

## ALDER HEY CHILDREN'S NHS FOUNDATION TRUST

### JOB DESCRIPTION

#### Post and Specialty:

Consultant in Child and Adolescent Psychiatry

This is a new post, due to increased investment and rising clinical need.

The post holder will provide psychiatric input to Liverpool Specialist CAMHS. The post is based across the Catkin Centre at Alder Hey main site and Liverpool Innovation Park.

Base: First Floor, Babbage House,  
Liverpool Innovation Park, Digital Way,  
Fairfield, Liverpool, L7 9NJ

#### Royal College of Psychiatrists Ref No:



#### Approval details: PENDING

#### Hours:

Permanent post.  
10.5 Programmed Activities (1:9 frequency, on-call supplement 2%)  
Part-time or job share may be considered. Additional sessions can also be negotiated.

Total PAs: 10.5PAs  
SPA and leadership: 2.5Pas DCC: 7.5PAs  
Additional PAs (prospective cover): 0.5PAs

**Accountable professionally to:** Medical Director through the Clinical Director for Psychiatry and the Director of Community and Mental Health Division

**Accountable operationally to:** Clinical Director for Psychiatry and CAMHS General Manager

#### Key working relationships and Lines of responsibility:

Clinical Director for Psychiatry: Dr Sally Al-Bachari  
Line Manager: Dr Sally Al-Bachari  
Director Community & Mental Health Division:  
Lisa Cooper  
Head of Service: Dr Lindsay Neil  
General Manager: Kate Walker  
Service Manager: Steve Gowland  
Medical Director & Responsible Officer: Dr Alfie Bass  
Chief Executive: Louise Shepherd

## INTRODUCTION AND TRUST DETAILS

As a leader in child healthcare and research, Alder Hey Children's NHS Foundation Trust provides care for more than 330,000 children and young people each year making us one of the biggest and busiest children's hospitals in Europe. This care is delivered not only on our main hospital site in Liverpool, but also in patients' homes and at community bases. With an income of £360m, we have over 3,800 staff working across our community and hospital sites. We have skilled, professional staff delivering compassionate care to the families we serve.

Alder Hey in the Park - our purpose-built £350m campus devoted to improving children and young people's health. This specialist, digitally enabled hospital, was designed alongside children and young people. Our health campus houses a dedicated Research, Education and Innovation (RE&I) Institute, which is home to our partnership with four Universities and the National Institute for Health Research (NIHR). Our health campus also plays home to the NHS's only Innovation Hub and our dedicated Clinical Research Facility. Our health campus has grown to encompass specialist mental health, neurodevelopmental and bereavement services, all within a parkland setting dedicated to inspiring and supporting children's health and well-being.

Our care and services are clinically-led, with four clinical 'divisions' - Surgery, Medicine, Community and Mental Health and the Clinical Research Division— each lead by a divisional director, an associate chief nurse, and a senior manager.

Alder Hey Children's NHS Foundation Trust is proud to provide mental health services to children and young people who reside in Liverpool and Sefton. Our mental health teams sit within the Community and Mental Health Division and are split into cross-directorate services and locality teams. We operate with robust partnership networks across our geographical area to ensure that the children and young people receive the most appropriate care and support.

Alder Hey staff are supported by the Staff Advice and Liaison Service (SALS) – they offer a safe and confidential space to support staff by offering advice and guidance, consultation, support following traumatic incidents, team interventions and advice and support around raising concerns. Our local Occupational Health service is provided by Team Prevent UK Ltd.

### Our services comprise:

- Locality specialist CAMHS teams
  - Liverpool Fresh CAMHS – based in Innovation Park, Liverpool and Catkin Centre, Alder Hey
  - Sefton Specialist CAMHS – based in Burlington House, Waterloo and Southport Centre for Health and Wellbeing, Southport

Liverpool Fresh CAMHS and Sefton CAMHS services comprise several multi-disciplinary teams with staff from varied backgrounds, including psychology, psychiatry, social work, nursing and psychotherapy. In addition, our team members are trained in a wealth of different therapeutic interventions and approaches, making the teams truly multi-disciplinary. The services have fully established Mental Health Support Teams (MHSTs) and have recently been involved in the national "4 week waits" waiting times pilot to develop waiting times standards for young people accessing CAMHS.

