

RB/SC/434

Betsi Cadwaladr University Health Board
Children and Young People's Directorate
Consultant Child and Adolescent Psychiatrist

1 INTRODUCTION

1.1 Betsi Cadwaladr University Health Board

1.2 General Locality

1.3 Current Post

2 THE POST AND PRINCIPAL DUTIES OF THE POSTHOLDER

2.1 Summary

2.2 Clinical Responsibilities, Resources

3 MANAGEMENT AND PROFESSIONAL RESPONSIBILITIES

4 PSYCHIATRY IN THE CHILDREN & FAMILIES DIRECTORATE

4.1 Medical Staff

4.2 Associated Departments

5 GENERAL INFORMATION

5.1 General Terms and Conditions

5.2 Additional Information

5.3 How to Apply

5.4 Person Specification

1 INTRODUCTION

**Children and Families Directorate
Betsi Cadwaladr University Health Board in North Wales**

**Consultant Child and Adolescent Psychiatrist
Flintshire and Wrexham CAMHS (East Area)**

JOB TITLE:	Consultant Child and Adolescent Psychiatrist
COMMITMENT:	This post is for a full time (10 sessions) Consultant Child and Adolescent Psychiatrist. (Applications for part time working will be considered positively). Candidates with appropriate specialist registration or impending registration on the Specialist Register may apply.
EMPLOYING AUTHORITY:	Betsi Cadwaladr University Health Board (BCUHB)
CLINICAL BASE:	Flintshire Child Health Centre, Mancot, CH5 2EP / Child Health Centre, Maelor Hospital, Wrexham, LL13 7TD
RESPONSIBLE TO:	CAMHS Clinical Director / CAMHS Clinical Service Manager.

INTRODUCTION

Applications are invited for the post of Consultant Child and Adolescent Psychiatry to assist in providing comprehensive child and adolescent mental health services across the rural and urban area of Flintshire and Wrexham. This is a replacement post. The successful candidate will join Flintshire and Wrexham CAMHS with a combined establishment of 5.4 WTE Consultant Psychiatrists and two large multidisciplinary teams. Across the North Wales region, there are 14 Consultant CAMHS Psychiatrists.

The contract is a standard full-time 10 PA contract with 7 clinical and 3 SPA sessions. The post also involves teaching and supervision of specialty doctors and the wider multi disciplinary team, which is shared amongst senior medical staff. Involvement in clinical governance, strategic work, and management roles is expected. Study leave, and attendance at the regular departmental meetings will be part of your job plan which will be reviewed annually.

This is an opportunity to work with dynamic and innovative colleagues who are committed to developing and delivering clinically excellent services for the population of Wrexham and Flintshire.

1.1 Betsi Cadwaladr University Health Board Overview

BCUHB is the largest health organisation in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham) as well as some parts of Mid-Wales, Cheshire and Shropshire. The purpose of BCUHB is to improve health and provide excellent care for the population of North Wales. We aim to achieve this through five key values: Putting patients first; Working together; Valuing and respecting each other; Learning and innovating; and communicating openly and honestly.

The Health Board employs around 18,000 staff and has a budget of around £1.1 billion. It is responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd near Rhyl, and Wrexham Maelor Hospital) as well as 22 other acute and community hospitals, and a network of over 90 health centres, clinics, community health team bases and mental health units. It also coordinates the work of 121 GP practices and the NHS services provided in North Wales by dentists, opticians and pharmacies.

The Health Board functions in an IHC structure – Integrated Healthcare Communities (West, Centre, East). CAMHS sits within an integrated Children’s Service in the IHC structure, enabling seamless care between acute and Community Paediatrics, CAMHS, Disabilities, Health Visiting and School Nursing. In addition to Children’s Services, each IHC is also responsible for Primary Care, Community Care, Therapies,

Medicines Management, working in partnership with the coterminous Local Authorities.

1.2 General Locality

One of the chief attractions of working in North Wales is the opportunity to live in one of the most beautiful areas of the British Isles. Living here provides many opportunities to enjoy the landscape, participate in outdoor activities, and take full advantage of the many benefits of rural living. North Wales has a good housing stock – (the housing market in the area is cheaper than the national average), good schools in both the public and private sectors, and good recreational facilities. Golf, fishing, horse riding, walking, water sports and climbing are easily pursued in this area, and local theatres, notably the Pontio Theatre in Bangor, Venue Cymru in Llandudno and Theatre Clwyd in Mold offer a wide range of drama, music and other entertainment.

