

Candidate Pack For Consultant in Child and Adolescent Mental Health Services (CAMHS)



Be part of something outstanding

Hertfordshire Partnership University NHS Foundation Trust (HPFT) provides services to over 400,000 people across Hertfordshire, Buckinghamshire, Norfolk and North Essex. We employ over 3,000 staff who deliver mental health and learning disability services. These include child and adolescent, older people and adult services within community and inpatient settings.

We also provide support services for carers within our community mental health services. We are working to improve the way that we engage families in caring for their loved ones.

In May 2019 Hertfordshire Partnership University NHS Foundation Trust became one of just five mental health and learning disabilities NHS trusts in England to be rated outstanding by the CQC.



Overall rating for this Trust

Outstanding



Are services safe?

Good



Are services effective?

Good



Are services caring?

Outstanding



Are services responsive?

Good



Are services well-led?

Outstanding



Our  values

Welcoming Kind Positive Respectful Professional



Our vision

Delivering great care,
achieving great outcomes
– together.

Our mission

We help people of all ages
live their lives to their full
potential by supporting
them to keep mentally
and physically
well.



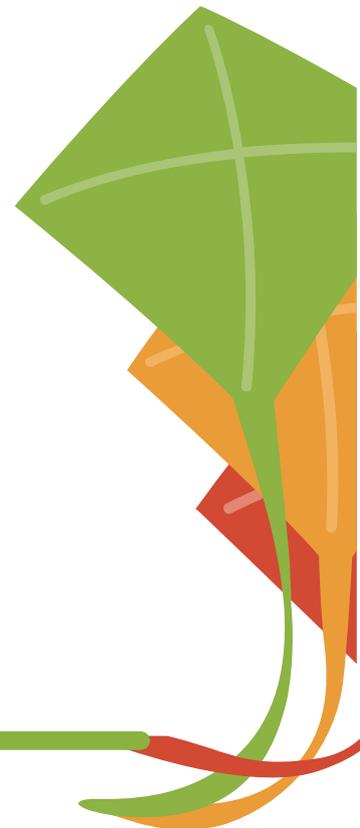
Staff Benefits

We want to attract the best and brightest people to work at HPFT and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

Learning and development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes
- A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across psychological services, social work and allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity
- A wide range of Continued Professional Development (CPD) opportunities, working with partners – such as University of Hertfordshire, University of Bedfordshire, Anglia Ruskin University and University of Essex – to deliver training and development programmes and support





Health and wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- A equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms
- PAM life: our online personal health management resource which allows staff to set goals, track progress and develop specific, tailored programmes
- A quarterly staff magazine where staff can share stories and inspire others

Details of the local Occupational Health service will be shared and discussed regularly with the line manager.

The post-holder can self-refer to the Occupational Health Software Cohort v10 or can be referred by the line manager with consent. Details of the support available from occupational health specialist are available on the trust website and will be discussed with the line manager in induction. Occupational health specialists can review the post-holder face to face or remotely as appropriate. Explanatory videos are available on the trust website. In case of involvement in serious incidents, the postholder will be encouraged to attend local debriefing meetings and use the trust support line. Spiritual support and bereavement counselling are available from the trust on self-referral using the telephone number provided by the line manager.

The Employee Assistance Programme is available 24 hours to all staff by calling 01438 286514.

The trust provides Schwartz Rounds to support the post-holder with stress from the clinical work. Regular sessions of wellbeing are available, and attendance is encouraged for the post-holder. The sessions typically include mindfulness sessions and a Schwartz round. This is happening every

month and the post-holder can use supportive programmed activity sessions to attend. Wellbeing sessions include group exercise available on remote video conference of Yoga, Pilates and other forms of physical exercise.



Pay, conditions and travel

Pay and annual leave

- Generous annual leave: The basic entitlement will be 32 days per annum (less than 7 years' service) or 34 days (more than 7 years' service) based on a whole-time working week.
- Annual Leave, including Public/Bank Holidays will pro-rata to the contract hours.
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

Travel

- We have salary sacrifice schemes enabling staff to drive a brand new car or purchase a new bike

Family benefits

- A range of flexible working options across the Trust
- An HMRC scheme enabling savings on registered childcare costs

Pension

- The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Membership of the scheme is optional and further details are available on appointment. The Scheme is undergoing national review.
- 

Recognising and celebrating success

We have one of the most motivated workforces in the NHS. We regularly celebrate the many staff who go above and beyond, including:

- Monthly Inspire awards – recognition awards nominated by people’s peers. Over 150 people were nominated last year.
- Annual Staff Development Awards – these recognise the 200 staff who every year gain qualifications while working and looking after their families.
- Annual Staff Achievement Awards – recognising staff for outstanding service and performance. This prestigious event is held at Tewin Bury Farm, Tewin.

