

Introduction to the Post

Post and specialty:	Specialist Doctor – Child and Adolescent Psychiatry
Base:	Shelley Clinic, Bournemouth
Number of programmed activities:	10 PA per week
Accountable professionally to:	Chief Medical Officer
Accountable operationally to:	Medical Lead for CAMHS
Start Date:	November 2023

Context for the role

This is an exciting opportunity to recruit a full time Specialist doctor in Child and Adolescent Psychiatry to work in Bournemouth. The post is based in the coastal university town in the southeast of Dorset. The post holder will work within the Bournemouth and Christchurch core CAMHS team alongside a substantive consultant, trainees, NMP and a well-resourced MDT to provide comprehensive community-based services to young people up to the age of 18 registered with general practitioners within the area. The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.

Key working relationships and lines of responsibility

Chief Medical Officer & Responsible Officer:	Dr Faisal Sethi
Deputy Chief Medical Officer/Clinical Director: (CYPF, Mental Health and Learning Disabilities)	Dr Rodi Karadimova/Dr Eman Shweikh
Deputy Chief Medical Officer/Clinical Director: (Community Hospital and Physical Health Care Services)	Dr Andrew Dean/Dr Clare Doherty
Chief Executive Officer	Matthew Bryant
Deputy Chief Executive / Chief Operating Officer	Kris Dominy
Chief Nursing Officer	Prof Dawn Dawson
Deputy Chief Nursing Officer	Cara Southgate
Medical Lead for CAMH Services:	Dr Anu Devanga
Medical Lead for CAMH Provider Collaborative/Acutes	Dr Stephen Turberville
Medical Lead for Inpatient Mental Health Services:	Dr Domenico Scala
Medical Lead for Community Mental Health Adult Services	Dr Rodi Karadimov:
Director of Medical Education:	Dr Ian Rodin
Revalidation and Medical Appraisal Lead	Dr John Stephens
Service Director for Mental Health Services, Children Young People & Families	Rachel Small
Head of CAMHS	Helen Duncan-Jordan
CAMHS Clinical & Professional Lead for Psychology and Psychological Therapies	Dr Clare Young

Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. If you have any role specific questions please email Dr Anu Devanga, Medical Lead for CAMHS Lead - anu.devanga@nhs.net or Dr Stephen Turberville, Medical lead for Acute CAMHS and CAMHS Provider Collaborative – Stephen.turberville@nhs.net.

If you would like a pre application conversation with the Chief Medical Officer, please contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to julie.street3@nhs.net

If you would like a pre application conversation with the Deputy Chief Medical Officer for CYPF, MH and Learning Disabilities, please contact Liza Ward (PA to the Deputy Chief Medical Officers) on 01202 492876 or via email to liza.ward2@nhs.net

Job Description

Specialist Doctor Job Description

Child and Adolescent PSYCHIATRY

CAMHS - Community

1. INTRODUCTION

- 1.1 This is a post for a Child and Adolescent Psychiatrist working in Shelley Clinic in Bournemouth. The postholder will work part time within the CAMHS team which provides comprehensive community services to patients registered with general practitioners within insert location.
- 1.2 CAMHS in Dorset HealthCare University Foundation Trust (DHC) has a positive relationship with the Dorset Integrated Care Services/Board (NHS Dorset) and both Local Authorities (LA), Dorset Council and Bournemouth, Christchurch, and Poole Council. These relationships support strong clinical engagement in developing and delivering the CAMHS Transformation Plan, in keeping with the National Government's Future in Mind and NHS Long term Plan. Six clinically led work streams lead implementation of the Transformation Plan and the successful candidate will be expected to join one or more of these work streams.
- 1.3 The Service is forward thinking and innovative. CAMH service is undergoing exciting development and change following new investment and there have been numerous developments in the recent years, including:
 - Mental Health in Schools teams (including within one of the Weymouth Catchment secondary schools) – well-established and good results.
 - A "Gateway," single point of access and brief intervention service
 - NDAC Neurodevelopmental assessment clinic, led by the Clinical Lead for Psychological therapies/ Consultant Clinical Psychologist.
 - CAMHS Psychiatry Liaison/Enhanced Support (Enhanced Support and Liaison Team) – Pan Dorset
 - Plans for a CAMHS PICU
 - New digital ways of working and with virtual evidence-based interventions for changing the way we work and traditionally deliver services
 - There are opportunities to participate in Service development through the CAMHS work streams where innovation and quality improvement are high on the agenda
- 1.4 Pebble Lodge (CAMHS inpatient unit) has an OUTSTANDING rating from the Care Quality Commission (November 2017), whilst Community CAMHS in Dorset HealthCare has a GOOD rating from the Care Quality Commission (July 2016). The onsite Quay school has an OFSTED outstanding rating.

