

Yn darparu gwasanaethau ym Merthyr Tudful, Rhondda Cynon Taf, Pen-y-bont ar Ogwr
Providing Services in Merthyr Tydfil, Rhondda Cynon Taf, Bridgend

CHILD AND ADOLESCENT MENTAL HEALTH SERVICE MANAGED CLINICAL NETWORK

CONSULTANT CHILD AND ADOLESCENT PSYCHIATRIST

JOB DESCRIPTION

RC No: RB/SC/444

Job Title:	Substantive NHS Consultant in Child & Adolescent Psychiatry
Nature of Post:	This is a Substantive Consultant post to a generic CAMHS service
Sessions:	This is a full time 10 session post.
Salary Range:	£91,722 to £119,079 per annum
Base Hospital/Clinic:	Tonteg Child and Family Clinic Tonteg Hospital, Church Road, Pontypridd CF38 1HE
Accountable To:	Chief Executive
Professionally Accountable To:	Medical Director
Managerially Accountable To:	Director of Primary, Community and Mental Health

INTRODUCTION

Applications are invited for an NHS Substantive Consultant Child and Adolescent Psychiatrist to join the Cwm Taf Morgannwg locality Community Child and Adolescent Mental Health Service (CAMHS), provided by Cwm Taf Morgannwg (CTM) UHB CAMHS Managed Clinical Network.

This is a 10 session Consultant CAMHS post, which has become vacant due to staff movement. The successful candidate will have their own office with access to computer, telephone and administration staff.

The successful candidate will join a clinical team of consisting of Consultant Psychiatrist colleagues, Nurse Therapists, Clinical Psychologists, Family Therapist, Therapists in various therapeutic modalities (including CBT, systemic therapy) to deliver the tier 2/3 CAMH service within Cwm Taf Morgannwg locality of the Managed Clinical Network.

The contract is a standard full time 10 programmed activities contract, currently with 7 clinical and 3 SPA sessions. Involvement in Clinical Governance, management and service development work is expected. Attendance at regular locality and Network-wide meetings will be part of your job plan. The job plan will be reviewed annually.

The post will be in the Specialist CAMHS Team covering the Taff Ely locality.

This is an opportunity to work within a dynamic and transformational service committed to delivering high quality services for the population of the Cwm Taf Morgannwg locality.

THE ORGANISATION

Cwm Taf Morgannwg University Health Board

The appointee will be an employee of the Cwm Taf Morgannwg UHB. This is a combined acute and community Health Board also providing mental health services. Cwm Taf University Health Board was established on 1 October 2009 following the integration of the former Cwm Taf NHS Trust, Merthyr Tydfil Local Health Board and Rhondda Cynon Taf Local Health Board. University Health Board status was granted in late 2013. The Health Board became Cwm Taf Morgannwg UHB on 1 April 2019 with the change in Health Board boundary which saw Bridgend move from Abertawe Bro Morgannwg UHB to Cwm Taf Morgannwg UHB. Acute, intermediate, community and mental health services are delivered across a network of Community Clinics, Health Centres and Community Hospitals supported by three District General Hospitals, Prince Charles Hospital, Merthyr Tydfil, Royal Glamorgan Hospital, Llantrisant, and Princess of Wales Hospital in Bridgend. The Health Board's philosophy 'Cwm Taf Cares' is at the heart of everything the Health Board does.

THE SPECIALIST CAMHS (GENERIC) TEAM

The current model used by the Specialist CAMHS (S-CAMHS) team incorporates elements of the Choice and Partnership Approach (CAPA), but it is largely based in the philosophy of the Mental Health (Wales) Measure. This model has been designed to be user-friendly placing young people and their families at the centre. The service aims to meet the needs of service users and offer easy access for those who require it. The referral criteria provides guidance to referrers on the mental health conditions for which CAMHS offer interventions. Due to the complexity of some of the cases, all Cwm Taf Morgannwg (CTM) CAMHS professionals have embraced a systemic approach that encourages strong liaison with other teams within CAMHS, partner agencies and the community as a whole. In addition, to make the journey of young people between services seamless CTM CAMHS is developing

a number of protocols including transition to Adult Mental Health Service, Crisis/Emergency and Eating Disorder work.

