



Royal Manchester Children's Hospital with Managed Clinical Services

Trust Locally Employed Doctor Senior Clinical Fellow in Child and Adolescent Psychiatry

Manchester University NHS Foundation Trust (MFT) was formed in October 2018, following the merger of Central Manchester University Hospitals NHS Foundation Trust (CMFT) and the University Hospital of South Manchester NHS Foundation Trust (UHSM) This is an extremely exciting and challenging period in the delivery of health and social care in Greater Manchester and one that provides a wealth of opportunity. Our new organisation will provide a single hospital service across the city of Manchester, where these changes will make a real difference to the health outcomes and quality of life for the communities we serve.

1. THE TRUST

Manchester University NHS Foundation Trust (MFT) is one of the UK's largest employers, with a wide ranging portfolio of specialty work and a strong academic record. We are responsible for running a family of nine hospitals across six separate sites, providing a wide range of services from comprehensive local general hospital care through to highly specialised regional and national services. We are the main provider of hospital care to approximately 750,000 people in Manchester and Trafford and the single biggest provider of specialised services in the North West of England. We are also the lead provider for a significant number of specialised services including Breast Care, Vascular, Cardiac, Respiratory, Urology Cancer, Paediatrics, Women's Services, Ophthalmology and Genomic Medicine.

In addition to this, the Royal Manchester Children's Hospital unified Manchester's two previous Children's hospitals into a new hospital site to form an integrated Children's Hospital for Manchester, which is one of the most advanced children's hospitals in the world.

The Trust comprises of ten hospitals; Manchester Royal Infirmary, Saint Mary's Hospital, Royal Manchester Children's Hospital, University Dental Hospital of Manchester, Manchester Royal Eye Hospital, Trafford Hospitals, Altrincham Hospital, Withington Hospital, North Manchester General Hospital and Wythenshawe Hospital.

In partnership with The University of Manchester and other collaborators we are rapidly making Manchester the centre of cutting-edge research to improve healthcare worldwide.

Over one million patients per year are cared for across Trust's ten hospitals and community services, and we undertake research in a diverse range of clinical areas. Our patients are regularly the first-in-the-world to have the opportunity to trial new treatments through research, and even more are first in the UK.

Working with The University of Manchester, and other partners in the Manchester Academic Health Science Centre (MAHSC), we have aligned our biomedical research strategy to focus our efforts on six areas, in which we are internationally recognised. Our research is supported by the National Institute for Health Research.



Royal Manchester Children's Hospital is the biggest children's hospital in the UK. The 371-bedded hospital has been designed so that all departments are close to the equipment and support that they need. This means patients and staff do not have to travel far within the hospital

2. ROYAL MANCHESTER CHILDREN'S HOSPITAL

As the leading provider of tertiary and specialist healthcare services in Manchester, we treat more than a million patients every year. Our five specialist hospitals are home to hundreds of world class clinicians and academic staff committed to finding our patients the best care and treatments.

The Royal Manchester Children's Hospital opened on 11th June 2009. It is the largest children's hospital in the UK with 371 beds. The hospital provides children's emergency, secondary and regional tertiary services. The alignment of these secondary and tertiary services provides an impressive facility for children and babies throughout North West England and should lead to a golden era of child health care in the Region. Local services have been developed to continue provision of secondary services in North Manchester and Salford.

There is a comprehensive children's emergency department, housed within the new hospital. This provides the portal of entry to A&E patients and all acute referrals to the secondary and tertiary services.

3. CHILD AND ADOLESCENT MENTAL HEALTH SERVICE

Our CAMHS service is OUSTANDING and the CQC agrees! We have achieved an outstanding rating in two consecutive unannounced CQC inspections and this is something we are understandably very proud of.

Our CAMHS division provides a full range of mental health services to the children of North, South and Central Manchester. We also provide the same services for Salford and in 2019 we successfully won the tender to deliver CAMHS services for the Trafford area. In addition to our 5 locality services, we have a community service for 16 and 17 year olds (Emerge), an inpatient unit (Galaxy House); a small Tier 4 specialist outpatient Social Communication Clinic and liaison mental health for the Royal Manchester Children's Hospital.

