



St Patrick's
Mental Health Services



Appointment to the
role of **Medical Director**
at St Patrick's Mental
Health Services

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Welcome from the Chair



This is an exciting time to consider applying for a Directorship in St Patrick's Mental Health Services as we progress the implementation of a new and ambitious five-year strategy - Changing Minds. Changing Lives. 2018 - 2022.

Developed through consultation with our service users, staff and service delivery partners, the strategy commits us to the development of the physical infrastructure, national network and operational excellence of St Patrick's Mental Health Services. The goal is to provide the highest quality of mental healthcare to as many people experiencing mental health difficulties in Ireland as possible.

Through the hard work and commitment of our expert senior management team and Board of Governors, along with our dedicated staff, we continue to maintain our position as one of the leading mental healthcare providers, not only in Ireland, but internationally.

We are recognised as a respected advocate for improving the understanding of mental health issues at a national level and for seeking to change the stigma and the misunderstanding of the treatment of mental health difficulties.

We are currently seeking to appoint a Medical Director to join St Patrick's Mental Health Services senior leadership team, who, under the direction of the CEO, will ensure we continue to advance our mission and strategic goals and to work towards a society where all citizens are empowered and given the opportunity to live mentally healthy lives.

Danny Kitchen

Chair of Board of Governors

Welcome from the Chief Executive Officer



St Patrick's Mental Health Services is Ireland's largest and oldest independent provider of mental healthcare. Since its founding, through the legacy of Jonathan Swift over 270 years ago, the organisation has sought to protect and care for those who experience mental health difficulties.

St Patrick's Mental Health Services is grounded in the human rights values of believing in and promoting people's rights to be treated with dignity and respect, to be given equal opportunities and to be protected against discrimination. We seek to provide the least restrictive, least intrusive treatment, to promote independence and personal autonomy, to give people the opportunity to make decisions about their own care, to empower recovery by fostering positive coping and management skills, and to provide individual care plans grounded in evidence-based best practice.

Driven by a dedicated, hard-working and committed Board of Governors, leadership team and staff, St Patrick's Mental Health Services is focused on four key essential and complementary areas of activity; service delivery, advocacy and awareness-raising, service user engagement and research and training. We believe that a modern, progressive mental health service must encompass each of these activities.

Within this brochure you will find the following;

- A profile of St Patrick's Mental Health Services
- An overview of our core activities and recent highlights
- Information on our five-year strategy **Changing Minds. Changing Lives. 2018 - 2022**
- Information about Dublin
- A job description and personnel specification for the Medical Director position and details on how to apply

Paul Gilligan
CEO



A profile of St Patrick's Mental Health Services

The establishment of St Patrick's Hospital was brought about by the will of Jonathan Swift, Dean of St Patrick's Cathedral, noted satirist and patriot, who, upon his death in 1745, left twelve thousand pounds to 'build a house for fools and mad'. Swift was a pioneer in recognising that those experiencing mental health difficulties required a specialist service to provide care, treatment and a voice.

Driven by the same vision, energy and determination first demonstrated by Dean Swift over 270 years ago, today St Patrick's Mental Health Services is Ireland's largest independent, not-for-profit mental health service. The organisation's vision is for a society in which all citizens are empowered and given the opportunity to live mentally healthy lives.

It aspires to be the recognised leader in:

- the provision of quality mental healthcare
- the promotion of mental wellbeing and mental health awareness
- the protection of the rights and integrity of those experiencing mental health difficulties

This is an exciting time to be a part of St Patrick's Mental Health Services as we seek to build upon the success of previous strategies and implement our new and ambitious 5-year strategy - **Changing Minds. Changing Lives. 2018 - 2022.**

St Patrick's Mental Health Services engages in the following core activities;

Service Delivery

Through our in-patient service, day care programmes and community-based clinics, St Patrick's Mental Health Services seeks to provide the highest quality mental healthcare to as many people experiencing mental health difficulties in Ireland as possible.