There are strong links with the Psychology Department, University of Bangor, where we work closely with them on a variety of subjects e.g. CAMHS Module, DBT, Incredible Years parenting programme and Mindfulness.

The A55 gives rapid access to the national M53/M56/M6 motorway network. The major shopping centre of Chester is close by and Liverpool and Manchester can be reached within an hour. There are good rail links, with a direct service to London and Cardiff within 2.5 - 3 hours. The A55 link provides a dual carriageway to Holyhead Seaport and easy access to Ireland by ferry. In general, car travel around the health board area is unhindered. Traffic jams are a rarity.

1.3 Current Post

We are seeking a Consultant Child and Adolescent Psychiatrist to assist in providing comprehensive child and adolescent mental health services to complement the expertise of the other community consultants and their teams. There will be opportunities to lead the development of services for children with complex mental health presentations including eating disorders, psychosis, neurodevelopmental disorders and self-harm. There is flexibility to develop specific areas of interest..

1.4 Current Services – East IHC, BCUHB

The East IHC Specialist CAMHS is delivered by the Children's directorate . The East Area of BCUHB comprises the Local Authority boroughs of Flintshire and Wrexham .

Flintshire has a total population of approximately 150,000 and Wrexham 135,000, with a population 0-18 years of around 62,000 altogether. This makes East the largest of the three IHCs by population. East CAMHS serves a combination of urban and rural areas which include both affluent and deprived wards.

The Maelor Hospital is the main District General Hospital for the east area of North Wales. Smaller hospitals form part of the extended District General Hospital and there are Community Hospitals and local clinics across Flintshire and Wrexham allowing children to be seen close to their homes.

East Area CAMHS also has an Unscheduled Care Team that provides assessments for young people admitted to the Maelor's Paediatric ward seven days a week.

1.5 Children's Services

Children's Services are operationally managed within the IHC structure, along with Primary Care, community nursing and therapies under an Associate Director.

Relevant Strategic and operational meetings include:

- Children's Service Group (Regional)
- Clinical Advisory Group (CAMHS Regional)
- CAMHS Strategic Improvement Group (Regional)
- Emotional Health Programme Team (East)
- Regional Child and Adolescent Consultant Psychiatrists' Meeting (Regional)
- Tier 4 Programme Team Meeting (Regional)

There are also a number of multi-agency meetings that ensure joined-up strategic planning and facilitate good partnership working with Social Services, Education and the Third Sector.

Children Services report into Childrens Services Group, and are supported by 3 Clinical Advisory Groups.

- Emotional Health Service
- Children's Community Service Board
- Acute Paediatric and Neonatal Service Board

At the Children's Community Service Board meetings, all health professional groups involved in service delivery are represented in addition to Social Services, Education and other non-health service providers in order to provide a multi-professional forum. This ensures partnership working and joint planning.

Children's Services in the East include:

- Child and Adolescent Mental Health Service: Specialist CAMHS (including Early Intervention and Prevention; School / GP Inreach, and Child Health Psychology) and Tier 4 inpatients and outreach services (KITE) at the North Wales Adolescent Unit (NWAS) at Abergele Hospital in the central area.
- Community Paediatric Teams based in Mancot, Flintshire and Wrexham.
- Acute paediatric inpatient and day case provision at Maelor Hospital in Wrexham.
- Health Visiting services within Flintshire and Wrexham.
- School Nursing services within Flintshire and Wrexham.
- Child safeguarding services.
- Forensic sexual abuse service with a resource and examination facility in Colwyn Bay.
- Children in need and Looked After Children (medical and nursing) services.
- Specialist Community Nurses.
- Neonatal service with sub-regional neonatal intensive care unit at Glan Clwyd.

- Outpatient service from a dedicated children's outpatient department at Maelor Hospital and from the community hospital clinics.
- Medical Genetics service. This is part of an All Wales service with the North Wales Genetic Centre established at Glan Clwyd Hospital.