- Cross-Directorate Services:
  - CAMHS Crisis Care Team – the Crisis Care team offer 24/7 support for children and young people in mental health crisis throughout Liverpool and Sefton, their parents and professionals involved in their care.
  - Eating Disorders Service for Young People (EDYS) provide support and treatment for children and young people in Liverpool and Sefton with an eating disorder.
- Children's Inpatient Unit, Sunflower House (previously Dewi Jones Unit). Sunflower House is a tier 4 mental health unit for children and young people up to the age of 13. Previously based in Waterloo, the team have recently moved into a new purpose-built facility at Alder Hey in spring 2023.
- Alder Hey forms part of the Liverpool and Sefton CAMHS partnerships, working with a variety of partner organisations including other acute and community trust providers, voluntary and 3<sup>rd</sup> sector organisations.

### Our Strategic Objectives are to:

- Deliver outstanding care by always putting children and young people first and achieving outstanding outcomes for our patient cohorts.
- Have the best people doing the best work in the best place – have brilliant leaders supporting a diverse and talented workforce; be a centre of excellence for training and research; shape the development of our workforce.
- Grow sustainably through great partnerships – deliver care close to home in partnerships, develop services to their optimum and grow sustainably, contribute to public health and economic prosperity of our local area.
- Deliver game-changing research and innovation – world-leading children's research enabling outstanding treatment, delivering digital excellence for children, young people, families and staff, be a world leading centre of excellence that accelerates the impact of game changing innovation for children and young people.



Our\_Plan\_2019-202  
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In Liverpool, Sefton and Knowsley (our three local 'PLACES') Alder Hey will continue to play an active role in the development of new models of care for children and young people. We will continue to drive and mature Children's Transformation plans in all three areas with a common focus on improving services and care for children and young people. We will continue to develop our Community, Mental Health and general paediatric services to work in increasing partnership with primary and community care, education, early help and the voluntary sector. We will contribute to the local prevention challenge and the public health of Liverpool through developing our internal approach to public health, our commitment to the Liverpool Health Partners' 'Starting Well' programme, and our system-wide response to prevention through the 'One Liverpool' Plan.

Our ambition is to provide high-quality, evidenced-based mental health services, delivered by a highly skilled, innovative and motivated multi-disciplinary workforce. We are well placed to be a lead provider for Children and Young People's Mental Health for 0-25 year olds across Liverpool and Sefton. We will also play a partnership role in the CAMHS collaboratives across the wider Cheshire & Mersey footprint. We have developed new relationships with higher education institutions (HEIs) with new roles and training opportunities and community services to respond to changing needs across the system, and we will ensure that children and young people can receive their care more locally through improvements in pathways with primary care and transformed community services.

## **Service Details**

The Liverpool CAMHS team serves the city of Liverpool which is home to 484,488 residents (ONS, 2023) and the average age in the city is 37.6 years. There are 42,600 more people living in the city than in 2001, which is a 10% increase. There are 112,188 children and young people aged between 0-19 years old throughout Liverpool, and we provide care for children and young people with moderate to severe mental health difficulties.

The consultant is primarily responsible for delivering a high-quality clinical service and contributing to its leadership and strategic development. The postholder will have the opportunity to take on the role of clinical supervisor for a trainee and/or trust grade doctor based within the service.

The appointee will work full-time within the Liverpool CAMHS team and will have a caseload of approximately 60-65 young people. One day per week will be job planned for non-clinical activities.