Listening to our people

Along with the national NHS Staff Survey we have put in place a range of channels for ensuring that senior leaders listen to staff at every level in the Trust and respond to what they are telling us. These include:

- A quarterly Pulse Survey, based on the National Staff Survey questions. The Pulse Survey shows a 30% improvement in the scores over the last three years.
- The Big Listen event at our Head Office and Local Listen events which have taken place in Buckinghamshire, Essex and Norfolk. The Big Listen and Local Listen events are open to all staff in the organisation. They provide the opportunity for the Executive Team to hear the staff views on key topics and priorities, so that we can act on staff suggestions to improve the way we do things.
- The Senior Leaders’ Forum brings together the top 70 leaders from across the organisation on a regular basis throughout the year.
- The Chief Executive holds breakfast meetings, approximately bi-monthly, inviting different groups of staff (including Consultants, Student Nurses, Social Workers and HCAs).



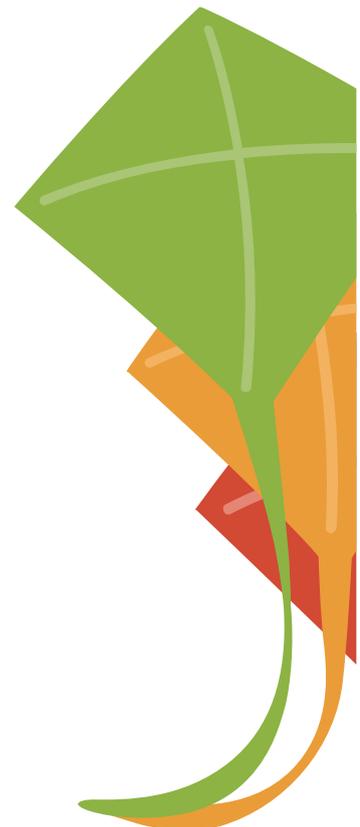
Living in Hertfordshire

Hertfordshire is a beautiful county with picturesque, rural villages and a number of lovely vibrant towns and garden cities.

Ranked (uSwitch Better Family Life Index, 2016) as the best place to raise a family, Hertfordshire scored highly on top exam results, good pay prospects, high employment rates, fast broadband and better weather than other towns in the Index! It is also well known for its excellent schools, stunning countryside and fantastic local facilities which provide plenty of opportunities to relax and enjoy yourself away from work.

Situated just north of London, Hertfordshire is easy to access by road and rail. There are good transport links across the county and it's simple to get into London if you want to enjoy the benefits of the capital, without the costly living and travelling expenses.

Click [here](#) to learn more.



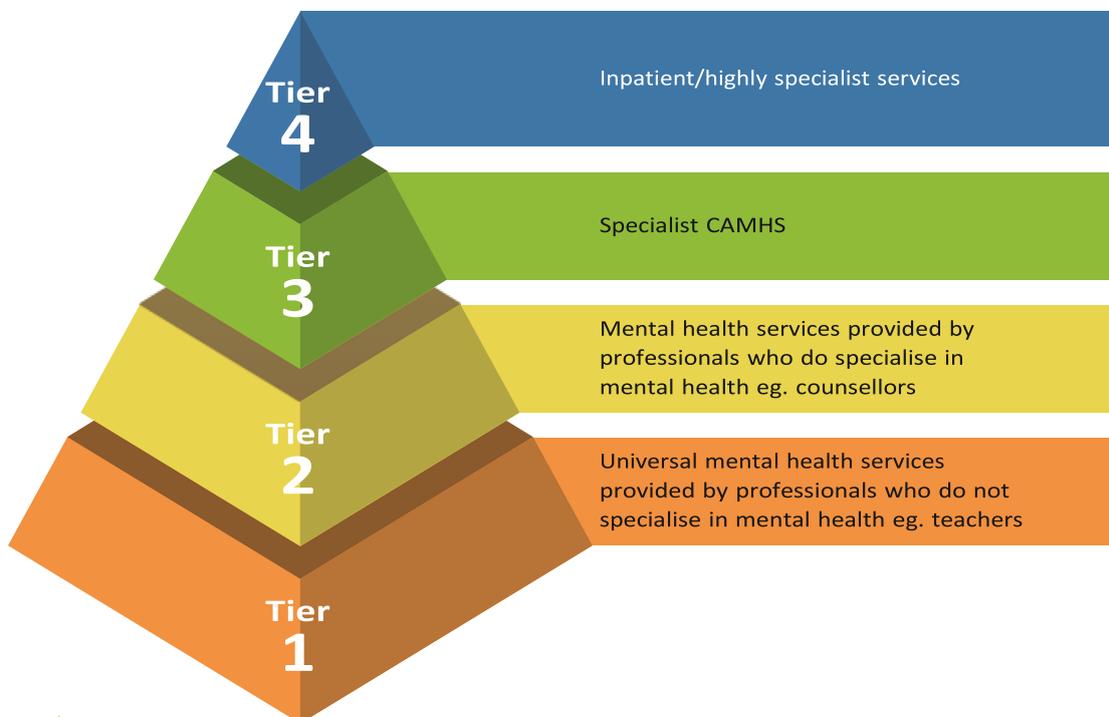
Children and Adolescent Mental Health Services (CAMHS)

The Trusts Child and Adolescent Mental Health Service (CAMHS) is an award winning service and has received specific CQC recognition as being outstanding in 3 categories (Caring, responsive and well-led) we credit this to the outstanding people we have delivering care to our service users.