- 1.5 Southeast Dorset (Bournemouth Christchurch) is a special part of Dorset County/country, with a mixture of coast, countryside and Towns offering a wonderful lifestyle. The area includes the Jurassic Coast (World Heritage Site) and areas of Outstanding Natural Beauty whilst offering easy access to Exeter, Poole, Weymouth, and a direct train line to London/Manchester/parts of midlands. Bournemouth is a coastal resort town with areas of high affluence and significant socio-economic deprivation and within Dorset it has the most diverse population.
- 1.6 The clinical base is at Shelley Clinic, Boscombe, Bournemouth which is very close to the beach and the famous piers.
- 1.7 This is a post for a full time Specialist doctor working in Core Community CAMHS. The postholder will work alongside a substantive Consultant and a skilled MDT (Team Structure – Page 18 - 19) within the Bournemouth and Christchurch team which provides comprehensive community-based services to young people up to the age of 18 registered with general practitioners within the area. The service also gets cross cover from the Consultant Psychiatrist covering Poole (the other inner city/sub-urban service within the Trust).
- 1.8 The postholder will have specialist doctor and consultant colleagues within community, inpatient, and specialist CAMHS (community team for children and young people with intellectual disabilities and Forensic CAMHS). The teams are based (with some colocation) in Bournemouth, Poole, Blandford, Weymouth, and Dorchester. The inpatient unit is in Westbourne, Bournemouth.
- 1.9 Bournemouth and Christchurch CAMHS has a broad range of disciplines including psychiatry (core and higher specialty trainees), nursing, non-medical prescribers, psychology, systemic family therapy, child and adolescent psychotherapy, social work, occupational therapy, and neurodevelopmental practitioners. The staff support structure on Page 18 - 19 provides details regarding head count and WTE.
- 1.10 We have good working relationships with our partner agencies in the locality driven by a service wide 'Thrive' model of understanding the needs of families and young people. Partner agencies include social care, education/SEN, voluntary sector, youth justice service, Adult Mental Health, and Paediatrics.

2. ORGANISATION OF CLINICAL SERVICES

The Trust's mental health services are organised in the following way: -

- 2.1 **CAMHS Inpatient** Pebble lodge is a 10-bedded adolescent in-patient unit in Westbourne, Bournemouth. The service is provided by the Trust and nationally commissioned by NHS England and now part of the regional Provider Collaborative. There is a clear pathway for accessing admission to Pebble Lodge; the pathway is supported by a bed manager, and by close partnership with neighbouring inpatient units and with NHS England. There are close

links between the Pebble Lodge team, Closer to Home service, CAMHS Enhanced Support and Liaison team and the Dorset Community CAMHS teams. Shared clinical and management leadership structures are in place to support these links. There are established arrangements with a network of consultant medical colleagues to cross cover annual and study leave.

- 2.2 **CAMHS Enhanced Support and Liaison Service** The liaison psychiatry service within Dorset was reconfigured in spring 2021 and a separate service was created for CYP. The liaison service aims to provide a comprehensive service to young people attending the acute hospital sites in the county, Emergency department and Paediatric/medical assessment units requiring a psychiatric opinion or input.