Over the last number of years, our organisation has seen the value of providing a multidisciplinary service based on a recovery model that imparts skills to service users for living well when they return to their communities. We provide a wide range of the highest quality specialist, multi-disciplinary programmes which are offered on both an inpatient and day-programme basis, complemented by community-based and technology support services.

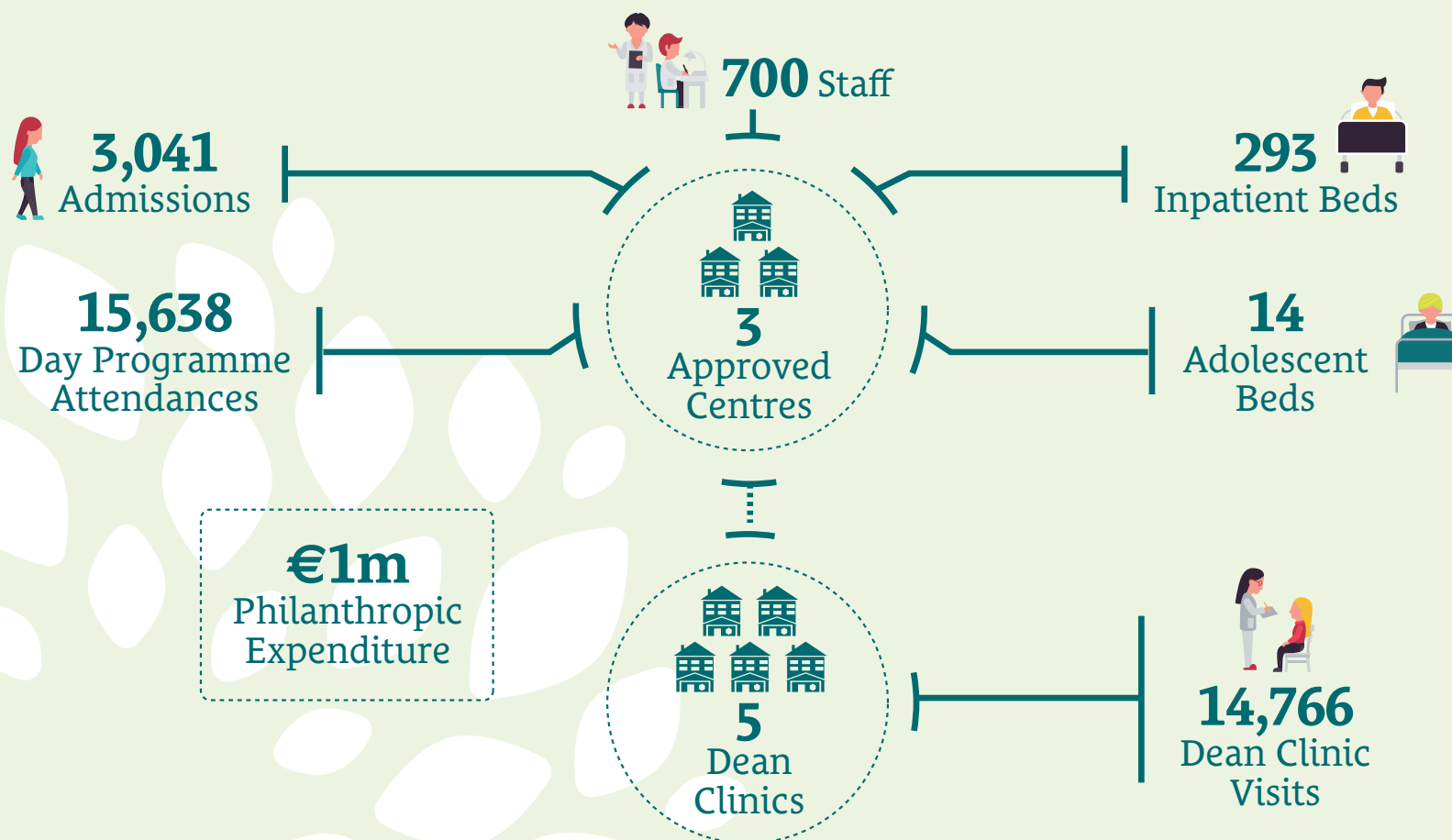
Our three approved centres consistently achieve the highest ratings of compliance with the Mental Health Commission and we produce outcome measures on a programmatic, organisational and financial basis.