Rating for Child and Adolescent Mental health wards

| Safe | Effective | Caring | Responsive | Well-led | Overall |
|------|-----------|-------------|-------------|-------------|-------------|
| Good | Good | Outstanding | Outstanding | Outstanding | Outstanding |
| | | | | | |

CAMHS services are organised through a tiered system. The diagram below shows an overview of each of these tiers. HPFT offer CAMHS services at Tier 3 and Tier 4.





We offer community CAMHS services in the following locations:

1 South Hertfordshire CAMHS

Hertsmeare Civic Offices
Elstree Way
Borehamwood WD6 1WA
Tel: **0208 7313050**

2 South Hertfordshire CAMHS

Peace Children's Centre
Peace Prospect
Watford WD17 3EW
Tel: **01923 470610**

3 East Hertfordshire CAMHS

Rosanne House, Parkway
Welwyn Garden City
Herts AL8 6JE
Tel: **01707 364001**

4 West Hertfordshire CAMHS

39-41 Marlowes
Hemel Hempstead
Herts HP1 1LD
Tel: **01442 913569**

5 West Hertfordshire CAMHS

99 Waverley Road
St Albans
Hertfordshire, AL3 5TL
Tel: **01727 804214 / 804806**

6 North Hertfordshire CAMHS

Saffron Ground
Ditchmore Lane
Stevenage SG1 3UJ
Tel: **01438 792600**

7 East Hertfordshire CAMHS

Hoddesdon Health Centre
High Street
Hoddesdon EN11 8BE
Tel: **01992 465042**

8 East Hertfordshire CAMHS

Oxford House, London Road
Bishop's Stortford, Herts,
CM23 5LA
Tel: **01992 465042**



Overview of CAMHS

CAMHS is part of the East and North Strategic Business Unit in HPFT, managed by the Clinical Director (Dr Shaheen Shora – Fiona McMillian-Shields -non-medical). CAMHS is managed by a Senior Service Line Leader, Natalia Lytirides, supported by Professional Leads and CAMHS Community Managers.

CAMHS is divided into 5 service divisions. These are:

| | |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | North centred on Stevenage |
| 2. | South centred on Watford and Borehamwood |
| 3. | East including Welwyn Garden City, Bishops Stortford and Hoddesdon |
| 4. | West including St. Albans and Hemel Hempstead |
| 5. | Specialist Adolescent Services (Forest House Adolescent Unit, Home Treatment Team, C-CATT, DBT team, CAMHS community Eating Disorder Service, Targeted team, Forensic Adolescent Practitioners). |

The four geographical divisions provide Tier 2 and 3 services plus the CAMHS Targeted team, as well as parenting support services into the Family Centres.

CAMHS are provided by Hertfordshire Partnership University NHS Foundation Trust across the entire county.

Currently the service is provided through:

| Geographical Divisions: | |
|--------------------------------|-----------------------------------------------------------------------------|
| Tier 3 | Community Eating Disorder Service |
| Tier 3 | Forensic Adolescent Practitioner Service |
| Tier 3 | Dedicated Children Looked After service - Targeted Team |
| Tier 3 | 8 Dedicated Child and Family Clinics |
| Tier 3 | DBT team |
| Tier 3/4 | C-CATT |
| Tier 4 | Inpatient provision at Forest House Adolescent Unit and home treatment team |

Child and Family Clinics

The clinics accept referrals from a number of sources including General Practitioners, Social Workers, Health Visitors and Consultant Paediatricians. Referrals are processed through SPA (the Single Point of Access). The teams are multi-disciplinary including Child and Adolescent Psychiatrists, Psychologists, Mental Health Nurses, Child Psychotherapists, Systemic Therapists and Social Workers. These teams work on an outpatient model and currently receive approximately 250 referrals per month across Hertfordshire.

CAMHS Community Eating Disorder Service

This is a newly expanded, multi-disciplinary team which provides specialist CAMHS input to children and young people with eating disorders. It provides home-based treatment, out-patient treatment and gate-keeps referrals to in-patient services. The range of care includes: intensive home based support for high risk cases; community based support to provide early intervention to all ED cases; specific ED based therapy working on recovery (including CBT-E, MET, CRT, and family therapy using Maudsley model; psychiatric monitoring and intervention when required).

The team has a very positive reputation and the ED practitioners have won numerous Trust wide and national awards. The team has been successful in attracting Government funding to allow service expansion.

Forensic Adolescent Practitioner Service

The aim of these posts is to support the youth offending teams who often come into contact with children with a mental health difficulty. These children may not traditionally access child and family services or whose difficulties may be of low complexity and therefore can be worked within their community setting through a short intervention.

