

Healthcare Inspectorate Wales

# Lead Second Opinion Appointed Doctor

# (SOAD) for Wales

Contents

[1. The SOAD Service 2](#_Toc190859862)

[2. Job Description - Lead SOAD for Wales 2](#_Toc190859863)

[3. Fees and Expenses 4](#_Toc190859864)

[4. Travel & Subsistence Rates 4](#_Toc190859865)

[5. Application Process 5](#_Toc190859866)

[6. Guidelines for Completion of Application Form 6](#_Toc190859867)

# The SOAD Service

The Mental Health Act 1983 introduced the SOAD Service as a safeguard of the rights of patients detained under the Act who either refuse the treatment prescribed by the Approved Clinician or are deemed incapable of consenting. From November 2008 the amended Mental Health Act introduced additional safeguards relating to Community Treatment Orders and ECT.

The role of the SOAD is not to give a second clinical opinion in the conventionally understood medical form of the expression, but to decide whether the treatment recommended is clinically defensible and whether due consideration has been given to the views and rights of the patient.

The SOAD is an independent Consultant Psychiatrist acting as a Hybrid Public Authority, appointed by HIW to undertake this statutory function, and only ‘becomes’ a SOAD when appointed to an individual second opinion. Healthcare Inspectorate Wales (HIW) is responsible for the appointment of SOADs and manages the SOAD service in Wales.

# Job Description - Lead SOAD for Wales

#### Role of Lead SOAD for Wales

The Lead SOAD will be expected to take a role in the development and governance of the SOAD service in Wales. As well as being an active SOAD, the role of the Lead SOAD is to:

* Advise and support a team of SOADs within Wales
* Work with the Corporate Development Manager based at HIW to ensure strong processes are in place to monitor performance of SOADs
* Take part in the induction and training of SOADs
* Monitor their performance and to conduct one-to-ones at least once a year with each team member
* Play an important role in promoting the work of the SOAD service and good practice in relation to consent to treatment with providers and approved clinicians
* Undertake an annual review of the quality and robustness of the decision making process of individual SOADs

***Person Specification – Lead SOAD***

The successful candidate will have held a permanent substantive post as a consultant psychiatrist for at least five years and also have a minimum of two years previous experience as a SOAD. We are looking for a consultant with demonstrable commitment to a rights-based approach, in-depth knowledge and experience of psychiatry in a variety of clinical settings, and considerable experience of working with detained patients.

Candidates should have current or recent hands-on practice in a clinical environment, and up to date with current practice, both clinical and non-clinical, including measures to promote equality of service provision for all patients. The successful candidate will be accountable to the Clinical Adviser for Mental Health in HIW.

We promote the use of the Welsh Language. To do this, we particularly welcome applications from people who are able to work in both languages. However, you do not have to be able to speak Welsh to apply.

The role will include:

* Undertaking quality assurance of SOAD reports and statutory forms
* Reviewing Section 61 forms
* Participation in SOAD recruitment activity (to include sifting and interviewing)
* Mentoring newly appointed SOADs
* Being a point of contact for advice and support for existing SOADs
* Providing advice and support to the Review Service for Mental Health Manager in HIW
* Assist in sourcing and providing ongoing development and training programme for all SOADS

**Essential criteria**

* GMC registered
* MRCPsych or equivalent qualification recognised by the RCPsych and GMC
* Substantive consultant status in psychiatry for at least 5 years
* Minimum 2 years previous experience as a SOAD
* GMC Specialist registration
* Registered in good standing for CPD
* Current or recent hands-on clinical practice
* Breadth of psychiatric practice in a variety of settings
* Experience of working with patients liable to detention
* Excellent inter-personal skills
* Demonstrable practical commitment to equality and diversity
* Legible hand-writing
* Prior experience in a medical management role, for example Clinical Director, Deanery Tutor
* High-level diplomatic and negotiation skills
* Availability to work at least equivalent of 15 days in addition to any SOAD visits undertaken
* Experience of appraising fellow psychiatrists
* Show awareness of legal ramifications pertaining of the potential forthcoming reforms to the MHC and MHA 1983 act

#### Duration of Appointment/Reappointment

The appointment will be for a period of three years and will be subject to an annual performance appraisal and continuing evidence of meeting the essential criteria for the role.