All professionals in the S-CAMHS team have job plans that are reviewed regularly to meet demand. Each team has a Band 6 Specialist Nurse Assessor that offer a two hour initial assessment appointment. The other professionals in the team offer an hour and a half appointment to new cases referred to them for interventions and one hour appointments for routine follow ups. Children and young people with Attention Deficit Hyperactivity Disorder (ADHD) that were in the service before the Neurodevelopmental Team was set up are offered a 45 minute follow up appointment in specific ADHD clinics. The team also offers 30 minutes follow up appointments by a Health Care Support Worker in the Physical Monitoring Clinic. All children and young people in CAMHS receive a written assessment, formulation, plan and review of their care. The service use WARRN to formulate risk. The CAMHS teams have devised their own assessment forms, which have been ratified through the Clinical Governance framework in the Health Board.

Each of the four Teams hold a weekly team meeting where new and complex cases are discussed. There is regular supervision for therapies including Cognitive Behaviour Therapy. There is also case management and line management available for all professionals in each team. There are also regular meetings arranged by disciplines including medics, psychology, nursing, dietetics and non-medic prescribers that includes Pharmacist and Advanced Nurse Prescriber.

In the spirit of the Mental Health (Wales) Measure (MHM), patients are placed on Part 1 and Part 2 following this guidance.

Young People in Part 2 of the MHM have a Care and Treatment Plan (CTP) that is reviewed according to their needs. The majority of patient's receiving interventions in the Eating Disorder and the Community Intensive Therapy Teams are on Part 2 of the Measure with a care co-ordinator.

THE SERVICE

There have been major developments in the service with the creation of new teams and improvement to access to Psychological Therapies.

There is a nurse led Crisis Liaison Intervention team operating 09:00 hours to 21:30 hours seven days a week that is due to extend to a 24 hour service. The team covers all emergency referrals from Primary Care and other agencies including social services and education. It also covers A&E Department and Paediatric referrals. The team also provides short follow up interventions. The team liaises with one of the Consultants if their opinion is needed.

There is also an Early Intervention Psychosis team hosted by Cwm Taf Morgannwg AMHS which supports care for young people aged 14-25 years with psychotic illnesses within the Rhondda Cynon Taf and Merthyr Tydfil catchment area. Cwm Taf Morgannwg locality CAMHS also benefits from support from the CAMHS Learning Disability team.

There is an Eating Disorder Team that offers assessment and early interventions for children and young people with eating disorder presentations.

There is a Whole School Intervention Team that it is currently being set up and is due to start delivering interventions in the school setting on a prevention level in January 2022.

The Community Intensive Therapy Team is a Consultant led specialist team, The Community Intensive Interventions Team (CIIT) within the service that works with the more severe, complex and high risk cases.

There is a Young Person Drug and Alcohol Service Team takes referrals for young people in the area for whom their primary presenting complaint is the misuse of drug and/or alcohol.

There is a Pharmacist Prescriber two days a week who manages prescriptions using the E-prescribing system and does ADHD clinics.

There is a Neurodevelopmental Team in CTM that provides diagnosis and follow up to new ADHD cases, and also diagnosis for children suspected of suffering from Autistic Spectrum Disorders. The ND Team is managed by Paediatrics.

There is also a Tier 3 CAMHS LD Service with a predominantly Consultation model for the CTM CAMHS. An all Wales FACTS (Forensic Adolescent Consultation team) is also in operation, based at Ty Llidiard young people's inpatient unit, Bridgend.

PRINCIPLE DUTIES

The service has 5 generic Consultants, one for the Eating Disorder Team and one for the Community Intensive Interventions Team. The appointee to this post will provide sessions to the Taff Ely area. The administrative base is in the Tonteg Child and Family Clinic, Tonteg Hospital. The Consultant leads a multi-disciplinary team providing generic secondary (Tier 2/3) CAMHS. The appointee will oversee clinical work, manage emergencies with the support of the crisis team and attend the weekly peer group. He/she will also be part of the team assessing referrals to CAMHS.

There are currently 5 clinic settings in Cwm Taf Morgannwg including Princess of Wales Hospital, Tonteg Child and Family Clinic, Carnegie Clinic, Keir Hardie and Ysbyty Cwm Cynon. The Taff Ely clinic where the appointee will do the majority of its clinical work, it is based in the Tonteg Child and Family Clinic.