In 2017, St Patrick's established a Referral and Assessment Service and furthered its reputation as a leader within Irish healthcare, by becoming the first mental health hospital in the country to introduce a fully integrated electronic health record system, entitled eSwift.

eSwift records the service user's journey electronically from referral to admission, care and attendance through to discharge. It aims to improve delivery, safety and quality of healthcare for all service users through better access to information. It also protects privacy and confidentiality. eSwift provides a flexible and integrated process of care, and, using an evidence-based approach, improves overall management of health resources and services across the organisation.

St Patrick's Mental Health Services

2018 By Numbers



Advocacy

Advocating for the rights of people experiencing mental health difficulties is a central aspect of our strategic aims at St Patrick's. We focus on lobbying for people's rights to receive high quality mental healthcare and for services to be compliant with the Mental Health Commission's (MHC) standards and regulations, making submissions on Capacity Legislation and reform of the Mental Health Act, seeking full ratification and compliance with the UNCRPD and European Social Charter and running public and school based mental health awareness raising campaigns.

We run a number of awareness raising and anti-stigma initiatives through our flagship campaign, Walk in My Shoes.

Highlights include;

- **Transition Year Programme:**

Each year we welcome over 100 Transition Year students to take part in a week-long placement in St Patrick's University Hospital.

- **Walk in My Shoes Radio:**



A pop-up radio station that is run during World Mental Health Week within the hospital, featuring celebrity guests and hosts discussing a range of subjects relating to mental health.

- **Self-Harm Awareness Conference:**

Hosted in partnership with Pieta House, in order to highlight and educate on the issue of self-harm.

- **Mission Possible School Achievement Awards:**

Celebrating the positive efforts schools across the country are making to promote mental health in their classrooms.



- **Social Media Campaigns:**

#MindYourSelfie Day promotes the Mind Your Selfie resources developed for teachers and parents to download from the Walk in My Shoes website. In 2017, a new campaign entitled #StillJustMe was launched. This campaign features short films and blog articles primarily written by service users.

- **De-stigmatising St Patrick's University Hospital Campus:**



The Campus is opened to the general public through the hosting of arts and entertainment events including: *First Fortnight*, art exhibitions throughout the year in the art space and through the holding of family events such as a Summer Family Day.

Research and Education

We are a University Teaching Hospital affiliated to one of the oldest and best universities in the country, Trinity College Dublin. We are one of the largest trainers of mental healthcare professionals in Ireland, providing professional training for doctors, nurses, and all allied health professionals.

We are committed to enhancing our role in training mental health professionals and to further integrating outcome measures into clinical practice, by seeking to publish more outcomes-based research and developing a research strategy.

Developing Service User Participation

At St Patrick's Mental Health Services, we have been at the forefront of developing service user participation initiatives. We strive to ensure that those who experience mental health difficulties are included as equal partners in the programmes developed to help and support them, in the planning of mental health services and in the framing of mental health legislation and policy. We seek to empower service users to take control of their own recovery and lives.

In 2005 we established a service user advisory council. We also established the first advocacy service for adolescents in the care of approved centres in Ireland. In 2018 we established a Service User Advisory Network which to date has almost 100 subscribers. All components of the **Changing Minds. Changing Lives.** strategy will be progressed in partnership with service users.