Targeted Team

The aim of this service is to provide fast track, multi-disciplinary mental health consultations, assessments and brief interventions to children who are looked after and their caring networks.

DBT Team

This is a newly formed team which has been set up following HPFT's successful bid to NHS-England. The DBT team is a stand-alone service offering DBT to patients with emerging personality disorder. The multi-disciplinary team are all DBT trained, as are CCAT and Forest House staff. This modality of treatment will be supported by all the tier 4 teams.

C-CATT

The C-CATT (CAMHS Crisis Assessment & Treatment Team) focuses on early intervention for young people in crisis. The team has a response time of four hours to young people between the ages of 0-18 who present to a Hertfordshire acute hospital with an emotional or mental health crisis such as acute overdose or self-harm. The team also provide a community crisis response

to young people who are receiving a Tier 3 CAMHS service but who are presenting in crisis and uncontained risk.

The roles of CCATT include:

- To assess young people who present with emotional and mental health crises
- To provide acute interventions to manage the risk and facilitate a safe discharge into the community thereby avoiding (when appropriate) escalation to Tier 4
- To provide complex and more intensive Tier 3+ packages of care in the community to young people in crisis or to those who are presenting with a high level of risk.
- To provide an immediate medical response to young people who present in crisis to the 136 Suite based at Kingsley Green.
- To work jointly with Tier 3 and Tier 4 services to provide enhanced packages of mental health care to young people transitioning between Tier 3 and Tier 4.

The CCATT service functions on the interface of large number of services. The majority of CCATT referrals come from the acute hospitals which is where most of the assessments take place. CCATT provide a 7 –day follow up intervention to all young people who present in crisis who are not already receiving a service from the Community CAMHS teams. Assessment consists of individual and family assessment. The outcome from the assessment might be admission to an in-patient unit, an individual piece of work around an episode of mental ill-health, or working with other agencies to facilitate career, education or social interventions.

CCATT also work in close collaboration with the inpatient unit Forest House Adolescent Unit, Adolescent Home Treatment Team, CAMHS Eating Disorders Team, Adolescent DBT team and the PATH – Psychosis: Prevention, Assessment and Treatment in Hertfordshire

Forest House Adolescent Unit and Home Treatment Team

Forest House is a specialist psychiatric inpatient unit providing care to children and young people 13 to 18. The unit admits children through a planned process of assessment, family consultation and liaison with the local CAMHS Tier 3 team. The Unit has recently been refurbished and extended to 16 beds to include acute admissions and it is an in-patient adolescent unit for East of England NHS. There is also a provision for Eating Disorder admissions under the supervision of a dedicated Eating Disorder Service.

You can find out more by visiting our dedicated CAMHS Website - www.hpftcamhs.nhs.net

CAMHS Strategy

It is our aim to create a modern comprehensive CAMHS service and the CAMHS Governance Group meets regularly to develop and align the service with the current changes and needs, locally and nationally.

The current strategy includes 4 key service development areas: Prevention and early intervention; targeted service provision to those users from vulnerable groups; specialist intervention services; service infrastructure and systems review

The Post

| | |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| Title: | Consultant in Child and Adolescent Psychiatry in Eating Disorders |
| Location: | 15 Forest Lane, Kingsley Green, Harper Lane, Radlett WD79HQ Tel:01923 633396 |
| Responsible to: | Medical Lead |
| Responsibilities: | Medical cover for CAMHS |
| Details: | Permanent – 10PAs |
| On-Call responsibilities: | To provide on-call out of hours cover. This is on a 1:15 basis and is third on-call for CAMHS, county-wide. (Remuneration 3%) |
| Facilities | Dedicated Admin & Clerical staff Dedicated Office space Personal computer |

A system of cross cover will be required when individual doctors are away.



Job Plan

A detailed work plan will be negotiated upon appointment. The allocation of programmed activities is open to discussion. The detailed job plan will be reviewed annually by the Medical Lead for CAMHS, to take into account changes in staffing, introduction of new services, expansion and reduction of existing services. The post holder will be encouraged to develop a special interest and to have a session devoted to this. Consultants are also expected to have an annual Appraisal with the CAMHS Medical Lead.

A model timetable is as follows.

Further details will be negotiated with the post holder once special interests and other clinical duties have been considered.

The post holder and team have facilities and can opt for attending team meetings/SPA/CPD and completing patients related admin on site in the Kingsley Green Clinic or online.

| | Monday | Tuesday | Wednesday | Thursday | Friday |
|-----------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| AM | Clinical work New patient and follow up clinic (1PA) Kingsley Green Clinic | Clinical work New patient and follow up clinic (1PA) Kingsley Green Clinic | Clinical team meeting Case Discussions (1PA) Flexible | Clinical MDT liaison with acute hospital (0.5 PA) CPD/SPA (0.5PA) Flexible | Clinical work New patient and follow up clinic (1PA) Kingsley Green Clinic |
| PM | CPD/SPA (1PA) Supervision of trainee doctor Consultants peer group meeting (once a month) Flexible | Clinical work Follow up clinic (0.5PA) Kingsley Green Clinic Admin protected time (0.5PA) Flexible | CPD/SPA (1PA) Medical Staffing Committee (once a month) Academic programme weekly Flexible | Clinical work Follow up clinic (0.5PA) Kingsley Green Clinic Admin protected time (0.5PA) Flexible | Clinical work Follow up clinic (0.5PA) Kingsley Green Clinic Admin protected time (0.5PA) Flexible |

The post holder will have the opportunity to join a Peer Group of colleagues of the same grade in the Trust and attend monthly team governance meetings which are held on site.