The service works closely with other agencies including Education, Social Services and child health. All Consultants, in time, take on various management responsibilities and the appointee will have opportunities for this. All Consultants contribute to teaching in the service and a tutorial programme for trainees. There are opportunities to contribute to the Specialist Trainee tutorial programme. There are also opportunities for research. Professionals in the service are expected to undertake audit and present results. The Consultant is expected to have Section 12/2 approval and Approved Clinician approval. Support and funding for training will be provided to obtain these if necessary.

ON CALL RESPONSIBILITIES

The Crisis Intervention Team is responsible for emergency cover 24 hours including weekends. The appointee will be available to provide support to the team to discuss assessments during routine working hours or offer follow up appointments to patients seen by the team if needed. The Consultant will be responsible for undertaking assessments when a section 12/2 approved clinician is needed or a more medical approach is required within normal working hours.

There is an after-hours, weekends and Bank Holidays on-call rota that covers the CAMHS including Cardiff and Vale UHB, Swansea Bay UHB and CTM UHB. Consultants are second on-call. Throughout the three UHBs the initial assessment is done by trainees in General Psychiatry who liaises with the CAMHS first on-call. The Consultant will be on a 1:16 rota. All Consultants are expected to be Section 12/2 approved, or be prepared to become Section 12/2 and A/C approved after appointment. Support and funding is provided towards that. There are nurse led Crisis Teams across the Network that offer support until late hours in the evenings. At present, the cover by these teams in terms of hours and weekend vary within the three Health Boards.

CONTINUING PROFESSIONAL DEVELOPMENT

The Network has established in-service teaching for all staff. CPD is encouraged and there is a regular CPD/peer group locally.

THE POPULATION AND SERVICES

1. Catchment:

The population in Cwm Taf Morgannwg area is estimated to be around 420,000 people. There are five Consultants in the service complying with the College recommendation of one Consultant for 100k population. Each Consultant is working in different Teams, however there is an expectation to work across other areas if there is need in the service for example while covering annual leave and if there are emergencies that can't be covered by the locality Consultant due to unforeseen reasons.

2. Range of Patients:

The core teams are responsible for all day to day CAMHS working with Children and Young People up to their 18th birthday with a variety of mental health conditions. Neurodevelopmental cases will still be seen within CAMHS if they are complex and present with comorbidities. CAMHS is no longer accepting new referrals, but still have opened cases from the time before the ND Team was established. The Consultant will support the Crisis Liaison Team during routine hours for those patients of his/her locality that require medical interventions.

3. Third Sector Organisations:

There are a number of third sector organizations in the area. The service aims to work closely with them and there are well established links with the Primary Mental Health Services. There are available information leaflets for families about contact and service offered by these organizations across the Cwm Taf Morgannwg area.

4. Commissioning and Contracts:

Clinical Prioritisation

The Clinical Director / University Health Board managers are responsible for negotiating these with commissioners. Historically Commissioners have not specified these but work is being done to develop a specification. Work is being undertaken to clarify the role and functions of Specialist CAMHS so that inappropriate work is directed elsewhere.

Responsibilities

The Consultant will work as part of a multidisciplinary team and carry out clinical duties including the assessment and management of cases. The Consultant will be expected to be a care coordinator of Part 2 cases when appropriate. He will also offer leadership to the team and lead on service development as part of her SPAs. The Consultant will be responsible of the work that

her carries out. He will cover other Consultants by agreement when needed. The Consultant will offer line management and supervision by agreement to other clinicians in the service.

Contracts and Service Level Agreements

As part of the team there will be a key requirement to ensure that all relevant qualitative and quantitative requirements are delivered in a timely and within the agreed resource framework.

5. The Organisation:

The appointee will be an employee of Cwm Taf Morgannwg UHB. This is a combined acute and community UHB also providing mental health services. There is a Locality Management Team that represents all the disciplines within the service. The LMT will link in with the Senior Management Team to implement strategic developments within the service.

A regular training programme operates in each area.

6. The Area:

Bridgend, Merthyr Tydfil and Rhondda Cynon Taf are mixed urban and rural areas. There are pockets of deprivation within the catchment area.

