



## **THE ROYAL COLLEGE OF PSYCHIATRISTS**

### **Job Description and Person Specification**

<b>JOB TITLE:</b>	<b>The Donald Dean Research Fellow in Work and Mental Health</b>
<b>TERM OF OFFICE:</b>	<b>Three year Fellowship</b>
<b>RESPONSIBLE TO:</b>	<b>A senior College member to be identified by the Academic Faculty</b>
<b>REMUNERATION:</b>	<b>As per existing salary with additional amount to be agreed</b>
<b>TIME COMMITMENT:</b>	<b>35 hours per week</b>

#### **Background**

This job has been created through the generosity of the Donald Dean Memorial Fund and is ideally suited to someone who is planning to make their career in academic, occupational or liaison Psychiatry.

#### **Job Purpose**

- To undertake academic clinical research in an area related to Occupational Psychiatry, and to produce scholarly outputs including scientific papers and presentations at International Conferences such as the Royal College International Congress.
- To work with and influence key stakeholders and policy makers in occupational medicine and psychiatry

#### **Key Responsibilities**

1. To develop a research protocol, in discussion with a suitable research supervisor, acquire and analyse data
2. To prepare scientific peer-reviewed papers and present findings at International Conferences including at the Royal College International Congress.

3. To assist in devising training programmes, both for mental health professionals and HR specialists in conjunction with the College Advanced Learning Centre (CALC)
4. To develop relationships with other stakeholders, bodies, opinion makers and policy makers concerned with improving the mental health of the working population in general, and the health workforce in particular
5. Undertake any duties related to the overall job plan or as may be reasonably assigned by the College Academic Faculty for the advancement of Academic Psychiatry.

This job description may change from time to time.

### **The Scope of the Fellowship**

The recent Health Report from the NHS Chief Medical Office specified a number of major themes that could be incorporated into the research for the Fellowship. It highlighted the 2-way relationship between work and mental health, and the complex interactions between physical and mental health. It emphasised the particular burden of common mental disorders on the occupational function of individuals, and on the performance of business and the economy. Among the recommendations were that those working in Primary Care complete 'Fit Notes', and that all health professionals need to document routinely employment status. Key opportunities for employers to create "mentally healthy" workplaces were emphasised. At the same time, there has been increasing concern over the mental health of the NHS workforce, as shown by sickness absence rates, low morale and high turnover

We encourage applications that address any or all of these themes. We are especially interested in proposals that demonstrate collaborative working with other stakeholders, for example Business, Human Resources, Management or Primary Care. Proposals must show scientific rigour and specify how results might have impact in improving mental health in the workplace.

### **Supervision**

The Fellow will to be employed by a host academic institution similar to other Fellowships such as NIHR, MRC or the Wellcome Trust. The Fellow will be supervised by their host university once the final decision has been made by the RCPsych panel and will largely be based at the host organisation with full access to library, teaching and academic facilities. However, the Fellow will also have a base within the College.

The candidate will be expected to continue sufficient clinical training to complete their ARCP requirements in as flexible a way as possible.

### **Expected Outputs from this Fellowship:**

The proposed details of the outputs will form part of the candidate's application, but will include papers and presentations mentioned above as well as annual reports and a final report as a condition of the Fellowship. Furthermore, we will expect a commitment to teaching and participation in a wide range of College and public engagement activities, conferences, publications and meetings. Candidates will be expected to register for a higher degree if they do not possess one.

We will expect the papers to be of a standard to be published in a peer reviewed journal and would like to include an academic publication which will be of use particularly to the Chartered Institute of Personnel and Development and a range of HR specialists.

In addition to the above, we plan that this Fellow will work with the College Advanced Learning Centre (CALC) to develop a programme of work with key stakeholders.

### **Application Process:**

- 1 Candidates will need to find a supervisor in a university
- 2 Then work up a proposal
- 3 Submit application with proposal as well as a CV (2 pages of A4)
- 4 The proposal will be subject to external peer review : candidates judged on quality of research proposed, quality of environment and their abilities
- 5 Short listed applicants will be interviewed by panel assembled by the College.

## **PERSON SPECIFICATION**

### **Essential characteristics**

- Medically qualified
- Enrolled on postgraduate training programme in psychiatry
- Evidence of ability to organise and manage own work
- Experience of working in mental healthcare in the UK
- Desire to work in the field of Mental Health and Workplace Basic research skills and experience
- Excellent written and verbal communication skills
- IT skills - proficiency in:
  - word processing and data spreadsheets
  - use of email, online discussion fora, blogs

### **Desirable characteristics**

- Demonstrates previous commitment to improving quality of care
- Experience of leading or managing behaviour change
- Confident presentation skills
  
- Ability to work alongside and communicate with those of different professional backgrounds e.g. occupational medicine, leadership, resource managers, business, employers

### **Further information**

Candidates may wish to discuss the Fellowship with either the Chair of the Academic Faculty, the Chair of the Occupational Psychiatry Special Interest Group, or the President

Professor Peter Woodruff – Chair of Academic Faculty  
[p.w.woodruff@sheffield.ac.uk](mailto:p.w.woodruff@sheffield.ac.uk)

Dr Peter McAllister – Chair of the Occupational Psychiatry Special Interest Group  
[petemcal@doctors.org.uk](mailto:petemcal@doctors.org.uk) or [PMcAllister@standrew.co.uk](mailto:PMcAllister@standrew.co.uk)

Professor Sir Simon Wessely – President of the Royal College of Psychiatrists  
[Simon.wessely@kcl.ac.uk](mailto:Simon.wessely@kcl.ac.uk)