

# Job Description

**Specialist doctor  
CESR Fellowship Programme**

**Split post between Cambridge Adult locality team  
(CALT) and the in the Personality Disorder  
Community Service (PDCS)**

**Full Time  
2 years fixed term contract**



CPFT is supported by the **HeadtoToe Charity** – visit [www.HeadToToeCharity.org](http://www.HeadToToeCharity.org) for more details

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**A member of Cambridge University Health Partners**

## JOB DESCRIPTION

<b>Title</b>	Specialist, CESR Fellowship Scheme
<b>Location</b>	Base Community: (CALT) Union House, Cambridge, PDCS is trust wide (various bases in Cambridge, Huntingdon, Wisbech and Peterborough)
<b>Prime Responsibility</b>	Adults aged 17-65
<b>Hours</b>	Full time, 7 Programmed Activities, less than full time applicant's welcome
<b>Contract</b>	Up to 2 years fixed term contract
<b>Salary Range</b>	£83,945.00 - £95,275.00
<b>Professionally Accountable to:</b>	Trust Board through the Chief Executive, and through the Medical Director <b>Dr Cathy Walsh</b> for all professional matters.
<b>Operationally Accountable to:</b>	Hosting Consultant for placement <b>Dr Gemma Horton</b> and the Clinical Director for Adult and Specialist Services, <b>Dr Caroline Meiser-Stedman</b>
<b>Purpose of CESR Fellowship Programme</b>	<ul style="list-style-type: none"> <li>The CPFT CESR fellowship programme provides a personalised programme for doctors wishing to gain entrance to the specialist register through the CESR process. (Now renamed the Portfolio pathway)</li> <li>This post will be primarily based in the Cambridge Adult locality team (5Pas) and spend 2 PAs in the Personality disorder service. It will include special interest placements as needed in inpatient, community and emergency work as well as opportunities to gain experience in a range of non-clinical areas.</li> <li>The CESR fellows will also receive clinical and educational supervision with a focus on professional development and successful CESR application.</li> </ul>
<b>Key tasks:</b>	<p>In CALT</p> <ul style="list-style-type: none"> <li>Manage complex patients</li> <li>To work alongside consultant colleagues to provide clinical leadership to the community mental health team</li> </ul> <p>In PDCS</p> <ul style="list-style-type: none"> <li>To observe local and national employment directives with regard to managed medical personnel and ensure adherence to appropriate NHS and Trust policies.</li> <li>Manage complex patients</li> </ul>

	<ul style="list-style-type: none"> <li>• Work with Consultant Psychiatry colleagues to maintain oversight of the treatment programme and support the staff team within PDCS.</li> <li>• Be actively involved in service development and delivery, with a strong consultative role.</li> <li>• Provide liaison to Emergency services, Community Teams, GPs, Primary Care Mental Health Service and Adult wards within CPFT regarding management of patients with personality disorder.</li> <li>• Ensure excellence in and continuity of care including safe and efficient patient records</li> <li>• Contribute to the teaching, training and mentoring of junior medical staff and in-service training and supervision of multi-disciplinary team (MDT) members</li> </ul> <p>Both teams</p> <ul style="list-style-type: none"> <li>• Facilitate joint working, case consultation and case transfer</li> <li>• Support audit, research and service development</li> <li>• Ensure that practice is up-to-date and in line with the GMC Good Medical Practice Guidelines including ability to evidence this for the purposes of annual appraisal.</li> <li>• Actively participate in both departmental and Trust matters concerning Clinical Governance, audit and research.</li> <li>• Ensure active participation in continuing professional development (CPD) including working towards CESR application.</li> </ul>
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## **CAMBRIDGESHIRE AND PETERBOROUGH FOUNDATION TRUST (CPFT)**

Cambridgeshire and Peterborough NHS Foundation Trust (CPFT) is an organisation whose prime purpose is to provide excellent mental health, specialist learning disability and community services for our patients across Cambridgeshire and Peterborough - and in some service areas further afield. The Trust was rated as 'Good' in the most recent CQC inspection.