## **LOCAL WORKING ARRANGEMENTS**

### **The Liverpool Specialist CAMHS Team**

The Liverpool Specialist CAMHS (also known as Fresh CAMHS) is established in Alder Hey and provides treatment to children and young people (CYP) with complex mental health difficulties. Liverpool Fresh CAMHS works with all children/young people (aged 0-18). We work with a range of difficulties, from issues requiring just a few sessions up to complex mental health difficulties requiring intervention from a multi-disciplinary team.

Fresh CAMHS is organised into four multidisciplinary teams (MDT), each working with a range of child and adolescent mental health difficulties, but each also with expertise in working with vulnerable or specific groups (16-18-year-olds; 0-5-year-olds; Youth Offenders; Looked After Children; Children with Learning Disabilities). Fresh CAMHS works hard to understand what might be going on for a young person and find the best intervention(s) to help.

Due to increased service demand a fifth multidisciplinary team will be created in the spring of 2024, which will be supported by the successful applicant to this post. There has been a significant increase in referrals to the team since inception. The team receives on average 200+ referrals each month, with daily triage meetings. Assessment/Choice clinics allow multidisciplinary assessments of new cases with post-Choice multidisciplinary discussion to support outcomes.

The WTE consultant psychiatrist holds a caseload of approximately 60-65 complex cases and is expected to see on average one new patient and about 12 follow ups per week. Referrals primarily originate from MDTs or through Choice Assessment. The majority of cases are supported by a Case Manager. The Consultant co-hosts MDT with Assistant Clinical Leads (ACLs) for the service, providing consultation and advice to MDT members.

The team hosts two higher trainees in child and adolescent psychiatry as well as one core trainee on a rotational basis. In addition to this the team has one full time substantive speciality doctor. Trainee psychiatrists and speciality doctors will offer specific psychiatric choice assessments.

Daily psychiatric duty cover is provided by the Consultant of the Day (COD) on a Rota basis. COD queries include specific psychiatric requests, including issues around medication, complex mental health risks and queries around psychiatric referrals at triage. The consultant will be supported by the Psychiatry lead (Dr Anandhi Inbasagaran) who carries strategic leadership responsibilities and is part of the senior leadership team.

The Liverpool Specialist CAMHS team currently consists of 86.60 WTE staff. These are a combination of Social Workers, Clinical Psychologists, Creative Therapists, Mental Health, LD Nurses and business support roles.

Role	WTE
Clinical Lead (Clinical Psychologist)	1.0
Consultant Psychiatrists	3.6
Speciality Doctor	1.0
Assistant Clinical Lead	5.6
Specialist Mental Health Practitioner	29.3
Senior Mental Health Practitioner	11.0
Mental Health Engagement Practitioner/Mental Health Practitioner	18.8
Psychologists	3

#### Local consultant colleagues:

Dr Katrin Russell, Sefton CAMHS consultant  
 Dr Lakshmi Ramasubramanian, Sefton CAMHS consultant  
 Dr Anthony Molyneux, Sefton CAMHS consultant  
 Dr Nadia Ranceva, EDYS consultant  
 Dr Barry Mullan, EDYS consultant  
 Dr Sally Al-Bachari, CAMHS Crisis Care consultant  
 Dr Anandhi Inbasagaran, Liverpool FRESH CAMHS consultant  
 Dr Kiran Savarapu, Liverpool FRESH CAMHS consultant  
 Dr Smita Gupta, Liverpool FRESH CAMHS consultant  
 Dr Audrey Oppenheim, Liverpool FRESH CAMHS consultant  
 Dr Serb Watts, ASD pathway consultant  
 Dr Louisa Draper, Paediatric Liaison consultant  
 Dr Andrew Kevern, Sunflower House, inpatient unit consultant  
 Professor Atif Rahman, Professor of Child & Adolescent Psychiatry at University of Liverpool



## CONTINUING PROFESSIONAL DEVELOPMENT

There is an expectation that consultants will remain in good standing for CPD with the Royal College of Psychiatrists. The Trust has an electronic appraisal system for all consultants which includes a review of Continuing Professional Development. The post holder will be expected to join and contribute to a peer group. The Alder Hey psychiatry consultant group meet on a monthly basis – the agenda includes CPD activities. The Trust support CPD activities, including study leave arrangements and appropriate funding. The Trust also offers CPD activities and a well-regarded weekly Grand Round Meeting.