Job planning will be carried out on a yearly basis with the Medical Lead for CAMHS in a supportive manner, addressing the post holder's views and changes in the role. It is expected for the job planning to be carried out prior to the appraisal process - and should include 7.5 sessions of direct clinical activities to 2.5 supporting programmed activity sessions for a 10 session week. In the event that job content changes there will be opportunity for negotiation and consultation

The post holder has the option to be supported with additional 1 PA flexible to develop the area of interest and contribute to the team and divisional development.

The post holder will be expected to take part in yearly appraisal of all medical duties. This will be led by the CAMHS medical lead but over a 3 yearly cycle will be undertaken with another appraisal consultant within HPFT. Appraisals will be logged and contribute to the revalidation process which will involve a revalidation appraisal with the CAMHS medical lead, who will then recommend the post holder to the responsible officer for revalidation within HPFT. The responsible officer will then recommend a revalidation of the post holder with the General Medical Council.

Duties of Postholder

- ❖ Provision of the psychiatric component of the CAMHS tier 3 service to the under 18 population in the Eating Disorder CAMHS Team.
- ❖ Alongside the multi-disciplinary staff, the post holder will have responsibility for assessing a young person's mental state, formulating a diagnosis and monitoring the risks a young person poses.
- ❖ To undertake referral meetings, case reviews as required.
- ❖ Working with the MDT in developing effective and novel treatment approaches.
- ❖ To support the development of internal clinical pathways.
- ❖ Providing consultation, advice and appropriate support to professionals in the wider network of the young person and/or family.
- ❖ Contribute to the supervision of the trainees and the specialty doctor allocated to the service.
- ❖ To provide opportunities for case based discussion and teaching to the MDT.
- ❖ To write letters and communications to General Medical practitioners and other professionals as required.
- ❖ To participate in various medical staff meetings within the Hertfordshire Partnership NHS Foundation Trust as necessary.
- ❖ To perform duties in occasional emergencies and unforeseen circumstances in consultation with senior and junior colleagues.
- ❖ To participate in regular Audit and Quality Assurance programmes to improve and maintain the high standard of service. Participation in POMH audits is encouraged.
- ❖ To take an active role in CAMHS clinical governance in liaison with service manager and through quadrant leadership team meetings.
- ❖ To provide advice, support and consultancy in a variety of settings to minimise risk.
- ❖ To provide liaison and consultation as required with a local acute paediatric service.

On call commitments

- To provide on-call out of hours cover. This is on a 1:15 basis and is third on-call for CAMHS, county wide. (Category A, 3% on-call pay supplement)
- The on-call consultant would provide telephone support to the CCAT (CAMHS Crisis team) nurses out of hours and to junior doctors on call.
- CCAT nurses are based in 2 hospitals; Watford and Lister hospital and they operate a 24hr 7 days a week service. They assess young people who present in crisis to A&E.
- The on-call consultant also provides out of hours RC cover to the local inpatient unit Forest House.
- There is a CAMHS section 136 suite and on call consultant would provide telephone support to the second on call doctor who would complete the assessment of young people brought on section 136 out of hours.

Details of the post

An exciting opportunity has become available for an established Consultant Psychiatrist to join our current consultant workforce in our CAMHS Eating Disorder team within Radlett in Hertfordshire.

The CAMHS Eating Disorder team has continued to adapt and develop responding to the growing needs of the clinical population. The team has a caseload of around 300 young people opened for specialised monitoring and intervention. The team reviews and responds weekly to 10-15 new referrals which are reviewed jointly by MDT under consultant supervision. In this context the medical team has been developed over the last 18 months with a permanent speciality doctor post successfully recruited and the current newly created consultant post. The therapeutic programme has been adapted to the pandemic context with a mix of face to face and online interventions and upgraded with group intervention separate for young people and parents/carers, offering more opportunities for therapeutic intervention in a timely manner.

This is a new substantive post developed as part of the team development. The successful candidate will be part of the medical team composed by another substantive consultant and speciality doctor and speciality trainee (when allocated to the team). They will join a dynamic MDT composed by Nurses & Nurse Associates (different bandings, Band 7 4 WTE), Psychologists 2WTE, Family Therapists 2 WTE, Support Workers, Assistant Psychologist, CBT therapist, Dietitian and Admin support. The team works cohesively together and meets weekly to discuss all referrals, inpatients and high risk patients.

