

JOB DESCRIPTION

For the post of:

Consultant in Child and Adolescent Psychiatry

at

BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

JOB TITLE: CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY

BAND: YC72

RESPONSIBLE TO: DIVISIONAL DIRECTOR

ACCOUNTABLE TO: DIVISIONAL DIRECTOR

LOCATION: WHITEGATE DRIVE HEALTH CENTRE

THE TRUST:

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises Blackpool Victoria Hospital which is a large busy acute hospital and two smaller community hospitals – Clifton Hospital and Fleetwood Hospital and the National Artificial Eye Service. The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary hematology services for

Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Trust is highly active in clinical research. We are the highest recruiting center for many clinical trials for commercial and non-commercial sponsors; and have recruited the first global, European and UK patients across a number of specialties. The Clinical Research Centre is the dedicated facility for use by researchers, where patients can participate in research. We have high calibre staff with long track records of being research active, staff who are enthusiastic to get involved in research for the first time and staff who support research through their role.

JOB SUMMARY:

In accordance with the regulations, applicants must be eligible to work as Consultant in Child psychiatry. The post-holder should meet the requirements as noted in person specification (Appendix 1) and other employment checks. The CAMHS Service is part of the **Families Division**. The Division has wide ranging responsibility within the Trust which includes pediatrics, midwifery, and children's universal and targeted services. The post-holder will be welcomed as a member of the CAMHS multi-disciplinary team that has excellent working relations between medical staff and team members. Services are provided for the Blackpool CCG footprint with population 150,000 of which 32,000 are children under 16/18.

CHILD AND ADOLESCENT MENTAL HEALTH SERVICE (CAMHS):

CAMHS provides community mental health services to children and young people whose disturbance of emotional and psychological wellbeing substantially impacts on their lives to such an extent that they require specialist mental health intervention. Services are provided to the population of Blackpool CCG. Within Blackpool CAMHS we also have trainee and qualified Children and Young People Wellbeing Practitioners and Primary Mental Health Workers who provide previously called Tier 2 CAMHS within Blackpool CAMHS footprint.

LANCASHIRE CARE FOUNDATION TRUST (LCFT) CLINICAL PSYCHOLOGY:

The Clinical Psychology Service is managed by the Lancashire Care Foundation Trust; there are working relationships between Blackpool CAMHS and LCFT Clinical Psychologists e.g. joint family therapy clinics, Incredible Years Parenting programmes. In addition to CAMHS own clinical psychologist, CAMHS also receive 0.8 WTE Clinical Psychologist support from LCFT via a Service Level Agreement.

SECRETARIAL/ADMINISTRATIVE SUPPORT:

There is an administrative team based at Whitegate CAMHS. There is 1.8 WTE PA providing full secretarial support for the Consultants within the team. 1.50 WTE Team Secretaries for other clinical staff within team.

SERVICE MODEL:

The service has a delivery model that is based upon the HAS report 'Together we Stand' tiered approach modified for local requirements. The Service has also adopted the Choice and Partnership Approach (CAPA). The service provides for children and young people referred up to their 18th birthday.

The service can provide for young people beyond 18th birthday up to 19th birthday if already in the service and clinically appropriate to do so. A transition protocol is in place to transfer young people to adult services if required. The service is part of C&YP IAPT developing evidence-based practice and the use of Routine Outcome Measures (ROMS). The service is working towards adopting the THRIVE Model (Anna Freud Centre 2015) in conjunction with commissioners and other providers.

REFERRALS:

Modernisation work has been undertaken within the service with the support of all staff. The work to date has involved streamlining and improving referrals into the service. Referrers are encouraged to consult with CAMHS staff with respect to discussing individual cases before referral.

The service operates a Single Point of Access (SPA). The current referral rate is approximately 1400 per year. The current case load of the team is approximately 763. The service operates the Choice and Partnership Approach (CAPA), with all patients being allocated a care co-ordinator at Choice and Partnership. The post holder will be based within CAMHS with majority of direct clinical work requiring assessment, diagnosis and reviews of children and young people.

CASELOAD:

A full time post-holder can expect to have caseload of about 80, of which about 50 -60 would be children with diagnosis of ADHD. About 60-70% children with ADHD would usually only require annual reviews. The post holder is expected to undertake about 40-60 new cases/initial assessments per year. The post-holder would be expected to see 1-2 new/initial assessments a week (including urgent and emergency assessments) and 6-8 follow-up case slots a week. Follow-up slots will most often be individual interviews, family meetings, or case reviews, but could also include network meetings, safeguarding meetings, etc.

The post-holder will not be expected to carry a case load alone, but work in conjunction with the patient's care co-ordinator and wider CAMHS Team.