Mentoring of newly appointed consultants by a more senior colleague is available within the Trust and the appointee will be encouraged to make use of this resource.

Consultants each have quarterly supervision with the clinical director, the frequency is increased where needed and for new consultants. The supervision space allows line management supervision as well as holistic support for each consultant. Within team meetings there are also regular staff support sessions (facilitated monthly by the SALS team) to allow a debrief space for the teams.

## CLINICAL LEADERSHIP AND MEDICAL MANAGEMENT

Clinical leadership is provided by all doctors, with consultants leading the improvement of the quality of care within the team and across the system. Consultants contribute to business planning and strategic development of services. The Trust has a culture of developing strong medical leaders and managers - there are a wide range of opportunities to support aspiring and established medical leaders to further their skills and experience.

## APPRAISAL AND JOB PLANNING

All doctors engage with annual appraisal. Job planning and appraisal take place on an annual basis - appraisers rotate every three years and job plans are completed by the clinical director for psychiatry and the divisional director. Every doctor is inducted and trained to use the electronic platform to support medical appraisal and job planning. Annual meetings provide a review of objectives from the previous year and develop mutually agree objectives for the upcoming year. The Trust's Responsible Officer makes recommendations on revalidation to the GMC in a timely way. The post-holder is required to attend the Trust induction programme.

## TEACHING AND TRAINING

Alder Hey serves as a teaching hospital to the University of Liverpool. The undergraduate curriculum is based on problem-based learning. All consultants are expected to take part in undergraduate teaching. Support is available to enable new consultants to deliver Level Two training. Medical students from the University of Liverpool are placed in the Trust and all doctors support students to learn and have positive placements.

The Alder Hey Academy are committed to the education, training and development of both our current and future workforce to ensure the delivery of safe, high quality compassionate care. The Academy was formed in 2019 and brings together medical education (including our Library and Knowledge Services), non-medical education, learning & development and

apprenticeships as well as our work with local schools and colleges. Our courses, events and activities all support us to achieve Our People Plan.

Each year we provide over 1500 placements to medical, nursing and allied health students and we support postgraduate medical trainees, those on work experience and visiting clinicians from the UK and abroad. The Academy also co-ordinates learning and development activities for staff across the Trust as well as managing apprenticeships, co-ordinating our careers and work experience programmes and hosting a wide range of courses and events.

We work with a range of external partners including higher education institutions (HEIs), further education colleges, workforce and education networks across Cheshire and Merseyside, the wider North West as well as national networks and other external bodies. We are also engaged in national level programmes and projects led by Health Education England (HEE). Our work is influenced by national and local priorities, which are constantly evolving and which requires us to be flexible in our approach to deliver this strategy.

The Undergraduate Medical Education team at Alder Hey supports medical undergraduates in training and provides an integrated teaching programme in the speciality of Paediatrics. The majority of medical students are from Liverpool University along with other visiting/elective trainees from other medical schools in the UK and overseas.

- The Postgraduate Medical Education team supports junior doctors in training at Alder Hey. The vision is to offer the highest standard of postgraduate medical and dental education to trainees to ensure that the highest level of care is provided for our patients. The Director of Medical Education is Dr Claire Halfhide.
  - Provide excellent clinical and educational teaching for trainees at all levels
  - Provide educational and pastoral support to all our trainees
- Embrace and encourage innovations in medical education and patient care.

All consultants have responsibility for organising the teaching and training of all members of staff in their department. There is an active training scheme for all junior medical staff and all consultants are expected to contribute to this programme. There are many postgraduate activities within the Trust including a weekly Grand Round.