The post holder will offer 10-12 contacts/ week in the Kingsley Green clinic, with 1- 2 new contacts/clinic in the 3 clinics assigned for new assessments. The medical team also supervises the activity of the Medical Monitoring Clinic and advises clinicians completing the reviews. They work closely with the paediatric and medical teams in general hospitals in closely monitoring the young people at high risk and awaiting admission in CAMHS ED services (variable number 4-8). Therefore, the consultants can be requested to support the Paediatric and Medical teams in general hospitals in treating between 1-4 young people admitted for ED emergencies in the two local hospitals, Watford General and Lister Hospital. They offer regular reviews, lead the multidisciplinary team and take the responsible clinician role if the treatment is offered under the Mental Health Act.

The team has well established collaborations with the acute trust paediatric and medical teams and the local CAMHS team offering crisis management – Children’s Crisis Assessment & Treatment Team (C-CATT) and is supported by the East of England Collaborative New Care Models who is gatekeeping for all the tier 4 referrals in the region. Over the last year the number of YP admitted for specialist Inpatient CAMHS ED services has remained between 7-12 at the time.

Staff and Facilities to Support this Post

The post-holder will be provided with an encrypted laptop computer and RAS token to facilitate mobile computing, including Wi-Fi around the trust and 3G for use off trust sites.

The Trust uses the electronic record system (EPR) PARIS and the post holder will be expected to use the EPR as the primary clinical record and become proficient in using it. Training is provided.

IT support is provided by the ICT Service Desk which supports other NHS organisations in Hertfordshire.

The team is located in the Kingsley Green Clinic in Radlett alongside Specialist CAMHS Services. The post holder will have the option to use office space with multidisciplinary team and share the consultants office on site.

Administration support is available to the post holder from the Clinic Team to coordinate clinics and process letters including dictation (if required).

The choice of an experienced colleague as mentor is offered to all new consultants to the Trust.

Supervision, Appraisal and Revalidation

The post holder must participate actively in professional, clinical and managerial supervision, and undertake relevant training aligned with the post holder's personal development plan and other relevant professional bodies' guidelines regarding continuing professional development.

The post holder will also be expected to provide elements of management supervision to medical staff, including a role in managing absence, sick leave, and conduct. This management supervision role will be conducted with support from the Medical Lead.

The job plan will make allowances for the clinical, educational and professional supervision of Foundation Year trainees, GP trainees, Core/Senior psychiatry trainees and Specialty Doctors as required. They will also be expected to liaise and provide guidance to other members of the multi-disciplinary teams.

The post holder will be a member of HPFT Medical Staff Committee which is held monthly in The Colonnades, Hatfield. The Committee plays an important role in exchanging information about Trust strategy and operations and represents the views of consultants to the Chief Executive and members of the Trust Board. It is also a forum to discuss major developments and challenges in the Trust and to network with colleagues.

The Trust provides up to 30 days of study leave over a 3 year period to facilitate the achievement of agreed external educational objectives and expenses of up to £800 annually. In addition the Trust provides several opportunities for CPD internally including a monthly CPD course which is held before the Medical Staff Committee. If the post holder agrees to on take extra responsibilities (not currently expected in this job), the Trust will support relevant training if required.

An annual appraisal will be arranged with one of the trained medical appraisers, usually the relevant Medical Lead. The Trust uses an electronic appraisal system (Allocate) to support revalidation and to collate Patient and Colleague 360 Feedback. The Medical Director is the Responsible Officer for the post holder.

Clinical Governance

Prof Azif Zia is the Executive Medical Director. The Trust has established systems to ensure that quality and risk are managed in the organization.

The post holder must ensure the relevant professional registration is maintained, including Section 12, Approved Clinician, and Responsible Clinician status.

As a minimum the post holder would be expected to complete two audit cycles on clinically important topics over a five year period. This is in keeping with the Royal College of Psychiatrists' standards for revalidation. The Trust has an audit department (The PACE department) to facilitate running audits. The post holder must remain in good standing with the college for CPD and would be encouraged to pursue CPD topics of relevance to both the consultant and the service. In addition mandatory training must be attended in relation to such topics as Safeguarding, Information Governance and Equality and Diversity.

The post requires the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with relevant professional codes of practice and Trust policies and procedures. The use of Electronic Patient Record (PARIS) is mandatory.

The post holder would contribute with other Professional, Medical and Service Leads in the development and implementation of best practice in mental health, and comply with all the relevant professional

codes of conduct.

There is a Research and Development Department which supports consultants who are interested in research. Any research or academic work sessions will be subject to agreement and review by the Clinical Lead and Clinical Director and should not interfere with the clinical work. Programmed activities may be available for such work, which will be subject to annual job planning and appraisal.