Recent Highlights



eSwift: In 2017, St Patrick's became the first mental health hospital in the country to establish a fully integrated electronic health record.



Walk in My Shoes Radio: Over 70 hours of mental health promotion on the airwaves during World Mental Health Week each October.



Through the new Referral and Assessment Service, a Prompt Assessment of Need (PAON) technology-based service was established in 2018 with over 1000 adult assessments and almost 200 adolescent assessments completed.



Self-Harm Awareness Conference: Over 200 people attend the Self-Harm Awareness Conference each year, an event that is annually held in partnership with Pieta House.



Founder's Day: 'Eating Disorders in a Modern Society' was the theme of our annual Founder's Day Conference held in November 2018.



Our #MindYour Selfie Campaign received an award from the Public Relations Institute of Ireland in 2017.



Recovery Festival: Staff, service users and their families attend the inaugural Recovery Festival in summer 2018



Transition Year Programme: Over 100 Transition Year students are offered week long placements in St Patrick's each year



Each April the Mission Possible School Achievement Awards celebrate the positive work schools across the country are doing to promote mental health to their students



At the launch of the Women's Mental Health Network in November 2018 in partnership with the National Women's Council of Ireland



In 2018, St Patrick's established an International CPD Programme. As part of this pilot, eight mental health professionals from China complete a CPD programme each calendar quarter.



First healthcare organisation and first hospital to be awarded the Keep Well Mark by IBEC in 2019 in recognition of the emphasis on staff wellbeing



Our 5 Year Strategic Plan - Changing Minds. Changing Lives. 2018-2022

St Patrick's Mental Health Services launched a new and ambitious strategy in 2018. Building on the achievements of the last Mental Health Matters Strategy, we are committing to protect, enhance and improve our current services while seeking to develop new services. We are committing to reaching out to more people to educate and empower them to live a mentally healthy life. We are also committing to consolidating and advancing our advocacy and awareness work, believing that this has a significant impact on the lives of those experiencing mental health difficulties and their carers. We intend to enhance the training of mental health professionals, to strengthen other services and to engage in more clinical research to inform future practice.

Through the Changing Minds. Changing Lives. Strategy, we are committing to the following key aims;

- The highest quality mental healthcare, provided by St Patrick's Mental Health Services will be made available to more people who experience mental health difficulties;
- More people will be educated and empowered to live a mentally healthy life;
- The rights of people with mental health difficulties, particularly their right to appropriate services and supports, will be more adequately enshrined into Irish law and mental health policy;

- Stigma and discrimination of those experiencing mental health difficulties will be reduced within Irish society;
- There will be enhanced awareness among people about mental health and how best to prevent mental health difficulties;
- Those who experience mental health difficulties will become more involved as equal partners in the planning, management and evaluation of mental health services and in the treatment and support they receive within St Patrick's;
- Our understanding of mental health difficulties and their treatment will be enhanced through research;
- Staff working in mental health will be better trained and supported to maintain and improve their skills base. Other mental health organisations will be supported to enhance the quality of their services.

Our strategic developments over the next 5 years

The organisation will continue to engage in its four core activities of service delivery, advocacy, development of service user participation and research and training.

To help us fulfil our vision and mission and to deliver the strategic aims outlined above, we have devised a detailed plan, which is summarised here.

At the heart of this plan is the transformation of our James's Street campus into a unique, national centre - the Jonathan Swift Campus for Mentally Healthy Living.

This national centre will be the first in the world to provide a full range of mentally healthy living initiatives for the general population, alongside the provision of comprehensive recovery-based treatment services for those with mental health difficulties. The centre will have an evidence-based ethos which will be supported by the development of an internationally renowned service-user-steered Research Institute.

The Jonathan Swift Campus for Mentally Healthy Living will be grounded in human rights and recovery principles and will facilitate extensive service-user-led advocacy activity. Developing and extending best practice will be at the heart of this new development and a centre, focused on developing innovative technologies which support mental health, will be established.