The Trust hosts a number of junior doctor placements and encourages consultants to develop skills and access training relevant to their roles as clinical supervisors. The medical education team organise at least one CPD event annually for Educational and Clinical Supervisors. Post-holders receive study leave to support continuing medical education.

## RESEARCH

We know that a children's hospital is different and that our job is more than just treating an illness; that's why Alder Hey has a dedicated research, education and innovation institute. The Trust has a comprehensive research portfolio with research embedded into every division and is very proud to have enrolled 800-1000 children and young people per month to research studies from a diverse portfolio of more than 150 observational and interventional research studies. All consultants, nurses and allied health professionals are encouraged to be involved

in research such that clinicians from more than 25 specialities are currently principle investigators for a portfolio of local, national and international studies.

The trust hosts an NIHR funded Clinical Research Facility, funding for which was renewed in 2022. The CRF enables delivery of clinical trials in experimental medicine whilst the Paediatric Medicines Research Unit specialises in clinical studies which aims to make drug treatments safer and more acceptable to children and young people.

Overall responsibility for the Trust's Research Strategy lies with the Medical Director and the Director of Research and Innovation. The Clinical Research Division ensures that research is incorporated into the management infrastructure and is part of the Trust's overall service plan and strategy. A number of operational groups and key individuals facilitate the design, coordination and support of research.

The national Co-ordinating Centre of NIHR Medicines for Children Research Network is based in Alder Hey and there is also the Local Research Network (LRN). There is close collaboration between all of these and with many other stakeholders.

The Trust has a comprehensive research programme, and all consultants are encouraged to be involved. The overall responsibility for the Trust's Research Strategy lies with the Medical Director, and the Director of Research. The Research and Development Directorate ensures that research is incorporated into the management infrastructure and is part of the Trust's overall service plan and strategy. The Trust's Research and Development Manager, along with research group leaders, promote research within the overall strategic aims. A number of operational groups and key individuals facilitate the planning coordination and support of research.

Areas of direct relevance to child health in which there exists a critical mass of expertise are focused around research subject groups. The Research and Development Manager, research group leaders and a nurse lecturer practitioner also provide support to new initiatives which fall outside the strategic focus, especially those with potential to develop into programmes of research. Quality assurance of all Trust-based research is achieved through peer review of all proposals by the Research Committee.

Dr Nadia Ranceva is the Community and Mental Health Director of Research and has an extensive divisional programme to extend research opportunities so that all medics can become involved and access appropriate support. The post-holder is encouraged to undertake and contribute to research opportunities. The post-holder can use the library facilities at the Education and Innovation Institute.

## INNOVATION

Alder Hey is the UK's leading trust for technological innovation and commercial exploitation, enjoying an international reputation for advancing child health in novel ways. With a dedicated innovation team of 27 individuals and an underground 1000sqm facility featuring VR, AR, rapid prototyping, simulation and 3D printing facilities, it has unrivalled capabilities to develop clinical problems into commercially viable solutions. The innovation system has multiple partnerships with large corporates, academic institutions and small companies to ensure that clinicians can access a wide range of technologies and experts to co-create their solutions.



Our problem-based approach aligns with the trusts research and overall strategy to grow the future, making today's child tomorrow's healthier adult. Opportunities for clinicians to become part of the innovation drive include as a founder of a new company, intrapreneurship, dedicated time to join the innovation team or with bespoke support to allow translation of research to patient impact.

Our areas of strength lie not only in our open innovation methodology, facilities and dedicated support teams, but extends to specific technology themes including HealthTech, digital therapeutics, artificial intelligence, immersive health and our Alderhey@nywhere patient facing user interface.

## **MENTAL HEALTH ACT AND RESPONSIBLE CLINICIAN APPROVAL**

The post-holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to ensure Approval remains up to date.