The Trust Board

Welcome to Hertfordshire Partnership University NHS Foundation Trust

The Board



Non-Executive Directors



Consultant Staff within Hertfordshire

| | | |
|-------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------|
| Dr Amanda Shine <i>Consultant Psychiatrist</i> | 0.8 | Watford Child & Family Clinic |
| Dr Heba Hosameldeen <i>Locum Consultant Psychiatrist</i> | 0.8 | C-CATT |
| Dr Rania Moussa <i>Consultant Psychiatrist</i> | 1.0 | Borehamwood Child & Family Clinic |
| Dr John Fawole <i>Locum Consultant Psychiatrist</i> | 1.0 | Stevenage Child & Family Clinic & Forensic Adolescent Practitioner Team |
| Dr Hadi Shaker-Naeni <i>Consultant Psychiatrist Medical Lead</i> | 1.0 | Stevenage Child & Family Clinic |
| Dr Arshad Faridi <i>Consultant Psychiatrist</i> | 1.0 | West Herts ADHD |
| Dr Kashmeera Naidoo <i>Consultant Psychiatrist Clinical Lead, East of England Tier 4 CAMHS collaborative</i> | 1.0 | Welwyn Garden City Child & Family Clinic |
| Vacant <i>Consultant Psychiatrist</i> | 1.0 | Hemel Hempstead Child & Family Clinic |
| Dr Yetunde Iriah <i>Locum Consultant Psychiatrist</i> | 1.0 | St Albans Child and Family Clinic |
| Dr Kah Mirza <i>Consultant Psychiatrist</i> | 1.0 | East Herts ADHD |
| Dr Ilan Joffe <i>Consultant Psychiatrist</i> | 1.1 | FHAU |
| Dr Haseena Hussain <i>Consultant Psychiatrist</i> | 1.0 | FHAU and HTT |
| Vacant <i>Consultant Psychiatrist</i> | 0.5 | HTT |
| Dr Olivier van Den Broucke <i>Consultant Psychiatrist</i> | 1.0 | PALMS |
| Dr Alexandra Lloyd <i>Locum Consultant Psychiatrist</i> | 1.0 | C-CATT, Named Doctor for Safeguarding, ARC (Adolescent Resource Centre) |
| Dr Esther Sabel <i>Consultant Psychiatrist</i> | 0.6 | C-CATT |
| Vacant | 1.0 | Hoddesdon Child and Family Clinic |

| | | |
|-----------------------------------------------------------------------------|-----|----------------------|
| <i>Consultant Psychiatrist</i> | | |
| Dr Simona Dumitriu <i>Consultant Psychiatrist</i> <i>Medical Lead</i> | 1.0 | DBT |
| Dr Elke Heidemann-Eggert <i>Consultant Psychiatrist</i> | 1.0 | Eating Disorder Team |
| This post <i>Consultant Psychiatrist</i> | 1.0 | Eating Disorder Team |

Key Terms and Benefits of Joining our Trust

Remuneration and benefits

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

Salary

The appointment is at Consultant grade (New Consultant Contract 2003) with salary thresholds from £84,559 - £114,003 per annum. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards, these will be honoured. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974

and any subsequent amendment or legislation.

Safeguarding Children

The post holder will be expected to carry out responsibilities in such a way as to minimise risk of harm to children and young people and promote their welfare in accordance with the Children Act (1989) and (2004) and Working Together to Safeguard Children (HM Government 2006).

Confidentiality

All staff must be aware of the Data Protection Act 1984, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

Asylum and Immigration Act 1996

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. The employers' contribution covers about two thirds of the cost of benefits paid to NHS Pension Scheme members' scheme and employee contributions are 6% of gross salary. Membership of the scheme is optional and further details are available on appointment.

Equal Opportunity & Diversity

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

This includes recognising diversity of staff, service users & carers and not treating anyone less favorably on grounds of age, ethnic origin, religion or belief, gender, gender reassignment, culture, health status, relationship status, disability, sexuality, social background, trade union affiliation or any other unreasonably grounds.

The Trust will strive to eliminate all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination, but also action through positive policies to redress the inequalities produced by past discrimination.

Flexible Working

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

Maternity and Special Leave

The Trust offers statutory maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. We also offer paid Partner Leave of two weeks following the birth of a child. In addition, Special Leave is available as determined by Trust policy when staffs are experiencing difficulties for domestic, personal or family reasons.

References

Any offer of appointment will be subject to the receipt of (three) satisfactory references.

Occupational Health & Disclosure and Barring Service Checks

The appointment will be subject to clearance from the Occupational Health Department and the Disclosure and Barring Service.

Period of Notice

To terminate employment a period of 3 months' notice on either side will be required.

Annual Leave

Entitlement will be 32 days annual leave per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. There is scope for £800 study budget and 10 days study leave per annum.

Training and Development/ Study and Education

The Trust is committed to training and development as it is recognised that trained and motivated staffs are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development. There is a study leave allowance for Consultants of 10 days per annum. The post holder is expected to join the CAMHS consultant group CPD programme and monthly meetings. This is registered with the Royal College of psychiatrists. There are opportunities on a monthly basis for a CPD programme across psychiatry within the Trust. There is an expectation in the appraisal process of registering ongoing CPD interests and fulfilling a personal development plan. There are opportunities for CPD as HPFT has links with the University of Hertfordshire learning programmes – the current chair is - Prof Tim M Gale PhD - Lead, Research & Development Department - Hertfordshire Partnership University NHS Foundation Trust who can be contacted regarding expressions of interest for research into child and adolescent mental health projects.