In addition, the physical design of the entire campus will be enhanced and reformed to encapsulate a reflective, holistically therapeutic environment creating a mental health sanctuary within the centre of Dublin and helping to break down the stigma associated with mental difficulties.



Strategic Actions - Infrastructure & Facilities

The Jonathan Swift Campus for Mentally Healthy Living will contain the following:

1. Mental Health Access Centre

This centre will be built and designed to house all of the organisations current and future day services and will expand on the work of the Walk in My Shoes campaign by providing a range of wellness initiatives for the general public, schools, community groups and carers. It will be designed and built to the highest therapeutic and recovery standards with a key emphasis on tranquillity and creating positive environmental surroundings.

2. Empowering Recovery Mental Health Research Institute

This Institute will be a major international centre at the forefront of enlightened and pioneering research in the field of mental health. The research agenda of the Institute will be shaped and monitored by a service user steering group. With input and co-operation from Trinity College and other educational institutions, this Institute will play a crucial role in exploring how best to deliver and improve mental health treatment and evidence-based practice and will be closely linked to the Centre for Innovative Mental Health Technologies.

3. The Centre for Innovative Mental Health Technologies

This Centre will develop cutting-edge, e-mental health, technology-based interventions and supports for a range of mental health difficulties, pursuing new discoveries and ground-breaking methodologies in a key and rapidly-developing area of mental health treatment.

4. Mental Health Matters Advocacy Centre

Building on the key advocacy initiatives of the organisation to date, in particular Walk in My Shoes, the Mental Health Matters Centre will act as a co-ordinating voice and the primary advocacy body promoting the greater understanding of mental health difficulties in Ireland and beyond, seeking to remove the stigma associated with such difficulties and advancing the rights of those affected by them to be treated with dignity, respect and without discrimination. The activity agenda of the centre will be informed and monitored by a service user and carer advisory group.



5. Expanded Willow Grove Adolescent Service

This expansion of a key area of our work with young people will see an increase to 20 in-patient beds, with the development of a new, comprehensive day programme which will provide a comprehensive care pathway to provide ongoing contact with those leaving the in-patient service, whilst also providing an alternative treatment option for those not requiring in-patient care. Consultation with young service-users on these developments will be conducted through our Youth Empowerment Service.

6. Modernised In-patient Facilities

At the heart of this development will be the construction of a new 50-bed wing which will act as St Patrick's University Hospital main inpatient centre. This particular initiative will be self-financed by St Patrick's Mental Health Services through operational and other income.

Off-campus Service Network

To complement these significant additions to the James's Street campus, we will also take significant strategic steps to improve facilities and services in our other locations.

We will:

- Enhance services at St Edmundsbury near Lucan, Co. Dublin.
- Centralise the various Dublin Dean Clinics, which provide local, off-site services into one location, allowing for the implementation of a more holistic and co-ordinated approach in this important element of our programmes.
- Develop the services being provided at the Cork and Galway Dean Clinics and continue to expand the Associate Dean Clinic model to cover as many areas as possible throughout Ireland.



Strategic Actions - Operations

In addition to these significant developments in infrastructure, facilities and services, our strategic plan is underpinned by a number of operational priorities, including;

1. Enhanced Service-user Participation

Service-User Engagement lies at the heart of this new strategy. All components will be progressed in partnership with service-users. A robust mechanism for the engagement of more service-users and carers in an advisory capacity in the organisation will be developed.

This will include running an annual celebratory day-long event to which all service-users and their families will be invited. The focus of this event will be on celebrating recovery, engaging interested service users in the various advisory groups and on succession planning for the advisory groups and for the Service User and Supporters Council (SUAS). This structure will be supported by a robust internet-based forum and engagement process. The existing service user consultation structures and feedback mechanisms will also be strengthened and enhanced.