CPFT is a University of Cambridge Teaching Trust and member of Cambridge University Health partners (Academic Health Science Centre), working collaboratively with the University of Cambridge Clinical School. We are a partner in the local Collaborations for Leadership in Applied Health Research and Care (CLAHRC) and are proud of our extensive portfolio of research projects. We are the host employer for the Mental Health and Learning Disabilities Research Network covering Cambridgeshire, Norfolk and Suffolk. Established in 2008,

CPFT is a thriving health and social care organisation providing care and services with an enviable reputation for our innovative approach to delivering health and social care. We are a leading-edge provider of integrated community, mental health and learning disability services working in partnership with our commissioners, local authorities and voluntary sector organisations. We are the host employer for community learning disability staff working as part of integrated learning disability services for the Learning Disability

Partnership.

The Trust covers a mixed rural and urban area within the cities of Cambridge and Peterborough and market towns in Huntingdonshire, Fenland, East Cambridgeshire and South Lincolnshire; serving a population of about 800,000 within the administrative boundaries of Cambridgeshire County Council, Peterborough City Council, the Cambridgeshire, Peterborough Primary Care Trust and some GP practices in South Lincolnshire and West Suffolk. Commissioning is by Cambridgeshire and Peterborough Clinical Commissioning Group and the East of England Specialist Commissioning Group.

More information about CPFT can be found at [www.cpft.nhs.uk](http://www.cpft.nhs.uk).

More information about the Cambridgeshire University of Developmental Psychiatry can be found at [www.psychiatry.cam.ac.uk](http://www.psychiatry.cam.ac.uk)

## **CESR FELLOWSHIP SCHEME**

The CPFT CESR fellowship scheme provides a personalised programme for doctors wishing to gain entrance to the specialist register through the CESR process (now renamed the Portfolio pathway). It allows experience in inpatient, community and emergency work depending on the individual doctor's needs.

It further allows opportunity to gain other required experience including audit/quality improvement, psychotherapy, teaching, leadership and management, research competencies and involvement in clinical governance. Each fellow will have a job plan that provides a 70/30 split between clinical service commitment and SPAs including a special interest day.

Following successful appointment, discussions between the appointed CESR fellow and a CESR tutor/educational supervisor will take place to develop a programme based on the assessment of the individual's specific strengths and needs.

The fellow will receive support from their clinical supervisor in developing and demonstrating clinical and non-clinical competencies and developing a robust portfolio. They will be offered 3 monthly educational supervision focusing on training needs and portfolio development. The trust has recently appointed a CESR Tutor Role to coordinate the fellowship programme and provide support and guidance for CESR fellows.

The Fellowship program is for up to 2 years and at the end of this time it would be anticipated that most successful candidates on the scheme would be eligible to apply for consultant posts. A further year can be arranged dependent on the professional and developmental needs of the candidate.

The fellows will be offered support in applying to consultant posts or in pursuing other career options. The scheme will allow them to become familiar with clinical teams where there may be opportunities for a future substantive consultant role and to be fully appraised of local opportunities for substantive vacancies at consultant level within the Directorate.

## **THE SERVICES**

### **Adult Community Care**

Adult Community services provide specialist, community based, mental health assessment and treatment for people with severe mental health problems. The teams are organised into locality teams aligned with GP surgeries and primary care. In Cambridge there are two teams.

- Cambridge North Adult Locality team: Union House, Cambridge
- Cambridge South Adult Locality team: Union House, Cambridge

The locality teams have strong links with the GPs and primary care services through senior mental health clinicians (PRISM) working with groups of GP practices.

Specialist services working closely with all localities:

- CAMEO, which is an early intervention in psychosis service for people experiencing their first episode psychosis
- Personality Disorders Community Service – for people with personality disorders
- Perinatal Mental Health Service

### **The Personality Disorder Community Service**

The Personality Disorder Community Service (PDCS) is a service designed around the principles in NICE guidelines, for patients who have severe personality difficulties and other complex needs. Many of them have exhausted resources within other statutory and non-statutory agencies. PDCS offers a treatment programme which includes psychological and occupational therapy interventions in groups, along with more tailored interventions for those that are on the more severe and complex end of the spectrum. We work in partnership with our patients, carers and other psychiatric services to manage high risk and impairment in a recovery focussed way.