2. THE POST AND PRINCIPAL DUTIES OF THE POSTHOLDER

2.1 Summary

CAMH Services within Flintshire and Wrexham

The work of the CAMH service operates within the framework of the Mental Health (Wales) Measure 2010. Within the East Area of the Health Board there are two multi-disciplinary CAMHS Teams. Whilst each team has its own Team Lead and provides a service to a separate Unitary Authority area, several clinicians have a role across the East. Co-working and joint Team Development Days are a routine feature and the teams are managed jointly by the East CAMHS Service Manager.

The post will be based across Flintshire and Wrexham and the post holder will be supported by the other substantive Consultant Psychiatrists (currently 3.6 WTE) and an experienced multi disciplinary CAMHS Team in each area. There are close working relationships with the Acute Paediatric Services and Adult Mental Health Services.

The North Wales Adolescent Service (NWAS) provides inpatient adolescent facilities for the whole of North Wales at its purpose built provision in Abergele. In addition, there is an Intensive Community Support Team (Kite Team) which supports step-down and step-up community services and can provide an alternative to hospital admission. The teams across North Wales have good links through the CAMHS Clinical Advisory Group and this provides strategic direction and governance. The CAG facilitates discussion on common issues and works toward the development of common care pathways, protocols and policies for North Wales under the remit of the Children's Service Group.

The CAMH service has a range of highly skilled Clinical Psychologists, CAMHS Practitioners (with core professions in Nursing, Social Work etc), Therapists, Systemic and Family Psychotherapists. Between us we provide CBT, DBT, EMDR, IPT, FT-AN etc).. The CAMHS has integrated Early Intervention and Prevention, and Child Health Psychology functions as well as Family Wellbeing Practitioners who support GP Clusters in the area.

Close links also exist with Acute and Community Paediatrics, the Youth Justice Service, the Child Learning Disability Service, and other associated health professionals and partner agencies including Social Services, Education and Police. The Health Board benefits from dedicated police liaison personnel.

The CAMHS in Flintshire and Wrexham operates a Monday to Friday service for routine outpatient work and a 7-day emergency and crisis assessment service.

Comprehensive, multi-disciplinary services are provided to children and young people with significant mental health disorders, and their families (aged 0 -18 years). Total referrals into the two services 23/24 was 2548, they come from any professional source (GP's, Paediatricians, Community Medical Officers, Educational Psychologists, Social Services and other agencies).

This consultant post offers an exciting opportunity to join the North Wales group of Child and Adolescent Psychiatrists in shaping the development of Child and Adolescent Mental Health Services. The post will be supported and managed by Dr Greg Chick, Clinical Director and Mr Terry Whinnett, Clinical Service Manager.

The post will be joining four consultant psychiatrists who currently provide sessions into East the CAMHS, Neurodevelopmental Service and Learning Disability Team: Dr Robin Glaze and Dr Peter Roots in Flintshire and Dr Qamar Jabeen and Dr Greg Chick in Wrexham. The clinical teams are supported by dedicated administration teams and this post will have specific secretarial support.

As CAMHS Consultant, the post holder will be based in Mancot or Wrexham. The consultant will have access to a full range of IT support and the team operate an e-cal system for managing diaries and clinical and non-clinical duties. The consultant will have access to a single office / clinical consultation room for their use.

2.2 Clinical Responsibilities

The Post

- 1 Assessment, formulation and management of significant developmental, behavioural and mental health disorders occurring in children and adolescents 0-18 years
- 2 To offer supervision to colleagues in the teams.
- 3 To offer consultation and training to a range of professionals involved in CAMHS work on a mutually arranged basis.
- 4 To continue to develop further partnership working with Social Services, and Education, to provide professional advice, support and assessments as necessary.
- 5 To join the existing out of hours 1 in 13 on call rota to provide psychiatric cover, consultation and advice to the North Wales Adolescent Service Tier 4 CAMHS unit, and to the paediatric wards and adult mental health colleagues at the three main hospital sites in North Wales. The on-call rota also includes some direct emergency and crisis work at weekends and bank holidays (for example reviewing young people detained under Section 136 of the Mental Health Act). The post holder would also be expected to contribute to providing psychiatric cover for the community during working hours, together with other consultant colleagues
- 6 To develop in conjunction with other colleagues best practice guidelines and where appropriate clinical pathways and protocols to aid the work of the team and ensure high standards of evidence –based practice.