#### Disclosure and Barring Service Check

It is HIW’s policy to ensure that all SOADs be subject to enhanced Disclosure and Barring Service (DBS) checks. HIW will request a DBS check for the successful applicant.

#### Desirable criteria

* Evidence of leadership in relevant areas
* Experience of multi-disciplinary working at a senior level
* Specialist expertise, e.g. CAMHS, Elderly, High Secure
* Welsh Speaker
* Language skills

# **Fees and Expenses**

A fee is payable for Lead SOAD work at the rate below. Travel and subsistence expenses are reimbursed to the Lead SOAD at agreed national rates. A summary of the current rates is included below. All Fees and expenses must be submitted to the SOAD team in HIW on a monthly basis for authorisation.

|  |  |  |
| --- | --- | --- |
| **Fee payable to Deputy Lead SOAD**  | **Per Day:** | **£600** |

# Travel & Subsistence Rates

1. **Motor Mileage Allowances**

Will be paid at 45 pence per mile, up to 10,000 miles in a tax year. Over 10,000 miles will be paid at the current public transport rate of 25 pence per mile.

In order to claim mileage allowances, the driver must ensure that they have adequate insurance taken out on the vehicle. The level of insurance required is Business Class.

Parking fees, tolls etc – will be reimbursed in full, providing receipts are attached to the expenses claim and submitted.

1. **Hire Cars**

SOADs are not eligible for hire cars using the Assembly’s contract.

HIW encourage both staff and reviewers to use public transport where practicable. If there is no other form of transport available, HIW will reimburse taxi fares if receipts are provided.

If there is no public transport or private hire vehicles available, then a SOAD can request authorisation to hire a car. Receipts for both the car hire, and petrol must be produced in order to be reimbursement to be arranged.

1. **Overnight Accommodation**

This will normally be booked by the HIW SOAD team, and will include dinner, bed and breakfast.

Where possible lunch will be pre arranged, however if this is not practicable then the daily subsistence rates detailed below can be claimed.

Where SOADs are required to arrange their own accommodation, then HIW will pay up to £95 for each 24-hour period. This is to include accommodation and breakfast. In addition, SOADs can claim up to £9 for lunch and an evening meal up to £27. These are ceiling rates and reimbursement will be made on actual costs and receipts will have to be submitted.

HIW will not meet the payment of alcohol, tray surcharges (if meals are taken in hotel rooms) or for other incidentals, such as newspapers and phone calls, charged to hotel rooms.

**4. Rail and Air Journeys**

HIW will not reimburse first class travel. However, we are happy to arrange for the purchase of tickets in advance of travel. HIW will reimburse the purchase of tickets against receipts provided with the expense claim.

# Application Process

Applications will require submission of:

* Completed application form
* Up to date CV
* Personal statement which must be no more than 500 words
* Letter of support from current employer

#### Appointment Process

If applicants are successful at interview, then appointments will be subject to:

* Receipt of two professional references
* Enhanced DBS check

# Guidelines for Completion of Application Form

###### How did you hear about this vacancy?

So that we can establish the best way to advertise this post in the future, please can you indicate where you saw this post advertised or how you were informed about this post.

###### Part 1: Your Personal Details

###### Part 2: Qualifications and Professional Registration

Please provide details of your primary professional qualifications and clinical experience as well as details to do with your GMC and RCPsych registration and membership.

###### Part 3: References

Your referees will not be approached unless you are invited for interview.

###### Part 4: Personal Statement

Please make sure that you have read the list of qualities required for the post you are applying for and any specific requirements before completing your form and preparing your supporting documentation. Your statement should evidence that you have as many of the qualities required as possible.

###### Your personal statement must be no more than 500 words and completed in your own handwriting. Please sign and date.

###### Within your CV you will need to include the following information:

* If you are currently working, is it full time or part time, for which employer, and what type of organisation
* If you are retired, what was your last position, and on what date did you retire?
* How do you maintain your clinical skills?
* What training have you had in equality and diversity?
* Are you registered for CPD? If so, with which body?

Please return your application form together with your CV and personal statement to: hiw.rsmh@gov.wales

Please note, the deputy Lead SOAD post will retain the same responsibilities as the above post in a support function and will support and provide cover for the Lead SOAD as necessary.

If you have any queries please contact the Review Service for Mental Health Manager, Robbie Jones on 03000 255890.

**CLOSING DATE FOR APPLICATIONS**: **31st March 2025**