7. Developments:

The Senior Management team are currently developing through the CAMHS subgroup of Together for Mental Health a Service Specification for Specialist CAMHS. Additional work is underway to address the complex requirements of Young People with emerging Personality Disorder, with a DBT team.

8. Consultants in the UHB:

The Consultants in the Merthyr / RCT/ Bridgend (Cwm Taf Morgannwg UHB) part of the Network are:

Dr Antonio Munoz-Solomando	Consultant for the Community Intensive Therapy Team and Clinical Lead
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Dr Amani Hasan	Locum Consultant in the Generic Team in Taff Ely
Dr Sanjeev Sharma	Consultant in the Generic Team in Rhondda Cynon and YPDAS Team
Dr Cara Maiden	Consultant in the Eating Disorders Team (RISE)
Vacancy	Consultant in the Generic Team for Merthyr
Dr Frances Emeghara	Locum Consultant in the Generic Team for Bridgend
Dr Alison Shaw	Locum Consultant in the Generic Team for Bridgend

All Wales Forensic Adolescent Consultation Treatment Service for Wales based at Ty Llidiard, Bridgend:

Dr Sarah Argent	Consultant Adolescent Forensic Psychiatrist
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Tier 4 Inpatient Service:

Dr K Menon	Consultant Child and Adolescent Psychiatrist and Clinical Director
Dr Ceri Price	Consultant Child and Adolescent Psychiatrist

Learning Disability Service:

Dr Amani Hasan	Locum Consultant for CAMHS Learning Disability
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Tier 3 Young Persons Drug & Alcohol Service:

Dr Sanjeev Sharma	Consultant in Substance Misuse
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9. Special Interest Posts:

There are no specialist interest posts currently in the Network.

10. Community Paediatric Services:

There are Community Paediatric services in the Cwm Taf Morgannwg area with whom there is a good working relationship that has been strengthened by the recent development of the Neuro-developmental team and Crisis and Liaison Intervention Team.

11. Ty Llidiard / Community Intensive Interventions Team:

The Ty Llidiard Adolescent Unit is the Tier 4 In-patient provision for 12 – 18 year old patients. It has 14 beds and serves the whole of South, Mid and West Wales and is a very busy Unit.

The Community Intensive Interventions Team work with complex problems at an intensive clinical and liaison level thereby helping to maintain young people in the Community and preventing admission. The team works closely with the Inpatient Unit to facilitate early discharge and transition to the community.

12. Links with Other Services:

Links with Social Services and Education are very good. There are formal liaison mechanisms in place. There are regular meetings with Educational Psychologists to liaise over shared work. There are regular Consultation meetings with Social Services that will be offered by a Band 7 Social Work Therapist.

13. Regional and Supra-regional Services:

The Ty Llidiard Adolescent Unit provides In-patient facilities for children and young people between the ages of 12 and 18 years. Young people needing medium secure admission go to English facilities which will be in Birmingham or Bristol. A CAMHS Forensic Out-patient service for South Wales has been developed. CAMHS for learning disabled children is well established. There are plans for these Services to be expanded. A Forensic Adolescent Consultation & Treatment Service operates from Ty Llidiard.

RESEARCH, AUDIT AND TEACHING

1. All Consultants participate in teaching both within the Organisation and with medical students on placement. There will be opportunities to provide training to outside agencies and organizations.
2. There is an opportunity to contribute and attend the Specialty Trainees academic programme in rotation. There is also a training programme for junior staff to which Consultants contribute.
3. Research can be undertaken and is supported by the Network. The UHB also has arrangements to manage, foster and support research. All researchers are expected to comply with Research Governance Framework of the Welsh Assembly Government.
4. The Service takes medical students and the Consultant may be asked to contribute to the teaching.