Towards the end of last year (2022), the Pan Dorset crisis support (enhanced support) service was launched. The Enhanced Support and Psychiatric liaison services were combined under effective leadership from Senior Clinicians and Clinical Service Manager. The function of the new team is in line with the NHS Long Term Plan crisis service requirements. The service operates between the hours of 08.00-21.00, 7 days per week. Outside of the service operational hours support is available via the Trust's Connection service and CAMHS OOH's Night Practitioner. The provision of Enhanced Support and Liaison is to offer advice and triage, crisis assessment, brief response, and intervention. The operational leadership to the service is provided by CAMHS Service Manager Band 8a; clinical leadership is offered by Senior Clinical Service Manager (Band 8b Clinical Psychologist) and Consultant Psychiatrist (for the liaison component of the service). The rest of the team will consist of Band 4 Senior Support workers and Band 6 Community Practitioners (we have a team, and more are being recruited), Band 7 Team Leads, Band 7 Enhanced Support & Liaison Senior Practitioners and Band 7 Clinical Psychologist. The Connections telephone service is an all-age telephone support service and operates 24/7. The team will support young people open to the Enhanced Support and Liaison team outside of the service operational hours (21.00-08.00) should they call in for support. Connection also provides 'Street Triage' telephone support to the police between the hours of 7pm and 3am.

- 2.3 **Closer2Home** is commissioned by the Wessex and Dorset Provider Collaborative and provided by three NHS Trusts working together across Hampshire and Dorset; Dorset Healthcare University Foundation Trust, Southern Health NHS Trust, and Solent NHS Trust. Each Trust has its own Closer2Home Team, and the overall service is coordinated and managed by Sussex Partnership NHS Foundation Trust as part of the Provider Collaborative. Staff work across the Trusts and within the Closer2Home teams to provide the flexibility to meet the needs of the service.

Closer2Home is an intensive home treatment service that supports children and young people with acute mental health problems in their homes by providing intensive input and support up to three times a day. This specialist service helps young people to remain at home who otherwise would have been admitted to an inpatient hospital and operates 365 days a year from 8am-8pm.

The service focuses on providing support to three main patient groups, which includes:

- a) Young people who repeatedly harm themselves and/or make suicidal gestures; and who may also experience emotional lability and distress in relationships,
- b) Young people with complex eating disorders, especially anorexia nervosa, who require intensive treatment,
- c) Young people currently in Tier 4 mental health services who could be discharged or moved closer to home if there were increased support.

Though these groups have been identified as the primary focus, the team has the generic and specialist skills to address a range of emergency psychiatric presentations. This includes young people with affective disorders with suicidal thoughts and behaviour, debilitating anxiety disorders, young people with neurodevelopmental difference and/or intellectual impairment that display behaviour that challenges, and emerging psychosis that may necessitate admission. The service is made up of several clinical and non-clinical professionals, who have a range of skills and expertise. These include Mental Health Practitioners, Community Adolescent Senior Support Workers, and Peer Support Workers.

- 2.4 **CAMHS Gateway:** In January 2020, a service improvement proposal was developed to create an assessment and brief intervention team as the front door to community CAMHS services. The intention was to ensure that CYP are seen in a timely way for assessment and brief evidence-based interventions. Where need determined it, further specialist multi-disciplinary support would still be available through the community CAMH teams (x6) in the service.

Along with greater access to timely assessments for CYP, Gateway has established close partnership working relationships with the Voluntary Community Social Enterprise (VCSE) services across Dorset, which has enabled access to increased choice for CYP and their families. Whilst demand has continued to be high for specialist mental health provision, there is a greater need to work collaboratively across health, education and social care, and these partnership relationships are continuing to improve with the central point of access that Gateway can provide.