WAITING TIMES:

The service currently satisfies the national targets with respect to the waiting times from GP referral to Consultant appointment. The individual Consultant workload (for 1 WTE) is within the Royal College norms of 50/60 new cases per year. Currently, dependent on locum appointments to vacancy, Consultant routine waiting times can vary.

LINKS WITH THE LOCAL PAEDIATRIC, ADULT MENTAL HEALTH SERVICES AND LOCAL AUTHORITY:

Good liaison arrangements exist between paediatric secondary care and CAMHS staffs, Children who self-harm and who require admission are accommodated within the Paediatric Wards. Such children are initially assessed by the CAMHS duty practitioner if presenting during working hours or by the CASHES team if presenting during out of hours (From 5.00pm to 10.00pm on weekdays and on weekends). If necessary, the case will be discussed the Consultant Psychiatrist during working hours.

Integration with paediatrics and CAMHS is in place and the post-holder can assist in the development of further joint working. There are good links with the Blackpool Intermediate Adult Mental Health Service and pathways for the transfer of care i.e. ADHD. Blackpool Local Authority are leading on the development of Head start, a pilot scheme funded by the Big Lottery providing early intervention and prevention and working in conjunction with a number of agencies including Schools and CAMHS.

MANAGEMENT OF PSYCHIATRIC EMERGENCIES:

There are NO out of hour's on-call commitment currently for Consultant Child and Adolescent Psychiatrists. However, in view of CAMHS transformation agenda, this may potentially change. It is essential that Consultant has section 12 approvals under Mental Health Act and also has approved clinician status.

Currently, cases are assessed by CAMHS on the Paediatric wards or offered an urgent appointment within 24 hours or the next working day. Blackpool CAMHS service provides no out of hour's service. However, there is a CASHES (Child and Adolescent Support and Help Enhanced Response Team) that provides extended out of hours' assessment and support for mental health in children and young people presenting to the hospital during weekdays and weekends. CAMHS work in close liaison with CASHES team.

Arrangements are in place to access CAMHS inpatient /Tier 4 facilities when clinically required. For children and adolescents who require Tier 4 provision, there is access to The Cove, based at Morecambe. The Service is provided under LCFT (Lancashire Care NHS Foundation Trust) Emergency cover during working hours are shared pro rata among the Consultants.

FACILITIES AND ACCOMMODATION:

The CAMHS Service is located at Whitegate Drive Primary Care Centre Blackpool. This is a dedicated facility with consulting rooms, office room for staff, therapy rooms, a secure waiting area and administrative facilities. The post-holder will be provided with dedicated office cum clinic. There is comprehensive I.T support, including Internet access/e-mail etc.

Car parking in designated spaces for consultants is available on site. Currently there are no charges for parking for the post-holder.

There is a wide variety of attractively priced housing available, ranging from high quality substantial large houses on the Coast to large and small country homes in the rural villages and towns of the Fylde.

DUTIES AND RESPONSIBILITIES:

The post-holder will be accountable to the Trust's Chief Executive and professionally accountable to the Divisional Director within the Families Division

The post-holder will provide clinical leadership within a multi-disciplinary team with specific responsibility for children and young people with mental health difficulties; he or she will also be part of a team that manages complex cases including inter-agency consultation. In addition, the post-holder will work as part of the CAMHS management team in close co-operation with other consultants within team and the Service Manager for Child and Adolescent Mental Health.

PRINCIPAL DUTIES & RESPONSIBILITIES:

The post-holder will:

- Work with the team to develop a model of work appropriate to CAMHS that takes account of the views of commissioners and evidence of best practice.
- Ensure a high standard of clinical excellence by working with colleagues to further develop the service. He/she will take an active role in the further development of clinical protocols as deemed necessary.
- Access Tier 4 mental health resources as clinically appropriate and be involved in discharge planning. Further develop the good working relationships with: -
 - CAMHS Teams both locally (Fylde and Wyre CAMHS team
 - Lancashire Care NHS Foundation Trust) and in nearby areas (CAMHS teams Lancashire),
 - Blackpool and Lancashire Social Services, Education,
 - YOTS,
 - Voluntary Agencies
 - Paediatricians.
- Be an active member of local CAMHS partnership groups so as to ensure there is Child and Adolescent Psychiatry input in the development of mental health services to children and young people and their families residing within the Blackpool CCG footprint.

SERVICE DEVELOPMENT AND DESIGN:

The post- holder can contribute to further developing and designing the service. They can attend operational and management meetings as appropriate.

SUPERVISION/SUPPORT:

The post-holder will:

- Support other case holders within the team as appropriate.
- The post-holder as part of managing caseload of children with ADHD is expected to provide clinical supervision to ADHD nurse within team.
- Be responsible (together with consultant colleagues) for regular case reviews with professional staff the aim of which is to ensure quality standards are maintained.
- Provide medical advice and input as necessary to children and adolescents who self-harm and other urgent cases who are admitted to the paediatric ward within the Trust.