Our CSU also hosts National Deaf CAMHS and a small Chronic Fatigue Service.

4. FACILITIES

In each base there are office bases for all staff members (some open plan) and dedicated administrative and storage facilities. There is also adequate additional bookable clinical space and meeting areas in each building.

The successful applicants will have their own desk space, with their own computer with Internet access.

5. THE POST

a. Clinical

- With other CAMHS colleagues, to provide child and adolescent psychiatric care and advice as required and in accordance with the service specification.



- To give child and adolescent psychiatric opinion and advice as appropriate within the CAMHS team.
- Case liaison with other agencies as appropriate.
- Assessment and management of children and young people with neurodevelopmental difficulties, including delivering ADHD medication clinics
- Management of children and young people prescribed medication for the treatment of mental health difficulties
- Clinical supervision of other CAMHS team members as appropriate.
- Duty cover in the day time for emergencies.
- In conjunction with CAMHS colleagues, to participate in planned service liaison meetings with other services/agencies, for example:
 - Community Health Services
 - Community Paediatrics
 - Educational Psychology Service
 - Education Welfare Service
 - Youth Offending Teams
 - Children, Families and Social Care (Social Services)

b. Workload

- These are all busy departments but all the posts are supported by experienced multi-disciplinary teams as described. The PARIS electronic patient record provides an excellent means of monitoring caseload, which is also regularly monitored within the department and in annual appraisal and job plan review.
- All referral letters are screened by a senior clinician on the day of receipt (the post holder may join in this rota), so that urgency can be clarified as necessary (by the duty clinician). Non-urgent referrals are then allocated in a weekly referrals meeting. The post holder will be asked to assess cases in which there is a clear need for psychiatric assessment (e.g. the need for mental state examination, concern about psychosis, serious mood disorders, severe eating disorders) discernible from the referral. Other team members will do the initial assessment and work-up of other cases and then consult the post holder as clinically appropriate.
- Practitioners and junior doctors (including this role) are first on call on the day time duty rota. Consultant Psychiatrists provide supervision to this rota.
- The post holder will normally be expected to see 50-70 new cases per year. Most follow-up appointments are one-hour slots (including admin time), but some (medication reviews) are 30 minute slots.

c. Management and Administration

- To contribute to and act in accordance with Clinical Governance strategy including clinical audit.
- To undertake service management tasks as required by the CSU Lead and CSU Manager in accordance with departmental and directorate objectives.



d. Teaching, Training, CPD

The Trust is a teaching Trust and there may be opportunities to participate in some teaching. There are opportunities for medical student teaching and placements in the department for students studying at Manchester University Medical School.

There are Specialist Trainees and Core Trainees in most bases currently with this changing according to the allocation from the Deanery. The TPD for the Specialist training scheme is Dr Neelo Aslam and the tutor post for MFT is held by Dr Samina Holsgrove.

There is a medical library on the main central MFT campus, and undergraduate and pos-graduate teaching facilities/departments.

A weekly departmental “rolling programme” (in-house educational meeting) of case presentations, audit presentation, journal club is held in core CAMHS. Monthly CAMHS case presentations are held remotely, and Paediatric Grand Rounds are held in RMCH weekly but also accessible remotely.

The appointee for this post will receive clinical supervision and case management from a consultant.

Study leave entitlement is in line with national terms and conditions.

e. Research

The department has a good track record of involvement in research, facilitated by the hosting of the academic department of child and adolescent psychiatry.

f. On Call Rota

Junior cover is provided by core and senior trainees on the Health Education North West (previously North West Deanery) psychiatry rotations. Consultant psychiatrists provide second tier on-call for mental health emergencies under 16 years of age. The out of hours on-call service is for CAMHS only.

g. Miscellaneous

- Leave cover: The appointee would be expected to arrange cover for leave from within the department
- The appointee will be expected to participate in clinical audit on a departmental, CSU, regional and/or national level as appropriate.
- The appointee will be expected to act at all times in accordance with the policies of the Trust and CSU.