This is in line with research indicating that evidence-based treatment can enable patients with a diagnosis of Personality Disorder to live with longer periods of wellness, with increased capacity to manage their illness and engage in meaningful social roles. It also indicates that treatment should be targeted at acute symptoms of self-harm, impulsivity and suicidality, as well as chronic symptoms of social isolation and difficulties in maintaining relationships. We provide a service which helps contain or reduce the high levels of stress and arousal which are generated at the level of the patients themselves and for other supporting services – this includes educational and liaison functions. We try to be reflective rather than reactive. We use outcome measures to monitor progress. We are structured but flexible and evolve according to the changing needs of patients or the services we interface with.

## **POST-**

### **(Cambridge Adult locality team)**

This post is providing clinical leadership and patient care in our community mental health team in South Cambridge

The post is based in Union House in Cambridge. Alongside a team of substantive consultants, you will provide assessment and treatment for all patients in your area. Consultant psychiatrists work with a sector team to cover a geographical patch. They also have aligned staff from the award-winning Primary Care Mental health Service (PCMH) team who support and assess patients in primary care and step patients up into the team when needed. Consultants are expected to form close working relationships with their allocated group of GPs and to provide support and supervision to the Primary Care Mental Health team in their area as well as to provide care to patients needing specialist mental health care.

### **Key Clinical Responsibilities**

The post holder will provide clinical leadership to the team working alongside consultant colleagues. He or she will contribute to assessment of patients referred to the service for diagnosis and treatment of mental disorders and support MDT members who carry out assessment of patients both within the teams and in primary care. They will help to facilitate accurate diagnosis and timely interventions so that treatment can be delivered in a timely manner and in accordance with the recovery model. He or she will also provide ongoing treatments to patients that are evidence based and supported by NICE guidelines maintaining a bio psychosocial approach.

The post holder is expected to work towards gaining their Approved Clinician status and in time gain a comprehensive awareness of Mental Health, Mental Capacity and Care Act legislation.

The post holder is expected to be committed to a multidisciplinary approach to care and actively contribute to MDT meetings and formulation meetings and work in close collaboration with team members, care coordinators, other CPFT services and statutory agencies as required for the care of community patients. Alongside the locality consultant they are expected to develop close working relationship with primary care, particularly General Practitioners, and support primary care clinicians to manage patients with mental health difficulties within the primary care setting where appropriate.

The post holder will be expected to contribute to the collection of clinical information to ensure further service development and to enable audit, participate in clinical governance activities and contribute to the day-to-day management and to the overall service development agenda through collaboration with managerial and clinical colleagues.

The Trust is developing its services in line with modernised psychiatric practice. There will be opportunity to be actively involved in planning and developing services, and there will be opportunities to engage in quality improvement and service development work that is ongoing in the Trust.

## **Other responsibilities**

The post holder will be required to maintain his/her education, professional development and accreditation. Appropriate time and financial support is available for this purpose. The post holder undertakes, exceptionally, to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

### **Notes**

- a) This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- b) This job description will be reviewed regularly in the light of changing service requirements, including the possibility of the work base changing to one of the other services within the Trust boundary of Cambridgeshire and Peterborough. Such a change would be discussed with the post holder and would form the basis of a revised job plan.
- c) The job plan is subject to review annually by the post holder and Clinical Director, Associate Clinical Director or CESR tutor. The post holder will participate in annual appraisal and will re-validate with the General Medical Council. Collection of 360 degree feedback and patient feedback for these purposes is now routine.

## **Personality disorder service**

### **Main Duties and Responsibilities**

#### **Specific duties:**

This is an exciting and challenging post, offering opportunities for growth and development in a supportive and structured environment. The post holder will work alongside consultant colleagues in the PDCS team to deliver a service to patients with severe personality disorders and complex needs. The post holder will be expected to deliver skilled clinical care to patients, supervision and support to staff and liaison with the wider system that supports these patients.