CONTINUING PROFESSIONAL DEVELOPMENT (CPD):

There is an expectation that the post-holder should be in good standing for CPD, registered with the Royal College of Psychiatrists for CPD and carry out their requirements. The Trust is committed to CPD and will grant appropriate study leave with funding for this purpose. Team CPD events take place monthly on Wednesdays. The Consultants in CAMHS have dedicated CPD.

Consultants can join peer group meetings with Consultants in post or supported to remain part of peer group within requirements of Royal college of Psychiatrist CPD arrangements. New Consultants joining the post also are supported to join local trust leadership, management program and supported in accessing mentor relevant to their needs.

There is a regular teaching Grand Round on Wednesday lunchtime together with audits and the other Departmental Governance meetings that one would expect. Professional development of staff is supported with in-house courses, as well as access to regional resources. There is a strong theme of promoting the development of our future leaders

TEACHING:

There are no core or speciality trainee placements attached to this post. Medical students, trainee nurses and trainee psychologists (on placement from University of Lancaster, University of Central Lancashire, and UCLAN) may attend placement within CAMHS. Consultant may facilitate clinical experience for students or trainees but are not required to provide direct supervision to medical students. There are opportunities available to contribute to undergraduate and post-graduate teaching of medical students, local paediatric and psychiatric trainees, staff in A&E, and staff in other areas as required.

Library facilities with access with various online journal and electronic resources are available at the Blackpool Victoria Hospital site. There are also some CAMHS specific resources available on site in the resource room.

At the hospital site the educational assets include a Health Education Centre (HPEC) with facilities for undergraduates and postgraduates, a separate Simulation and Skills Center including a simulation suite, various seminar rooms and lecture theatres.

Blackpool teaching hospitals have close links with Universities of Liverpool, Lancaster and Lancashire. A range of opportunities are available to participate and develop including teaching and research.

ON-CALL:

The consultants in Child and Adolescent Psychiatry do not have a formal out of hour's on-call commitment. It is possible that in the future an on-call service maybe agreed with commissioners.

COVER FOR ABSENT COLLEAGUES:

It is expected the post-holder will have responsibility for providing cover during absences with respect to the other Consultant Child Psychiatrists during their planned annual and study leaves.

CLINICAL GOVERNANCE SUPPORT:

There is a well-developed clinical governance support department within the Trust. This department provides a focus for ensuring the process of the delivery of care is research/knowledge based, continuously evaluated and proven to be effective. Clinical governance is seen as a crucial part of the Trust's business and underpins all activity across the Trust.

CLINICAL AUDIT AND EFFECTIVENESS:

There is a clinical audit programme across the Trust. Consultant involvement in audit is of paramount importance. Once developed, clinicians are expected to follow agreed guidelines to enable the provision of high-quality care.

RESEARCH:

Research activity is supported and encouraged. Blackpool teaching hospitals have close links with Universities of Liverpool, Lancaster and Lancashire. A range of opportunities are available to participate and develop including teaching and research.

APPRAISAL:

All Consultants are required to take part in annual appraisal as necessary for revalidation. The Trust revalidation team supports appraisee with all aspects required to complete their annual appraisal linked with revalidation. This includes support in setting documentation, agreement of nominated appraiser (usually from list of recognised appraisers within trust) and other process as required

ANNUAL AND STUDY LEAVE:

Leave will be calculated pro-rata for less than full-time post-holders. The post-holder can apply for Study Leave with pay and expenses Study and Professional Leave with pay will be granted on the same basis as that for whole-time practitioners for part-time doctors who work for only one organisation. Study Leave Budgets are calculated annually by the respective division.

PROVISIONAL WEEKLY CLINICAL TIMETABLE/ JOB PLAN:

The Trust has produced guidance to direct the use of Supporting Professional Activities (SPAs). SPA can be allocated for this post and can include special interest or other planned activities like teaching, research, service development, external duties

A job plan will be based on number of PAs and may be changed and developed by the post-holder according to service needs in liaison with the Clinical Lead and Service Manager. The Divisional Director completes annual job plan review with post-holder.

KEY WORKING RELATIONSHIPS:

Mr David Eaton - (CAMHS Service Manager)
Mrs Sinead Ward - (Clinical Team Leader, CAMHS)
Mrs. Elaine Walker - (Head of Emotional Health and Wellbeing)
Dr Jane Hopewell - (Consultant Paediatrician, Head of Department, Child Health)
Dr Peter Curtis - (Consultant Paediatrician & Divisional Director)
Pauline Tschobotko - (Head of Service)
Michael Chew – (Divisional Director of Operations)

SPECIALIST COMMUNITY CAMHS STAFFING:

This team accepts referrals from a range of professionals through a Single Point of Access (SPA). The service provides assessment and management of children and young people with ADHD.

