2016, at the Marriott Hotel Birmingham.

This training programme was again supported by the West Midlands Division and is accompanied by regular half day CPD workshops throughout the year when mentors can further refine their skills and approach to mentorship. Experienced mentors are encouraged to participate in the CPD programme and to revisit the induction day, where they have proved to have invaluable input to the skills workshops.

We were delighted to welcome 20 colleagues who participated fully in the day event and brought their energy to the challenge of developing mentorship skills. They have all expressed an interest in joining the West Midlands Mentorship Scheme for psychiatrists, which will greatly swell our volunteers who offer their time and space to assist their colleagues in developing their professional lives.

The morning was led by Geoff Marston, Andrew Leahy and Jan Birtle who provided presentations on models of mentoring followed by a skills development workshop. New mentors could practice a range of skills and approaches, consider aspects of mentoring and gain feedback from their peers in refining their approach.

The workshop intentionally builds on values and skills that all psychiatrists develop during their clinical training while the approach to mentorship emphasises the harnessing of internal resources and empowerment of psychiatrists in finding creative ways forward, this despite pervasive reductions in mental health budgets. The approach is also designed to assist mentors in maintaining positive feedback and in respecting this from others, in a positive collaborative learning CPD peer group.

This was followed by a lunch break marked by delicious food and energising networking by all present.

We were delighted that colleagues elsewhere in the West Midlands were able to join us for the afternoon session which included presentations from Barry Day and Tracy May, describing the development of a coaching culture in Coventry and Warwickshire Trust, this evoking envy and much interested discussion about the mobilisation of this culture of learning and development. They took home the Mayday award!

Andrew Leahy invited a former coachee to speak to him in a workshop 1-1 about her enlightening experiences of being coached by him. In the spirit of coaching honesty this included feedback about useful aspects and limitations of this experience. Suffice to say Andrew was uncontested for the bravery award and lived to tell the tale.

Karen Adams gave a perspective from Health Education England about the increasing recognition of the importance of coaching and mentorship in ensuring that the NHS makes the most of NHS staff.

We were pleased to welcome Lucille Shackleton, manager of Psychiatrist Support Services, to this event. Lucille gave an update on the work of the central College on developing mentoring and coaching, with very positive feedback about the progression of the West Midlands scheme.

Coaching and mentoring are there to help people move into purposeful action so...

We encourage all colleagues to check out the West Midlands [Mentoring](#) web page and provide feedback on this, either to us or via Gloria Zachariou. For those of you who took part please add your pen portraits to this to assist mentees in choosing a mentor.

Evaluation of the day was very positive, as in previous events participants particularly welcomed the opportunity to develop their approaches to mentorship in the skills practice sessions.

We greatly appreciate the support of Gabrielle Milner and the West Midlands Royal College Division, and especially give thanks to Gloria Zachariou and Angela Appleby for their assistance in organising this event, including finding a venue with excellent food and parking!

CPD dates for 2017 are as follows, the sessions will take place 14.00-16.00:

- 15 February (Cadbury Room)
- 26 April (Butterleigh Room)
- 12 July (Bideford Room)

Uffculme Clinic, Queensbridge Road, Moseley, Birmingham, West Midlands, England, B13 8QY

Please note:

1. Parking may be difficult – allow some time!
2. There is a café which does sell a limited range of reasonable food etc, you are advised to arrive earlier for a choice of refreshments.

Jan Birtle, Geoff Marston, Andrew Leahy

Careers Talk at Saint Martin's School, Solihull

Dr Tara Walker, ST5 General Adult Psychiatry, Dudley and Walsall Mental Health NHS Trust

In July 2016, the division was approached by Head of Careers at Saint Martin's School for girls in Solihull, Emma Harlock asking if a psychiatrist would like to talk to the pupils there about their future career plans. Miss Harlock had been organising career lunches for small businesses to attend to discuss their chosen careers to widen the pupils' ideas for future career choices. She was aware that a lot of the girls at the school were considering medicine as a future career and felt a talk from someone in psychiatry would be very interesting to them.