As a service, Gateway has evolved since it launched in September 2020, and it became a Pan-Dorset service in January 2021. Gateway provides advice and guidance, as well as assessment and some discrete interventions where this is indicated. Interventions are primarily provided by Wellbeing Practitioners and Band 6 CAMHS practitioners. Examples of interventions include:

- Psychoeducation
- Support and guidance for parents and carers
- Decider Skills (DBT based intervention)
- Earlier identification of neurodevelopmental assessment needs (and signposting to relevant services)
- DNA-V group (ACT based intervention)

- 2.5 **Community CAMHS** There are five locality CAMHS teams across the county: Poole, Bournemouth & Christchurch, East & North Dorset, West Dorset, and Weymouth & Portland. North and East Dorset CAMHS were historically 2 smaller rural teams, which have

recently been merged to create a larger team with the hope and plan that this will create more resilience in the teams, ensure a strong and varied skill mix amongst the MDT. However, each team has input from an individual Consultant Psychiatrist who cross cover each other on NWD and leave. Generally, referrals to community CAMHS are screened and assessed by the Gateway team before being passed on to Specialist CAMHS if appropriate.

- 2.6 **Community Adult Mental Health Teams.** There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some particular patient groups, can be provided teamwide as appropriate. In West Dorset there are three locality community mental health teams; North Dorset, Dorchester & Bridport and Weymouth and Portland.
- 2.7 **Adult Inpatient Care.** The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gate-keeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of care, they will move to one of the treatment wards.
- 2.8 **Inpatient Rehabilitation.** There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Assertive Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.
- 2.9 **Home Treatment Team.** There are two Home Treatment Teams (HTT) for East Dorset and for West Dorset. They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.
- 2.10 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include:-
- Early Intervention in Psychosis Service
 - Assertive Outreach Teams
 - Forensic Team (including inpatient Low Secure Unit and a Community Forensic team)
 - Perinatal Service
 - Eating Disorders Service
 - Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
 - Community Adult Asperger's service
 - CAMHS
 - Learning Disabilities service
 - Adult Learning Disabilities service
 - Access Mental Health – Connections, The Retreats and Front Rooms

3. CLINICAL DUTIES

- 3.1 The post holder will provide leadership to a multidisciplinary team, alongside a Consultant Psychiatrist, Clinical Service Manager (CSM) (Band 8a) and a Team Leader (Band 7). The clinical aspects of the post arise from an overall role to lead the team in the provision of effective assessment and treatment services for patients aged up to 18 years. The role includes a focus on supporting improvements in the process of transition to the adult mental health services as and when appropriate.
- 3.2 The postholder will be expected to work as part of an outreach focused multi-disciplinary mental health team and work jointly and flexibly with colleagues from Social Services, Education, and health colleagues in other Trusts. The postholder will take part in multi-disciplinary case conferences and reviews as required by the clients' clinical needs and the Trusts operational policies.
- 3.3 As a senior professional, your role will naturally include activities supporting both direct clinical contacts, and service delivery. Examples of these activities include policy development, quality improvement initiatives, teaching, appraising colleagues, line management or other nominated roles. A job plan will be developed by the Medical Lead for CAMHS.
- 3.4 The post holder will be expected to work with the Bournemouth and Christchurch core CAMHS to cover emergency work and to keep waiting lists within the Trust agreed limits.
- 3.5 The post holder will take part in the West Dorset On-call rota 1 in 8 unless exempted under special conditions following discussion with the Chief/Deputy Chief Medical Officers. The on-call rota is paid at 5% on call availability supplement plus 1.5 Additional Programmed Activities.

This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior On-call rota, which is supported by ANPs, specialty/specialist doctors and Consultants. When on-call the postholder is expected to provide advice and support to the inpatient wards and liaise with Dorset County Hospital (ED and other wards for patient transfer). When necessary, it is expected that the on-call Specialist Doctor will review patients on the wards in person. At weekends and on bank holidays there is a consultant led inpatient review to see patients in longer term seclusions and newly admitted patients to ensure that they are seen within 24 hours of admission, but this routinely happens in the East of the County since the Pandemic.

- 3.5 The postholder will provide first line of cover for annual, study and emergency sick leave for the Team Consultant (and vice versa). They will have supervisory support from the Consultant who is the designated cross cover for the Team Consultant.

4. CONTINUING PROFESSIONAL DEVELOPMENT

- 4.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).