## **SECRETARIAL SUPPORT AND OFFICE FACILITIES**

The post holder will have access to a dedicated administrative team, with access to a Psychiatry Pathway Coordinator and Support Secretary (PCO/medical secretary - shared between consultants and trainee doctors). The Pathway Coordinator is responsible for ensuring a seamless patient pathway and providing full administrative support to the consultant psychiatrist.

The consultant will be based in the Liverpool Specialist CAMHS Psychiatry team office at the Innovation Park site. This is a shared office space with a dedicated desk for the consultant. There are break out spaces available in the department. The post holder will be given a Trust laptop and mobile phone. There are facilities to allow remote working including videoconferencing and remote patient consultations. IT support is provided 24/7 by the Trust IT (Information Technology – service desk) department.

## **TRAINING DUTIES**

The post holder will participate in undergraduate and postgraduate clinical teaching as well as the training of other disciplines. Medical students from The University of Liverpool attend every 6 weeks for CAMHS experience. There is opportunity to provide educational supervision of trainees and other disciplines, including non-medical prescribers.

## **CLINICAL GOVERNANCE AND QUALITY IMPROVEMENT**

Whilst the Trust organises regular half day sessions to enable intra and inter-departmental audit and general education programmes, it is expected that the successful applicant will maintain their personal portfolios in accordance with the requirements of the Royal College of Psychiatrists and ensure that they achieve suitable continuing professional development. Consultants are expected to be aware of the principles of clinical governance and to contribute to the aims of each Trust in achieving continuing improvement in all aspects of delivery of the service.

The post holder will participate in clinical audit, quality improvement activities and clinical governance, documenting reflections in the appraisal portfolio. There will be participation in service evaluation and development with work to promote a culture of continuous improvement and learning. Quality improvement projects can be supported by the Innovation Team.

## GENERAL DUTIES

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to consider changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

## EXTERNAL DUTIES, ROLES, AND RESPONSIBILITIES

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

## OTHER DUTIES

From time to time, it may be necessary for the postholder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the postholder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## WORK PROGRAMME

The successful candidate will work with their colleagues in the team to provide psychiatric assessment and support to children and young people referred to the service. This will include assessment of complex cases, risk formulation and medication management. The post holder will work 10.5 PAs over 5 days. A job plan will be agreed early into the post (within the first month) – 7.5 PAs for direct clinical care, 2.5PAs to support professional activities (as per the Royal College of Psychiatrists guidelines). A formal job plan will be agreed in the first month of the post then reviewed at least annually thereafter.

**Suggested draft timetable (draft outline – days to be coordinated with successful candidate):**

Day	Time		Work	Category	No. of PAs
<b>Monday</b>	AM		New patient clinic ( with admin)	DCC	1.0
	PM		Follow up clinic	DCC	1.0
<b>Tuesday</b>	AM		Follow up clinic	DCC	1.0
	PM		Admin	DCC	1.0
<b>Wednesday</b>	AM		MDT Meeting Meetings	DCC	1.0
	PM		Leadership Role	SPA	1.0
<b>Thursday (working from home) Non clinical day</b>	AM		Teaching/departmental meetings and strategic development/QIA/audits	DCC SPA	0.5 0.5
	PM		Junior Doctor supervision Revalidation activities	SPA	1.0
<b>Friday</b>	AM		COD	DCC	1.0
	PM		Follow up clinic	DCC	1.0
<b>Unpredictable / emergency on-call work</b>		Non-resident	2 <sup>nd</sup> on-call Psychiatry	B	1:9
<b>PAs</b>	Direct clinical care SPA Prospective cover				7.5 2.5 0.5  <b>TOTAL 10.5PAs</b>

## ON-CALL AND COVER ARRANGEMENTS

The post holder will take part in the locality on-call rota which is 1:9, low frequency, Category B rota. On-call supplement is paid at 2%. The rota is made up of 2 tiers – with junior doctors (both core trainees, specialist trainees, and trust grade doctors) covering the first tier and consultants as second on-call. The rota covers Alder Hey Children's Hospital and Ormskirk General Hospital as well as Sunflower House – emergency departments and paediatric wards. The consultant provides senior advice and input to juniors as well as attending on-site when needed.