SUPPORT STAFF TO THIS POST (MEDICAL AND NON-MEDICAL) AND FACILITIES

1. Cwm Taf CAMHS (Taff Ely) has:

Consultant Child and Adolescent Psychiatrist	1.0 wte
Therapies	2.1 wte
Family Therapy (Band 8A)	1.0 wte
Specialist CAMHS Nurse (Band 7)	1.0 wte
Specialist CAMHS Nurse – (Band 6)	2.0 wte
Specialist CAMHS Nurse – (Band 5)	1.0 wte
Specialty Grade Doctor	1.0 wte (reduced hours to 0.6 wte)
Health Care Worker (Band 3)	1.0 wte (CTM area doing Physical observation clinics)
Dietician (Band 7)	1,0 wte (for the CTM SCAMS Teams)
Pharmacist Prescriber (Band 8a)	0.6 wte (does prescriptions for all the SCAMS Teams)
Administration (Band 4, 3 and 2)	3.0 wte

2. Clinical work is undertaken through the five clinic settings: Tonteg Child and Family Clinic, Carnegie Clinic, Kier Hardie Health Park, Ysbyty Cwm Cynon and Princess of Wales Hospital. This Consultant post will have an office at the base (Tonteg Child and Family Clinic) with secretarial support.
3. There is a professional operational group where senior staff from the local service participate in management.
4. The appointee will have PC access and IT support.

SERVICE, CLINICAL AND PROFESSIONAL STRUCTURE

1. The SCAMHS Team is multi-disciplinary with Doctors, Nursing, Psychologists, Family Therapist, Pharmacist Prescriber, dietician and the Administrative team.
2. Following the Covid-19 Pandemic there have been numerous changes in the service to make it safe for professionals and users. This has included remote working that is happening as at required basis and can be job planned.

3. The Consultant will be responsible for all of the work he/she undertakes during the working week. The service has a weekly Team Meeting and there will be regular discussion of cases as per CAPA recommendations to oversee work being undertaken while working in the SCAMHS Team. For some cases, the Consultant will provide case management supervision to different members of the Team.
4. The appointee will be line managed by the Clinical Lead. All staff except for Consultants and Heads of Professions are responsible managerially to the Network Directorate Manager.
5. All Senior Staff can contribute to this through various mechanisms in the service.
6. There are good links with the Adult Mental Health Services. The transition protocol is currently being reviewed and it is being developed in agreement with AMHS to facilitate the transition for young people to AMHS when needed.

THE JOB PLAN

This is a provisional job plan. It is in keeping with the new contract. It will be revised after appointment. The new Consultant contract is for 10 sessions per week of which 7 are direct clinical sessions and 3 are support activity sessions (SPAs). This split between direct clinical and SPAs will include both the SCAMHS and Substance Misuse part of the job. This can be discuss following appointment to accommodate the need of the service.

	Monday	Tuesday	Wednesday	Thursday	Friday
Am	Clinic	SPA	Team meeting	Clinic	Clinic
Pm	Consultation and service development activities. SPA	S P A	Clinic	Clinic	A d m i n

* Direct clinical sessions. Others are supporting programmed activity sessions.

CONTINUING PROFESSIONAL DEVELOPMENT

There are regular meetings for local CAMHS Consultants where clinical and service issues are discussed. These are also used for CPD papers.

There is a regular opportunity for internal and external CPD.

Appraisal / revalidation arrangements are in place with annual appraisal by an appropriately trained appraiser within the UHB through the Wales MARS system.

Job Plans are undertaken annually with the Clinical Director and Directorate Manager.

SAFETY RISK MANAGEMENT/HEALTH AND SAFETY

The UHB is committed to protect its staff, patients and reputation through an effective risk management process. The post holder will be required to comply with the UHB's Health and Safety Policy and actively participate in this process. The appointee will have responsibility for managing risks and reporting exceptions.

OCCUPATIONAL HEALTH

Staff have a responsibility to access Occupational Health and other support in times of need and advice.

STUDENT/TRAINEE SUPERVISION

As a potential supervisor of students/trainees it is your responsibility to ensure that both you and the student/trainee are aware of the limitations of the role and have considered the individual's level of competence, skill and knowledge. The objectives to be achieved during the placement and the method of assessment must also be clarified. In addition, you should ensure that the student / trainee is advised about hazards and other issues identified through any risk assessment process and be instructed in the appropriate measures of avoiding risk.

JOB LIMITATION

At no time should you work at a level outside your level of competence. If you have concern regarding this, please discuss immediately with the Line manager. You must be aware of your Terms and Conditions of Service (read your Statement of Appointment).

OPERATIONAL WORK

If relevant to your role, have access to advice and support from appropriately qualified persons in respect of on-site, on-call and call-in arrangements.

TRAINING AND DEVELOPMENT

All staff must take part in induction / orientation processes offered.