- 4.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.
- 4.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.
- 4.4 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.
- 4.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.
- 4.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

5. SUPPORTING CLINICAL STAFF

JOB ROLE	WTE	HEAD COUNT
Team Leader	1.8	2
Advanced Clinical Practitioner	1.0	1
Consultant Psychiatrist	0.75 (Tuesday to Friday with 3 p.m. finish on a Thursday)	1
Specialist doctor – VACANCY – currently covered by 2 Consultants – 1 Substantive and 1 Locum both 0.5 WTE	1.0 WTE	1
Senior Team Administrator	1	1
CBT Practitioner	1.4	2
Occupational Therapist	0.6	1
Family Therapist	1.5	2
Medical Secretary	2 WTE - 1.4 WTE recruited to 0.6 Vacancy	2
Assistant Psychologist	2.0	2
Clinical Psychologist	1 (0.5 due to commence in October)	2
CAMHS Community Practitioner/Nurse	1.6	2

Nurse Prescriber	0.5 Wednesday – Thursday	1
Nurse Prescriber	0.2 (Monday or Tuesday) may increase to 0.6 WTE by mid-next year	1
Administrative Assistant	3.0	3
Mental Health Support Worker	0.5	1
Primary Mental Health Worker	2.0	2
Junior Doctor (CT 1-3)	1.0	1 or 2 (2 – August – September 2023 & Then 1 until early Feb 2024)
Junior Doctor (ST4) – currently filled by Locum trainee 0.6 WTE	1.0 – 0.6 WTE ST4 due to start on 25 September 2023	1
Community Nurse	3.0	3
Psychotherapist	1.2	2
Clinical Service Manager	1.0	1
CAMHS social worker	2.0	2
Neurodevelopmental Practitioner	0.8	1

6. LEADERSHIP STRUCTURES

- 6.1 This post and service sits within the wider CAMHS portfolio of services, which is part of the CYPF, Mental Health and Learning Disabilities Directorate.
- 6.2 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.3 The Trust has close relationships with the CCG and the Local Authorities to which we relate (Bournemouth, Christchurch and Poole Council and Dorset Council).
- 6.4 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

7. CLINICAL GOVERNANCE

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.

- 7.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.
- 7.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

8. TEACHING AND TRAINING

- 8.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Health Education Wessex standards.
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students. Medical students are regularly attached to the psychiatric teams.

9. SECRETARIAL SUPPORT

- 9.1 The post holder will have administrative time/support available to facilitate timely circulation of written communication with clinicians, referrers, and patients. The post holder will have a designated desk in a shared office with the other/medical colleagues.

10. POSTGRADUATE FACILITIES

- 10.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

11. TERMS AND CONDITIONS

- 11.1 The contract will be based on the Terms and Conditions of Service agreed between the BMA and the Department of Health for Specialist Doctors in England. The Trust will also implement the Code of Conduct for Private Practice, which sets out standards of best practice governing the relationship between NHS work, private practice, and fee-paying services.
- 11.2 The post holder must be Mental Health Act Section 12 approved at appointment and be registered with the General Medical Council. The successful candidate must hold a current driving licence.
- 11.3 As a Specialist Doctor the postholder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the Specialist Doctors job planning meeting.

A provisional timetable is given below:

	AM / PM	Duties
Monday	AM	Outpatient Clinic
	PM	Outpatient clinic/home visit/emergency slot
Tuesday	AM	Outpatient clinic/Home visit/Paediatric liaison
	PM	SPA – Service Development/Faculty meeting/MAC – 1.0
Wednesday	AM	MDT Meeting, Team Supervision, Formulation and Reflective practice
	PM	SPA – CPD & Revalidation 1.0
Thursday	AM	Outpatient clinic/Home visits
	PM	Outpatient clinic/clinical admin/Trainee supervision
Friday	AM	Outpatient clinic/Home visits
	PM	Emergency slot/clinical admin
Programmed activity		Number
Direct Clinical Care		8.0
Supporting Professional Activities		2.0
Other NHS responsibilities (to be discussed with the clinical director)		-----
External duties (to be discussed with the clinical director)		-----
Total Programmed Activities		10.0