- 7 There are no dedicated mental health in-patient facilities for younger children in North Wales. If a residential assessment or treatment is required, this may be arranged by liaison with the Consultant Child and Adolescent Psychiatrists at Alder Hey Hospital's, Dewi Jones Unit.
- 8 Due to considerable recent investment in Tier 4 CAMHS in North Wales, the Regional North Wales Adolescent Inpatient Service at Abergele now offers a comprehensive facility for both informal patients and those detained under the Mental Health Act. Referrals of young people from 13 years to 18 years with severe mental disorder are accepted from specialist CAMHS services primarily in North and Mid Wales but also from South Wales. The purpose built premises also accommodate a base for the All Wales Tier 4 Forensic Adolescent Consultation and Treatment Service (FACTS).
- 9 Joint care arrangements between the paediatric department and CAMHS can be used to admit a young person, who is considered seriously undernourished by virtue of an eating disorder, to an acute paediatric bed at YGC.
 - a. There is a Regional Specialist Eating Disorder team (SPEED) with dedicated sessions from a Family and Systemic Therapist, Consultant Paediatrician and Dietician.
- 10 The post holder is to be approved under the Section 12 of the amended Mental Health Act 1983, to maintain Approval and be available for Section 12 (2) work and to undertake assessment of S136 in dedicated places of safety. If not already approved then he or she must be willing to apply for such approval once in post. The Post Holder is also to be eligible to act as a Responsible clinician for patients admitted under the Mental Health Act.
- 11 The post holder will participate in relevant strategic and operational meetings and contribute to team management processes of the Community CAMHS teams, including clinical governance and quality improvement initiatives.

12 It is desirable for the post holder to be approved as a trainer for the Royal College of Psychiatrists as both the Community CAMHS teams and the North Wales Inpatient Service are approved as suitable placements for Child and Adolescent Psychiatrists in training.

13 **Teaching and Training**

Participation in local multi-disciplinary in-service and inter-agency training is expected.

14 **Research and Audit**

All staff are expected to take part in research and audit is a requirement. The Department has close links with the Academic Department of Child Psychiatry in Liverpool and the Academic Department of Clinical Psychology at the University College North Wales Bangor where there will be support and encouragement in any research project that staff wish to undertake

15 **Supervision, PDP and support mechanisms**

Two well established groups exist in Wales for peer contact and support.

- a. Faculty of Child and Adolescent Psychiatry of Royal College of Psychiatrists in Wales, an all Wales group which meets twice a year.
- b. North Wales Child and Adolescent Psychiatrists, including Child LD psychiatry, Group which meets every month and takes the function of a peer review group to support the Royal College of Psychiatrists CPD programme. This also has a specific case review component which contributes to approved CPD. There is a range of wider opportunities for CPD within central area including joint grand rounds with Community Paediatrics. Hospital based clinical presentations and a specific children's CAMHS prescribers group.

16 **Appraisal and revalidation**

The health board has a well-established process for allocating appraisers (via the MARS Wales online portal) . Consultants are able to select from a wide

range of appraisers. There are appraisal support officers in each area of the health board who are available to support individual consultants with the revalidation process and appraisal.

The following is an example job plan only; a detailed job plan for the new consultant will be agreed with the Clinical Director and CAMHS team once the consultant is in post. There will be seven fixed clinical sessions for a full-time appointment, and 3 SPA sessions .

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	SPA	MDT followed by Clinic (DCC)	MDT followed by Clinic (DCC)	Meetings / consultation Supervision of psychiatric trainee / Nurse Prescriber; team meetings (DCC)	Clinic (DCC)
Afternoon	Clinic (DCC)	SPA	Supervision of staff, Multi agency clinical meetings (DCC)	SPA (Consultant Meetings once a month 1-4pm)	Clinical admin (DCC)

Annual leave: 33 days per year (30 + 3 NHS additional days)