6. SERVICE, CLINICAL AND PROFESSIONAL STRUCTURES

The appointee will be clinically, professionally and managerially accountable to the CSU Lead (Dr Ruth Marshall) and the Medical Director (Dr Rachael Barber).

Line management for non-medical staff is provided by:

- General Manager/Operational Manager (non-nursing clinical staff)
- General Manager/Senior Nurse (nursing staff)
- General Manager/Operational Manager (administrative and clerical staff).
- Director of psychological Services (Clinical Psychologists, Family Therapists and Psychotherapists)

The appointee will contribute to the multi-disciplinary team, providing appropriate supervision and support over clinical decision making process and service developments.

Professionals working in the service are responsible for their own clinical work within the guidelines of their professional bodies, and accountable to their clinical line managers.

Appraisal

Appraisal will be on an annual basis by one of the trained consultant appraisers in the CSU (Dr Ruth Marshall, Dr Louise Theodosiou, Dr Rachel Elvins, Dr Hilary Strachan and Dr Neelo Aslam). The Trust uses an electronic appraisal system.

Job planning takes place annually alongside appraisal and is the responsibility of the CSU Lead, Dr Ruth Marshall.

The Medical Director is the Responsible Officer for revalidation within the Trust and all doctors are expected to participate in the revalidation process.

Maintaining Medical Excellence

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and apply it.

Risk Management

The Trust has a Risk management Strategy. All Medical Staff are required to adhere to the principles and practices contained therein.

All doctors appointed are expected to have passed a DBS screening process prior to commencing the post.



7. CONDITIONS OF SERVICE

a. **Covering Unforeseen Absence/ Occasional Emergencies**

Medical Staff may be asked to perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable with colleagues both senior and junior.

b. **Accountability**

Managerially accountable to the supervising consultant and professionally accountable to RMCH Medical Director and the group trust Medical Director.

c. **Study Leave**

Although this is a non-training post, study leave will be considered in line with a comparable training post. A minimum notice of 6 weeks for any leave, duties must be covered and any on call must be swapped.

d. **Annual leave**

The annual leave entitlement is 27 days per annum pro rata plus public holidays per year.

e. **Maintaining Medical Excellence**

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g. **Infection Control**

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust Infection Control manual



8. PERSON SPECIFICATION

Requirements		Method of assessment
Qualifications & Training		
Holds acceptable primary medical qualification	Essential	Application Form and Certificate
At least 3 years of experience working at CT level in Psychiatry.	Essential	Application Form
MRCPsych or equivalent	Desirable	Application Form
Section 12 Approval under Mental Health Act 183, or be eligible for approval.	Desirable	Application Form
Experience in the use of The Mental Health Act (1983), as amended	Desirable	Application Form
Audit		
Experience of Audit	Essential	Application Form & Interview
Academic Achievements		
Distinctions or Prizes during undergraduate training	Desirable	Application Form & Interview
Research & Publications	Desirable	Application Form & Interview
Knowledge & Experience		
Ability to work clearly and effectively across organisational boundaries	Essential	Application Form & Interview
Ability to work creatively with teams around complex and challenging client groups	Essential	Application Form & Interview
Cultural competency	Essential	Application Form & Interview
Awareness of key legislation NSF, NICE, MHA, MCA, Children Act	Essential	Application Form & Interview
Evidence of previous experience in teaching & audit activity.	Desirable	Application Form & Interview
Evidence of leading the development of services elsewhere.	Desirable	Application Form & Interview
Experience of effective work with Adult Psych or partner agency.	Desirable	Application Form & Interview
Experience of involvement in creative team work with complex clients, or those in emergency/ mental health crisis	Desirable	Application Form & Interview



Requirements	Method of assessment	
Interpersonal Skills		
Organisation Skills	Essential	Interview
Communication Skills	Essential	Interview
Team working Skills	Essential	Interview
Other Requirements		
Full registration with the General Medical Council and Licensed to practice	Essential	Application Form & Certificate
Ability to commute easily between bases (i.e car driver)	Essential	Application Form & Certificate