2. Philanthropic Projects

We have developed and supported a number of philanthropic initiatives in the areas of homelessness, ethnic minority support, advocacy, local community support and provision of free of charge care. We will continue to sustain and develop these initiatives over the period of this strategy.

3. Professional Training & Education

To build on the current role St Patrick's Mental Health Services plays in training and education, the organisation will seek to expand its training of Irish-based mental health professionals, further enhance its training of international mental health professionals and develop a comprehensive Continuing Professional Development Programme.

While much of the training will be managed and delivered through existing staff resources, additional resources will be allocated on a project-by-project basis. The existing training relationships with Trinity College and Royal College of Surgeons will be consolidated and new relationships will be formed, thereby enhancing the sharing and development of highest-quality, evidence-based best practice.



About Dublin

Through the hard work and commitment of our management team and Board of Governors, and our dedicated staff and volunteers, St Patrick's Mental Health Services continues to maintain our position as one of the leading providers of mental healthcare, not only in Ireland, but internationally.

It is not only St Patrick's Mental Health Services' excellent level of care that attracts staff to the organisation. It is also the campuses' beautiful locations; St Patrick's University Hospital is within a short walk to many of Dublin's most famous landmarks such as Phoenix Park and Kilmainham Gaol.

Meanwhile, St Patrick's Lucan is located just fifteen minutes' drive outside of Dublin City Centre in the historical village of Lucan. The variety within Dublin is truly amazing; there are unique and serene coastlines, a bustling and lively city centre, a beautiful natural landscape that overlooks the city and cultural and historic wonders aplenty.

The local people are famous for their warm welcome and it is a city that never has a shortage of great events and things to do. The rich history within the city is unrivalled, which makes Dublin a fantastic location for outdoor lovers, cultural buffs and city dwellers alike.

For more information, visit

<https://www.visitdublin.com/>



Job Description & Personnel Specification

MEDICAL DIRECTOR

Reporting to the Chief Executive Officer, the Medical Director's responsibilities include:

Clinical

1. Take responsibility for the effective management of the clinical activities of the Hospital's clinical staff and to cooperate with the Director of Programmes and Services in the management of the various treatment programmes of the Hospital.
2. Ensure that the highest quality of medical/clinical practice, technology and treatment is carried out in the Hospital.
3. Ensure the continuing development of St Patrick's and St Edmundsbury Hospitals' reputation as centre of excellence for psychiatric care.
4. Ensure the professional functioning of the St Patrick's Hospital Research Ethics Committee, Chair the Clinical Council and Chair the Consultants Committee of the Hospital.
5. Enact the duties and responsibilities pertaining to the role of Medical Director in relation to the consultant staff in the Hospital as laid down in the contract held by each consultant with the Hospital.
6. Encourage and foster the Hospital's environment so as to ensure the development and implementation of new treatment approaches.

Academic

1. Maintain the role of the Hospital as a University Teaching Hospital for doctors, nurses and other professions involved in the delivery of psychiatric care. Assist in the teaching of undergraduate medical students, nurses and others and the cultivation of postgraduate education and research. (The Medical Director of St Patrick's is historically accorded the position and title of Clinical Professor of Psychiatry in the Faculty of Health Sciences of the University of Dublin, Trinity College).
2. Ensure that the delegated co-ordination of the Dublin University Psychiatric Rotational Training Programme, involving the Hospital, together with St James's Hospital, Tallaght, Naas, Stewarts and the Central Mental Hospitals operates effectively.
3. Maintain and expand the Hospital's commitment to research.