Study leave: 10 days per year counted on a rolling 3 year basis

3 MANAGEMENT AND PROFESSIONAL RESPONSIBILITIES

The post holder will be expected to:-

- 1 comply with the health Board's agreed policies and procedures and to practise in line with the Royal College of Psychiatrist's and the General Medical Council's good practice guidelines
- 2 Participate in clinical governance and audit. Clinical governance is a high priority in the health board.
- 3 Maintain competence in the use of the Mental Health Act
- 4 Provide supervision and support to junior doctors and medical students
- 5 Participate in teaching and research opportunities
- 6 Participate in the continuing medical education program provided locally
- 7 Deputise and/or cover for absent colleagues where necessary.
- 8 Perform additional duties in the case of infrequent emergencies. This would be monitored for annual job planning meetings.
- 9 Be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care. This would be monitored for annual job planning meetings.
- 10 Be responsible for his/her Continuing Professional Development, including registering with the Royal College of Psychiatrist's CPD programme

4 PSYCHIATRY IN THE CHILDREN AND FAMILIES DIRECTORATE

4.1 Medical Staff

Consultant Establishment in North Wales

There is a total of 13.9 whole time Consultant Child and Adolescent Psychiatry posts in North Wales (including this post) as follows:

- 3.0 WTE consultants in Bangor CAMHS – West Area
- 4.0 WTE in Conwy and Denbighshire – Central Area
- 1.0 WTE at Tier 4 CAMHS (plus 1 WTE Consultant Clinical Psychologist - Clinical lead for inpatients)
- 5.4 WTE in Wrexham and Flintshire – East Area
- 0.5 WTE in Learning Disability CAMHS (Central area)

0.2 WTE Forensic Child and Adolescent Psychiatrist provides input to FACS.

4.2 Associated Departments

a) *Psychology Department*

There is a well-developed Psychology Department fully integrated as part of the CAMHS Service. The Psychology Department has close liaison with the Psychology Department in the University of Wales, Bangor.

b) *Academic Department*

There are currently research links established between North Wales CAMHS services and the Psychology Department of Bangor University. A research programme has been developed and is in progress at the North Wales Adolescent Service which incorporates the North Wales Centre for the Study of Adolescence - a satellite research centre attached to the University of Wales Bangor. The overall responsibility for the Adolescent Service's Research Strategy lies with Dr Michaela Swales, Consultant Clinical Psychologist, who is the Director of the research centre.

The North Wales Clinical School (NWCS) is a partnership between the School of Medicine, Cardiff University and NHS/HEI partners in North Wales. The NWCS has received both revenue (HEFCW and SIFT) and capital (NHS and HEI) funding and provides 15-20% of all medical clinical placements in Wales.

There has been a £14.5 million capital programme which has provided a range of additional teaching, library and residential facilities across the area. This includes high-quality residential accommodation at Glan Clwyd and Wrexham, and major

improvements in teaching and library facilities at all 3 sites, including much improved self-study resources.

There is an active medical academic community across North Wales, with a number of academic appointments – Professor Rob Poole, Professor Sharmi Bhattacharya and Professor Peter Lepping. There is a large department of Academic and Clinical Psychology at Bangor University and a Department of General Practice, with 2 Senior Lecturers, in Wrexham.

The Department of Adult Psychiatry has medical students on placements with the Betsi Cadwaladr University Health Board from the University of Wales College of Medicine (Cardiff).

The Department of Psychiatry has medical students on placements with the Betsi Cadwaladr University Health Board from the University of Wales College of Medicine (Cardiff).

Core Trainees on the basic professional training rotational scheme (The North Wales Rotational Training Scheme) attend the MRCPsych Course in Liverpool (occasionally Manchester). Specialist trainees in Child and Adolescent Psychiatry in North Wales attend the higher Child and Adolescent Psychiatry Training Programme of the North West (Merseyside and Manchester) training scheme as well as the South Wales Training Scheme as needed. In addition, there is access to the All Wales Child and Adolescent Psychiatry training events.

5 GENERAL INFORMATION

5.1 General Terms and Conditions

Salary Range

The salary range is in accordance with the NHS terms for Consultant Grade medical appointments in Wales.

Job Plans

Job Plans will be agreed, and reviewed annually. There is a 1:13 out of hours on call rota as described above. This includes prospective cover for colleagues' leave.

Annual Leave

Annual leave entitlement is six weeks plus 3 NHS Bank holidays to be taken flexibly, excluding public holidays. Cover will be provided by internal cover as part of planned clinical work.