As a professional person, the post holder will abide by legal requirements and statutory rules relating to practice, maintaining the confidentiality of patients and carers at all times. She / he will maintain professional standards of conduct and dress to sustain public confidence, in accordance with the HB's Policies, including Terms and Conditions of Employment, and record periodic registration.

This Job Description summarises the main features of the post. Individual tasks may change over time in response to changes in service needs, managerial structure, and the post-holders development. The outline is not intended to inhibit this process.

MISCELLANEOUS

Annual Leave – 34 days per annum pro rata (assuming 10 years continuous employment in NHS) cover is arranged between Consultants in Cwm Taf Morgannwg CAMH Service. All annual leave requests needs to be done using the Medical Health Roster.

Salary is that agreed nationally. Terms and Conditions are those of the Cwm Taf Morgannwg UHB.

Mental Health Officer status is preserved if a candidate is eligible for it.

Study leave arrangements are well supported and are applied for through the Line Manager and General Manager.

The Consultants cover each other and generally there are no problems in study leave or CPD.

Planned absence is agreed in the weekly Consultant's Meeting for cover. If a Consultant is off sick cover is also planned through the Consultant's Meeting with the assistance of the Locality Management Team.

There is no crèche on site.

CHILD AND ADOLESCENT MENTAL HEALTH SERVICE MANAGED CLINICAL NETWORK

CWM TAF UHB PERSON SPECIFICATION

Job Title: Consultant in Child and Adolescent Psychiatry

Base: Tonteg Child and Family Clinic, Church Road, Pontypridd CF38 1HE

RELEVANT FACTORS	ESSENTIAL	DESIRABLE	ASSESED BY
1. Knowledge, personal skills and abilities	<p>Commitment to team approach and multidisciplinary working.</p> <p>Good interpersonal and communication skills.</p> <p>Interest in clinical audit.</p> <p>Research interests.</p> <p>Commitment to understanding of the management process.</p> <p>Evidence of teaching medical students and junior staff.</p>	<p>Computing skills.</p> <p>Evidence of participation in clinical audit and understanding role of audit in improving medical practice.</p> <p>Understanding of clinical risk management and clinical governance.</p> <p>Evidence of initiating, progressing and concluding research.</p> <p>Organisation of (undergraduate and/or postgraduate) teaching programmes.</p>	<p>Application form</p> <p>Interview</p> <p>References</p>
2. Education / qualifications and training	<p>At time of interview, the candidate must be on the Specialist Register; or be within 6 months of the anticipated CCT / CESR(CP) date, if progress has been satisfactory and it is anticipated that the</p>		

	<p>outcome of the final ARCP will recommend that training will be completed by the time, the recommended CCT / CESR(CP) date is reached; or have a qualification regarded by the GMC as a 'relevant European qualification'.</p> <p>Prior to taking up the post, the candidate must be on the Specialist Register Child & Adolescent Psychiatry.</p>		
3. Experience	<p>Relevant experience in Child & Adolescent Psychiatry.</p> <p>Training and experience working with young people with substance misuse and comorbid mental health disorders. This includes:</p> <ul style="list-style-type: none"> -Assessment and Care Planning for young people with substance misuse problems - Opiate Detox - Managing Alcohol and Drug Misuse Disorders in various settings - Substitute Prescribing - Abstinence Prescribing - Managing patients with a dual diagnosis - Managing clients with polysubstance misuse - Harm Minimisation interventions - Liaison service with the general hospital, social services, youth justice system - GP Share Care Schemes 		<p>Application form</p> <p>Interview</p> <p>References</p>

4. Personality requirements to include attitudes and personal disposition	Evidence of ability to work both in a team and alone. Flexible approach.		Interview References
5. Physical requirements and attributes (include any specific health requirements)	To have the ability to carry out the full range of duties of the post.		Application form Interview Occupational Health Questionnaire
6.Circumstances e.g. Mobility/availability – special attendance requirements	Ability to travel between sites in a timely manner. Flexible approach to meet the needs of the service.		Interview References
7. Any Other special requirements	Satisfactory Immigration Status. Satisfactory Disclosure Check. To work flexibly to ensure cover of the department.		

Prepared by: Dr Antonio Munoz-Solomando
Date Prepared: 08 March 2023