In time the post holder will also supervise referral sources such as Primary Care Mental Health Service and locality teams in order to ensure that patients are referred appropriately to the service. In addition, they will support GP's needing advice and support around management of patients with Personality Disorder.

There will be scope to develop innovative strategies that expand and develop provision in this area and to build on existing treatment and research programs conducted in the team.

#### **General duties:**

- Represent the team to other Consultants and Management
- Clinical areas:

- Biopsychosocial approach to treatment
- Evidence based interventions
- Legal issues
- Boundary setting
- Liaison with other CPFT teams and external organisations
- Clinical Leadership:
  - Enabling/Encouraging/Supervising other team members and working towards high team morale (Team mind)
  - Strategic planning and development
  - Available to the team, both as individuals and the team as a whole
  - Attend regular reviews, team meetings, multiagency meetings
  - Provide consultation and advice to other teams
- Education:
  - Junior Doctors and medical undergraduates
- Other disciplines
- Participate in:
  - Evaluation
  - Audit
  - Research
  - Purpose and functioning of the team
- A source of wisdom to the team

The successful applicant will:

- Work in accordance with the New Ways of working initiative; attend regular team meetings such as MDT meetings and formulation meetings to discuss clinical issues with team members, external colleagues and other statutory agencies as required for the care of community patients.
- Provide clinical leadership and actively liaise with general practitioners, psychiatrists and other hospital specialists, statutory and non-statutory agencies, whenever relevant to the care and treatment of patients.
- Be committed to a multidisciplinary approach to care.
- Use evidence-based interventions.
- Offer a consistent response to referrers/service users in a timely fashion.
- Offer accurate diagnosis and timely interventions so that treatment can be delivered to prevent chronicity and dependency on psychiatric services, in accordance with the recovery model.
- Work closely with the Crisis Resolution/Home Treatment Team and inpatient teams to facilitate the smooth transition of patients throughout the care pathway.
- Attend Mental Health Act assessments as requested for relevant patients.
- Participate in the development and maintenance of care programmes for patients.
- Participate in the teaching programmes of the multidisciplinary team.
- Contribute to the collection of clinical information to ensure further service development and to enable audit.

- Work closely with Consultant colleagues to contribute to the provision of appropriate cover for daytime, 9am to 5pm, (working days) and for periods of annual/study/special leave.
- Participate in clinical governance activities.
- Contribute to the teaching activities in the Trust.
- Contribute to the day-to-day management and to the overall service development agenda through appropriate involvement with managerial and clinical colleagues.
- Undergo annual appraisal and fulfil the requirements of continuing professional development (CPD) in order to meet the criteria for revalidation by the General Medical Council.
- Agree a job plan with the Clinical Director and CESR tutor.
- Attend the Trust Wide Consultant Meetings.

### **Training and Development**

The post holder is expected to participate in the Trust's annual Appraisal process and to attend all relevant mandatory training as and when required to do so.

The post holder will be expected to take part in annual job planning.

Throughout the programme the appointee will have three SPAs each week including a protected special interest day. This can be used for additional clinical experience such as inpatient, crisis work and psychotherapy, development of non-clinical competencies and portfolio development.

### **Study and Training (Specific to the CESR programme)**

The CESR fellows will have access to a programme of support to develop skills in teaching, leadership and governance, audit and quality improvement and research skills. Opportunity will be provided to gain supervised experience with psychotherapy.

There is an active programme of academic meetings across the Trust (case presentation and linked evidence-based medicine review) and through Cambridge University, which all junior staff are encouraged to attend. There are also CPD events for SAS doctors and the opportunity to join a peer group.

The Appointees will be entitled to study leave consisting of 30 days leave over a 3-year period. The appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding this activity at £600 per year.

### **Teaching**

The appointee is expected to participate in teaching and training of junior staff, medical students and trainees in psychiatry, and to supervise junior medical staff within the specialty. The post holder would be eligible to undertake a formal 'Training the Trainers' course such as the Integrated Foundations of Medical Education course (IFME) through Cambridge University institute of Continuing Education .