Study Leave

Applications for Study Leave should be submitted on the appropriate forms to the Service Lead in accordance with Health Board Policy.

Rehabilitation of Offenders Act

Because of the nature of the work of this post, it is exempt from the provisions of Section 4(2) by virtue of the Rehabilitation of Offenders Act 1974 (Exemption) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which, for other purposes, are 'spent' under the provision of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

All medical appointments are subject to an enhanced satisfactory disclosure with the Criminal Records Bureau.

Special Requirements

It is not essential for the post holder to be bilingual but it may be advantageous. Support would be given in learning Welsh should the post holder choose to do so.

The post holder will be expected to hold a valid driving licence, as it is a community orientated psychiatric service, and must be prepared to drive him/herself as duties demand.

5.2 Additional information

Policies and Procedures

The post holder will be expected to comply with Health Board Policies and Procedures, available on request.

Standards

This Health Board aims towards maintaining the goodwill and confidence of its own staff and of the general public. To assist in achieving this objective it is essential that, at all times, employees carry out their duties in a courteous and sympathetic manner.

Appraisal

The health board has established an appraisal system for all consultants. The post holder will be supported to select an appraiser each year and is expected to participate in appraisal on an annual basis.

Confidentiality

All matters relating to any client of the Health Board are confidential and, on no account, may this confidence be betrayed, even to close relatives. Any breach of confidence, other than those for clinical/statutory purposes, renders the members of staff liable to instant dismissal.

Similarly, information concerning members of staff, eg home telephone numbers, private address, work record, is subject to the same conditions.

The Health Board policy on Information Sharing and Confidentiality should be applied.

Equal Opportunities

The Health Board has an Equal Opportunities Policy. The aim is to ensure that no individual receives less favourable treatment on the grounds of sex, marital status, disability, religion, creed, colour, race, nationality, ethnic or national origin. Whilst the Health Board recognises specific responsibilities fall upon Management, it is also the duty of all employees to accept personal responsibility for the practical application of the policy.

No Smoking Policy

The Health Board is a smoke-free organisation. The policy illustrates ways in which the smoke-free environment will develop and be managed within the organisation. The main objectives of this policy are to increase awareness amongst staff of the consequences of smoking and eliminate the risk of exposure to environmental tobacco smoke for all Health Board employees, patients, visitors, contractors, volunteers, students and any other parties on our premises.

Alcohol/Drugs

The consumption of alcohol and/or the use of illicit drugs during working hours is not permitted.

5.3 How to Apply

Further enquiries from and visits by interested parties are welcome. Please contact one of the following:

Dr Greg Chick, Clinical Director and Consultant Child and Adolescent Psychiatrist,
Wrexham CAMHS

Greg.Chick@wales.nhs.uk

Tel: 03000 848 128

Mr Andrew Gralton, Assistant Area Director (East)

Andrew.Gralton@wales.nhs.uk

Tel 07557312192

5.4 Person Specification

POST: CONSULTANT IN CHILD and ADOLESCENT PSYCHIATRY

FACTORS	ESSENTIAL	DESIRABLE
<u>Qualifications</u>	<ul style="list-style-type: none"> • Registration on GMC Specialist Register <u>or</u> • Specialist Registrar able to take up post within 3 months of completing CCST • MRCPsych. 	
<u>Skills/Abilities</u>	<p>Diagnosis and treatment of mental disorders in children and adolescents in a multi-disciplinary team setting</p> <p>Demonstrate ability to manage time effectively</p>	Skills in social, psychological and behavioural therapies
<u>Experience</u>	Experience of working in community CAMHS settings	
<u>Knowledge / Research</u>	<p>Knowledge of Children Act (1989)</p> <p>Knowledge of Mental Health Act (1983)</p> <p>Knowledge of Mental Capacity Act (2005)</p>	
<u>Personal Skills</u>	<p>Excellent communication skills</p> <p>Effective leadership</p> <p>Ability to work in a multi-disciplinary team</p>	Basic IT skills (essential within 6 months)
<u>Other Requirements</u>	<p>Approved training status.</p> <p>Section 12 (2) approval and a willingness to undertake training to become an Approved Clinician.</p> <p>Able to undertake local travel</p>	