Interview Expenses

Second-class travelling expenses will be reimbursed to short listed candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, short listed candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

Continuing Professional Development

Study leave is available for thirty days in three years. The post holder will be expected to participate in local training opportunities and to pursue particular educational objectives as agreed with the Consultant and Clinical Tutor.

Medical and clinical audit

All medical staff are encouraged to attend practice governance meetings and to participate in audit projects.

Rota and on-call requirements

There are out of hours on-call duties with this post.

Career Development

The post holder is expected to develop skills and knowledge according to CPD requirements, and participating in audit is encouraged. The post holder will be encouraged to develop interests and to participate in service development.

Relocation Expenses

The post holder will be expected to live within 10 miles or 45 minutes travelling distance of the base. The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

Simulation Training Facility

In our continuous drive to improve quality of care we want to be at the forefront of offering innovative learning and development opportunities for our medical workforce and all our staff. HPFT has developed a pioneering Simulation Training Facility within the Trust to provide innovative mental health simulation training.

Simulation is a fantastic experiential learning modality offering participants the chance both to engage in high fidelity scenarios and reflect as a group on the challenges and issues raised. People learn most effectively when training is interactive, immersive and replicates real life. It makes sense to practice what to do when things go wrong, but how do we do this in a safe environment without increasing risk for patients? This is where simulation comes in. Simulation replicates a real-life scenario, but in a safe and controlled environment.

The simulation environment offered via this training will help teach practical skills, for example risk assessment and management, core psychiatry and physical health skills and will teach teams of staff how to work well and communicate effectively together.

The delivery of the innovative Simulation training will lead to positive outcomes for our staff and service users:

- Staff will practice skills in a real life scenario and benefit from learning whilst doing in a safe learning environment
- Increasing staff ability to appropriately and confidently respond to service user need
- The debriefing of scenarios allows for reflective learning working as a team about how human factors, alongside technical skills, can influence clinical care.
- Staff will feel more engaged and motivated to deliver great care and great outcomes to service users and carers
- Staff will be supported to generate ideas and test new improvement ideas and approaches to solving problems
- Improved quality of care for our service users
- Improved service user and carer satisfaction

Additional Information

Candidates unable for personal reasons to work whole time are invited to apply and will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of the changing circumstances in consultation with the post holder.

For expressions of interest and for further information, please contact –

| | |
|------------------------------------------------------------------|----------------------------------------------------------------------|
| Dr Shaheen Shora | Dr Simona Dumitriu |
| Clinical Director | Medical Leads CAMHS |
| shaheen.shora@nhs.net | Simona.Dumitriu@nhs.net |

Person Specification

| CRITERIA | ESSENTIAL | DESIRABLE |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Personal Qualifications | | |
| MRCPsych or equivalent | ✓ | |
| MBBS or equivalent | ✓ | |
| Full GMC Registration | ✓ | |
| Section 12 Approved | ✓ | |
| Certificate of completion of relevant Specialist Training in Child and Adolescent Psychiatry, Psychiatry of Learning Disability (or within 6 months) | ✓ | |
| Experience, Skills & Knowledge | | |
| Section 12 Approval / Approved Clinician Status (Candidates from abroad can apply for this within 3 months of taking up post) | ✓ | |
| Broad range of experience in psychiatric practice and in the use of psychological therapies. | ✓ | |
| Willingness and ability to work with others to achieve shared goals | ✓ | |
| Previous experience of working in a child and adolescent Eating Disorder service | ✓ | |
| Experience and competencies in assessing and treating children and adolescents with eating disorders and complex mental health needs and their families. It is expected a high-level skills in liaison with and consultancy to multiagency settings. | ✓ | |
| Experience of working in a multi- disciplinary team. | ✓ | |
| Previous experience of Leadership and Management roles working in a child and adolescent service. | ✓ | |
| Formal training in management and administration | | ✓ |
| Participated in research and published papers and original work in peer-reviewed journals. | | ✓ |
| Ability to demonstrate experience and knowledge of Safeguarding in child and adolescent mental health | ✓ | |
| Personal Abilities | | |
| Ability to work conscientiously and complete all tasks in a timely fashion. | ✓ | |
| Ability to establish and maintain professional relationships and boundaries with young people. | ✓ | |

| | | |
|------------------------------------------------------------------------------------------------------------------------------|---|---|
| Ability to learn and develop new skills needed for the post. | ✓ | |
| Ability to think clearly and express self. | ✓ | |
| Ability to assess reports and clinical information and provide clear and concise information tailored for different audience | ✓ | |
| Ability to work and communicate effectively with others | ✓ | |
| Ability to learn and develop new skills needed for the post. | | ✓ |
| Other Requirements | | |
| Car Driver (unless you have a disability as defined by the Disability Discrimination Act 1995) | ✓ | |