General

1. Advise the Board on clinical issues.
2. Cooperate with senior management colleagues in designing and leading the development of the Hospital's programmes and services, thus contributing to, and co-ordinating, the medical practitioners input in the Hospital's medium and long-term plans.
3. To work in conjunction with the Director of Programmes and Services in the delivery of the various treatment programmes and quality commitments.
4. Ensure that the Hospital maintains its international accreditation.
5. Ensure that the Hospital maintains compliance with the standards and regulations governing the operation of a mental healthcare facility as set down by the Mental Health Commission and other such relevant statutory bodies.
6. Assist the Chief Executive in the provision of regular management information to the Board, particularly as it relates to clinical governance and service quality and attend meeting of the Board of Governors.
7. Participate in negotiations with external institutions and organisations of crucial importance to the successful operation of the Hospital, including health insurance bodies, the Health Service Executive, the Department of Health and other hospitals and health service facilities.
8. Advise and provide the environment to enable clinical staff to meet the standards determined by the Board, to be delivered in the most effective manner within agreed financial guidelines.
9. Such additional other duties and responsibilities as the Board of Governors, and/or the Chief Executive Officer may reasonably designate from time to time.

Leadership responsibilities as a member of the Senior Management Team

The Senior Management Team (SMT) at St Patrick's Mental Health Services is comprised of the CEO, Directors and key clinical and management personnel from within the organisation.

The SMT meet on a bi-weekly basis and the group is chaired by the CEO.

The purpose of the SMT is to discuss and consider the following;

- **Development of the strategic direction**
- **Approval, monitoring and achievement of budgets**
- **Major procurements**
- **Capital Development Planning**
- **Policy issues**
- **Resourcing issues**
- **Fiscal Planning**

Senior Management Team/Executive Management Team Responsibilities

Within Directorate

- To have leadership responsibility for staff in the particular Directorate ensuring that the staff are properly aligned to support the St Patrick's Mental Health Services Strategy.
- To take leadership responsibility for the teams of staff working in the Directorate ensuring the teams have clear objectives, responsibility and accountability.
- To ensure that teams are properly structured and aligned to support the delivery of the organisation's strategy.
- To provide leadership that promotes a culture of excellence, innovation and continuous improvement.
- To build leadership capability that aligns the direction and expectations of staff, ensuring they are willing to embrace change.
- To proactively drive efficiencies in the Directorate.
- To take leadership responsibility for all budgetary matters affecting the Directorate.
- To promote cross-functional collaboration and integration, as well as active engagement with services users and other relevant stakeholders.
- To promote a safe and healthy working environment in which all staff are treated with dignity and respect.
- Ensure compliance with organisational policy within Directorate.

Corporate

- To contribute on a corporate basis to strategic matters affecting the organisation.
- To play a role in strategic leadership and planning.
- To assume responsibility, collectively with other members, for the decisions of the SMT/ EM teams.
- To contribute to, and own, shared decisions when required.
- To take responsibility and accountability for specific organisation-wide leadership functions as assigned by the Chief Executive Officer.
- To work collaboratively with other leaders across the organisation, ensuring the interests of the organisation as a whole take precedence over the interests of any individual part of it.
- To chair various internal bodies as designated.



Further Information

The recruitment process will be conducted by way of competitive interview. All candidates wishing to be considered for the position of Medical Director must have as a minimum:

- a. The possession of the M.D.** Degree in Psychiatry of a recognised University or the M.R.C.P.I. in Psychiatry or membership of the Royal College of Psychiatrists or the Diploma in Psychological Medicine awarded before February 1972 or a professional qualification at least equivalent to one of these,
(**other than a primary degree);
and
- b. At least seven years satisfactory experience (after becoming entitled to full registration) in the practice of the medical profession, including not less than five years satisfactory experience in psychiatry.

The post is full-time with a term of five years commencing 1st January 2020.

Applications are made via the below link and must include:

- (a) a comprehensive CV and
- (b) brief covering letter.

The closing date for receipt of applications is 30th April 2019.

St. Patrick's Mental Health Services strives to create and maintain a progressive environment where our staff can be innovative and experience satisfaction in their work.

For further information visit

www.stpatricks.ie/medicaldirector

St. Patrick's Mental Health Services is an equal opportunities employer

St Patrick's
Mental Health Services



www.stpatricks.ie