## **Research**

CPFT is a top research active NHS trust and in conjunction with the University Department of Psychiatry in Cambridge encompasses a diverse portfolio of research interests and opportunities. The trust hosts the NIHR Applied Research Collaboration East of England and works with national, international and local partners to conduct high quality research into mental and physical health, and support innovation to improve care services.

Opportunities are available to develop research skills dependent on the candidate's interests.

## **Working Arrangements**

There is secretarial support from the Admin Hub, and shared consultant office space with access to PC. Remote IT access facilities are available, including mobile phone and remote working laptop.

## **Notes**

- a) This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- b) This job description will be reviewed regularly in the light of changing service requirements, including the possibility of the work base changing to one of the other services within the Trust boundary of Cambridgeshire and Peterborough. Such a change would be discussed with the post holder and would form the basis of a revised job plan.
- c) The job plan is subject to review annually by the Consultant and Clinical Director. All consultants participate in annual appraisal and will re-validate with the General Medical Council. Collection of 360 degree feedback and patient feedback for these purposes is now routine.

## **INDICATIVE TIMETABLE**

Monday	Tuesday	Wednesday	Thursday	Friday
CALT Outpatient clinic/ Liaison with primary care	SPA: Special Interest Day	PDCS MDT meeting	CALT Joint review and formulation meeting  Supervision/admin	CALT Consultant meeting and admin.  Supervision to team

CALT Outpatient Assessment Clinic, home visits	SPA: Special Interest Day	PDCS Outpatient assessment, Clinic/home visits	SPA: Supporting professional activities	CALT Urgent clinical reviews
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The specific scheduling of clinics may vary and are to be agreed with the successful applicant

THE PERSON SPECIFICATION		
	Essential Criteria	Desirable Criteria
<b>Education/ Qualifications</b>	Full registration and licence with the General Medical Council  MBBS or equivalent	Approval under section 12 of the Mental Health Act 1983  MRCPsych or equivalent
<b>Experience</b>	Significant post graduate experience in general adult psychiatry  Proven experience of good working relationships within a multi-disciplinary team.	Experience in working in Adult community mental health  Experience in working in specialist community personality disorder services  Experience of teaching and speaking to wider stakeholder groups.  Experience in research and service evaluation work.  Experience engaging in and delivering of clinical supervision and training.
<b>Skills/Ability/ Knowledge</b>	Extensive knowledge of general adult psychiatry, community mental health service delivery model(s) and research issues.  Knowledge of policy and legislation relating to mental health and social care services.  Decision-making and problem-solving skills.	Experience in audit, investigation of complaints or similar.  Understanding of use and need for, performance management information.  Able to make use of Information Technology.

	<p>Ability to travel effectively and quickly across large geographical area including rural areas.</p> <p>Excellent written and verbal communication skills.</p>	<p>Ability to work effectively with a range of stake-holders fostering collaborative working.</p>
<b>Academic skills, lifelong learning abilities</b>	<p>Commitment to professional development and to the CESR process</p>	<p>Interest in research or Quality improvement work</p>
<b>Qualities/ Attributes</b>	<p>Good interpersonal skills and the ability to foster good inter-team/interagency working relationships.</p> <p>Able to demonstrate initiative and be proactive.</p> <p>Approachable and flexible Reliable.</p> <p>Committed to personal and team development.</p>	
<b>Equality</b>	<p>Demonstrate understanding of acceptance and commitment to the principles underlying equal opportunities.</p>	

### **Visiting**

Prospective applicants are invited to contact Dr Caroline Meiser-Stedman, Clinical Director, Adult and Specialist Mental Health Directorate. [Caroline.meiser-stedman@cpft.nhs.uk](mailto:Caroline.meiser-stedman@cpft.nhs.uk)

For information about the CESR Fellowship Programme contact **Dr Sue Green**, CESR Fellowship Tutor [Susan.green@cpft.nhs.uk](mailto:Susan.green@cpft.nhs.uk).

Reimbursed interview travel and subsistence expenses are limited to two preliminary site visits. This applies to travel within the UK and from point of entry into the UK. Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical Staff.