12.3 The postholder will be line managed by the Medical Lead for CAMHS who will keep the job plan under review

13. COMMENCEMENT OF DUTIES

13.1 The post is available from November 2023.

13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

14. REMUNERATION & BENEFITS

14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

14.1 Salary

The appointment is at Specialist Grade with salary thresholds from £81,500 - £92,500 per annum for a full-time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. . The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS

Specialist Doctor and may take account of other consultant level experience or factors in accordance with the Terms and Conditions – Specialist Doctors. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

14.2 Annual Leave

Entitlement will be 27 days per annum for full time working, increasing to 34 days with 7 years of service. In addition there is entitlement to 8 Public/Bank Holidays. For specialists doctors contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

14.3 Sick Pay

Entitlements are outlined in paragraph 225 – 240 of the TCS.

14.4 Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

14.5 Equal Opportunity & Diversity

Dorset HealthCare University NHS Foundation Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

14.6 Flexible Working

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

14.7 Maternity, Paternity and Special Leave

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available. Additional Paternity Leave (APL) is also available subject to eligibility. In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal, or family reasons. We also offer up to 5 days compassionate leave to all employees.

14.8 Relocation Expenses

The successful candidate may be eligible to apply for assistance with removal and associated expenses of up to £10,000 in accordance with the Trust's Relocation Policy.

14.8 Recruitment and Retention Premium/Bonus

The successful candidate would be offered a recruitment and retention premium of £10,000, in accordance with the Trust's RRB policy. The candidate is expected to remain in post for at least 24 months and the RRP will be paid in instalments over the first 12 months. Please refer to Trust policy.

14.9 Travel Expenses

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

14.10 Two Ticks Disability Symbol

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

14.11 Policies and Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, Doris, or from your manager.

In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

14.12 Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

14.13 References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references. Please note that this must cover the last three year period.

14.14 Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

14.15 DBS Checks

The appointment will be subject to enhanced clearance from the Disclosure and Baring Service.

14.16 Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

14.17 Period of Notice

The employment is subject to three months' notice on either side

15. WELLBEING

As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

- 15.2 Details about OH are disseminated at induction and regularly when in post
- 15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients (e.g. nominated senior colleague support, Balint Groups for Consultants, etc.)
- 15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload)

Person Specification

SPECIALIST DOCTOR IN CHILD AND ADOLESCENT PSYCHIATRY

REQUIREMENTS	ESSENTIAL
Qualifications/Training	General medical qualification e.g. MBBS, or equivalent and hold a Licence to Practise.
Experience	Shall have completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted.
Clinical Skills	High levels of competence in diagnosis, risk assessment, care planning and prescribing.
Leadership Skills	Able to provide clinical leadership to a multi-disciplinary team. Able to prioritise work to meet competing clinical demands.
Organisational Skills	Have good organisational skills and able to organise own work.
Teamwork	Understand principles of multi-disciplinary team working. Demonstrate ability to work as a member of a team and to liaise effectively with colleagues within the hospital.
Clinical Governance	Understand and actively support the principles of Clinical Governance including audit and outcome measures. Demonstrate a good understanding of continuing professional development needs and revalidation.

Management Skills	Understand the importance of working with managers in the interest of good patient care
Self-Awareness	<p>Understand their strengths and weaknesses and how these attributes affect professional functioning.</p> <p>Knowledge of the stress/stressors involved in being a specialist doctor and how to manage these appropriately and understand the importance of seeking support at the right time.</p>
Working with Patients and Carers	Demonstrate a good understanding of how to work in partnership with patients and carers.
Commitment to NHS Values and DHUFT Vision	<p>Demonstrate an understanding of, and commitment to, NHS Values and DHUFT vision:</p> <ul style="list-style-type: none"> • Respect and Dignity • Making recovery a reality • Commitment to quality of care • Compassion and kindness • Improving lives • Working together for patients • Everyone counts • Being a learning organisation

Medical Leadership Team

MEDICAL LEADERSHIP TEAM