Overall I felt the benefit of speaking to the girls about psychiatry would be threefold, to promote psychiatry as a career, dispel any preconceived myths, and to break down the stigma of mental illness as a whole to the upcoming generation.

The date was set for 29 November. I went armed for the task with the infamous Royal College brain stress balls and other promotional materials.

At the lunchtime meeting, 25 pupils were present ranging from year 11 to those in sixth form. I discussed general topics about the positives of a career in medicine, as well as the challenges to give them a balanced approach. I then covered more specific information about psychiatry and attempted to dispel myths that psychiatrists are not 'proper' doctors. I was surprised that when speaking to the pupils that their perception of a psychiatrist was still someone who talked to someone on a couch, and locked people in padded cells in strait jackets. I had hoped this was an out-of-date belief. I discussed in some detail the various specialties you can work in ranging from children, general adult, older adult, forensics, trying to provide them with a flavour of the variety within psychiatry. Even at this early stage, as is current trend, forensic psychiatry appeared to fascinate them the most, prompting most questions. Following on from this there was a general Q&A session. Strangely the girls all looked horrified when I informed them I was 2 years away from being a consultant, the teacher remarked that they were shocked I could be a consultant without being an older gentleman with greying hair. Again, another useful myth to debunk to the future generation of medics!

Feedback

The feedback overall appeared very positive. Miss Harlock reported that the pupils had found the talk very interesting and it had provided them with a different perspective on psychiatry and mental health in general. In addition, she was pleased I opened their minds to the difficult career that medicine can be, providing an honest approach to help them make a truly unbiased decision for their future.

Following on from the talk I was contacted by a sixth form student wanting to undertake some work experience in psychiatry. The possibility of converting at least one recruit to join our ranks and sparking their interest in this speciality allowed me to feel I had completed my aim. I have also been asked to go back to talk at a careers evening at the same school with children and their parents. I hope to continue my work at this event, reducing stigma around

mental health, increasing mental health awareness and promoting psychiatry as a positive, rewarding, varied speciality for the doctors of the future.

Future

I would encourage others to approach local schools and to talk to them about medicine and psychiatry in general. It is a rewarding experience, and you can help spark interest for the generations to come.

Mental Health Act - Section 12(2) and Approved Clinician Training Courses

[Book now to avoid disappointment - limited places available!](#)

The West Midlands and Trent Divisions are now running Section 12(2) and Approved Clinician training courses approved by the Midlands and East of England Mental Health Act Approvals Panel. All courses will take place in Birmingham city.

Section 12 Induction Course (2-day)

Wednesday 27 & Thursday 28 September 2017 - Hilton Garden Inn

Section 12 Refresher Course

Wednesday 1 November - Birmingham Marriott Hotel

Approved Clinician Induction Course (2-day)

Wednesday 18 & Thursday 19 October 2017 - Hilton Garden Inn

Approved Clinician Refresher Course

Wednesday 15 November 2017 - Birmingham Marriott Hotel

Get Involved!

If you would like to submit an article for inclusion in the autumn newsletter please send it to [Angela Appleby](#) by **Friday 15 September 2017**.

'What do Members want from their Division?' - [Contact us](#) with any additional comments, views and opinions on this topic for inclusion in the next edition of the newsletter.

Contact Us

Royal College of Psychiatrists
West Midlands Division
Vancouver House
111 Hagley Road
Edgbaston
Birmingham
B16 8LB

Tel: 0121 452 5120
Fax: 0121 452 5121

Further details about the Division, its Executive Committee, future meetings and events can be obtained from [Angela Appleby](#) or [Gloria Zachariou](#).



Your Contact Details

Members are encouraged to keep their contact details up to date – particularly email addresses as this is the main method of communication.

Please inform us if your contact details change by emailing membership@rcpsych.ac.uk or [Gloria Zachariou](#) at the Divisional Office.

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