The service also receives referrals from pediatric services for assessment of children and young people admitted to hospital.

The CAMHS clinical team consists of

- 3.3 WTE Consultant Child and Adolescent Psychiatrists posts
- 1.0 WTE Service Manager
- 0.8 WTE Team Leader
- 1.8 WTE Medical Secretary
- 0.8 WTE Administration Manager
- 1.50 Team Secretaries
- 1.50 SPA clerical staff
- 1.0 WTE Receptionist
- 7.6 WTE Senior CAMHS Practitioners
- 1.0 WTE Senior CAMHS Practitioner Learning Disabilities
- 1.0 WTE Senior CAMHS Practitioner ADHD Nurse
- 2.0 WTE Primary Mental Health Workers
- 4.0 WTE Children's Wellbeing Practitioners
- 0.4 WTE Family Therapists

- 1.0 WTE Consultant Psychologist
- 0.6 WTE Assistant Psychologist
- 2.8 WTE Assistant Practitioners

ABOUT THE TRUST:

Blackpool Victoria Hospital, or BVH, as it is known locally, is a medium sized NHS District General Hospital (DGH).

The hospital comprises the major element of secondary health care within the wider combined acute and community trust that is the "Blackpool Teaching Hospitals NHS Foundation Trust".

The "Victoria" site of the hospital has around 900 beds which provide care for Acute Medicine in its wider terms and DGH Surgical specialties, including among others, General Surgery, Trauma and Orthopaedics, Urology and Gynaecology. There is a Women and Children's Unit including both Consultant lead and Midwife lead maternity care.

There is a busy Accident and Emergency Unit, closely linked to the Acute Medical Unit and the Intensive Care Unit. Surgical urgent admissions are managed through a Surgical Assessment Unit.

Two regional specialties are hosted on-site; regional Haematology and the Regional Cardiothoracic Unit (Lancashire Cardiac Centre) which provides Primary PCI and other tertiary cardiac services.

The hospital has had a series of redevelopments over the last couple of decades, providing among others, a phase 5 A&E / AMU / ITU development which opened in 2001, a self-contained Cardiac Wing which opened in 2006, a Phase 6 Surgical Wing incorporating a pre-assessment unit, day-case unit, in-patient operating rooms and ward beds, which opened in 2011. The cardiac wing contains at the current time four catheter laboratories, four operating rooms, twenty intensive care beds, together with supporting day-case facilities for invasive and non-invasive cardiac investigations).

Most recently a new 'Front of Hospital', containing retail outlets and associated multistorey car park opened in early 2014. Recent radiology developments included the provision of modern multi-slice CT located within the cardiac build but for general use.

There is a strong emphasis on enhanced recovery techniques across the surgical specialties, with day of surgery admission being the norm. This even includes Cardiac Surgery where up to 85% of patients undergoing elective surgery are same day admissions.

On-site educational assets include both a Health Education Centre (HPEC) with facilities for both undergraduates and postgraduates, a separate Simulation and Skills Centre including a simulation suite, various seminar rooms and lecture theatres. Within the cardiac building there are wet-lab facilities.

There is a regular teaching Grand Round on Wednesday lunch time together with audits and the other Departmental Governance meetings that one would expect.

Clinical Leadership is provided through a Divisional Structure supporting Clinical Departments with Heads of Department. Alongside this is the Educational Structure managed out of the HPEC. There is a strong Nursing Leadership which works closely with the Medical Leadership.

General management and finance functions work closely with the Divisional structures to provide optimal levels of clinical care. We have a strong and ongoing focus on improvement and risk reduction and clinical quality is overseen through the Divisions which report through to the Trust Board. There is an active Clinical Research department with facilities within the main hospital building.

CONFIDENTIALITY:

In the course of your duties you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

INFECTION PREVENTION AND CONTROL:

Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

QUALITY ASSURANCE:

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services.

HARASSMENT AND BULLYING:

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

EQUAL OPPORTUNITIES:

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise).

TRUST LEADERSHIP

The Trust Board members are as follows:

Chairman

Mr Steve Fogg

Executive Directors

Chief Executive

Mrs Trish Armstrong-Child

Executive Director of Strategic & Transformation

Mr Steve Christian

Director of Finance

Mr Feroz Patel

Medical Director

Dr Jim Gardner

Director of Integrated Care & Performance

Mrs Janet Barnsley

Chief Operating Officer

Mrs Natalie Hudson

Director of Nursing, AHP's & Quality

Mr Peter Murphy

Interim Executive Director of People & Culture

Mrs Louise Ludgrove

Joint Director of Communications

Mrs Shelley Wright

Non-Executive Directors

Mr Mark Beaton

Mrs Sue McKenna

Mr Mark Cullinan

Mr James Wilkie

Mr Andy Roach

Miss Fiona Eccleston

Mr Adrian Carridice-Davids