It is the post-holder's responsibility to arrange cover for on-call duties during periods of annual leave and to offer reciprocal cover to colleagues.

## CONTRACT AGREEMENT

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## LEAVE

The annual leave year runs alongside the financial year. The post-holder is entitled to 32 days of annual leave up to 7 years as a consultant and 34 days per year thereafter. The post-holder is entitled to 30 days study leave over three years.

## VISITING ARRANGEMENTS

Please contact Dr Sally Al-Bachari via email [Sally.Al-Bachari@alderhey.nhs.uk](mailto:Sally.Al-Bachari@alderhey.nhs.uk)

## Terms and Conditions of Service

1. The Terms and Conditions applying to the post are those relating to Consultants (England) 2003 and shall be subject to any amendments negotiated from time to time by the appropriate bodies and approved by the Secretary of State.
2. The appointee will be expected to work with local managers and professional colleagues in the efficient running of the services and will share with consultant colleagues in the medical contribution to management.
3. The successful candidate will be expected to maintain existing service commitment and comply with Trust performance targets.
4. The post holder must be a medical practitioner fully registered with a licence to practice with the General Medical Council. The appointment is subject to clearance by the Disclosure and Barring Service and satisfactory medical screening results, including verification of Hepatitis B status.
5. The appointee will have responsibility for training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis.

### 6 . Residence

- (a) The successful candidate will normally be required to live within 15 miles/30 minutes of his/her base hospital (the hospital where the principal duties lie) and in a location offering easy access to the other organisations / facilities as required.
- (b) Where, however, the successful candidate already resides within 15 miles by road of his/her base hospital, he/she will not be required to remove his/her home nearer the hospitals.
- (c) Where the successful candidate's present residence is more than 15 miles by road from the hospital he/she will be required to remove his/her home to meet the residential clause of his/her contract, unless he/she has the written consent of the Trust to the contrary.
- (d) The Trust does not have a policy for reimbursement of relocation expenses.

### 7. Disclosure & Barring Service (previously Criminal Records Bureau)

The successful applicant will be required to undertake an enhanced DBS Disclosure check.

Further information on the DBS is available on their website at <http://www.dbs.gov.uk>. The Appointee will be required to pay for the DBS Enhanced Disclosure.

It is the policy of the Trust to undertake disclosure checks via the Disclosure & Barring Service (DBS) as appropriate under the Trust's policy and in line with current legislation. Criminal records will be taken in to account for recruitment purposes only when the conviction is relevant to the post applied for.

The offer of this post and continuation of your employment is subject to a satisfactory DBS disclosure (to be determined in accordance with current legislation).



The Trust retains the right to request that a further disclosure be sought at any time throughout your employment in line with current legislation and the continuation of your employment is subject to a satisfactory DBS check.

DBS checks will be completed every three years during your employment with the Trust and the cost of these checks will be deducted from your pay and you will be given the opportunity to pay this over three instalments.

Alternatively if you are registered with the DBS Update Service at the same level required for your employment with the Trust there will no requirement to complete a DBS and no further cost applied by the Trust as payment will be made by yourself directly to the DBS Update Service.

You are required to inform the Trust if you commit, or are investigated for, charged with, cautioned for or convicted of any criminal offence. A failure to provide such information or proving incorrect information may be considered to be gross misconduct warranting summary dismissal.

As an organisation which uses the Disclosure and Barring Service (DBS) Disclosure service, the Trust complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all job applicants will be subject to a criminal record check from the Disclosure and Barring Service before an appointment is confirmed. This will include details of convictions cautions and reprimands, as well as 'spent' and 'unspent' convictions. A criminal record will not necessarily be a bar to obtaining a position. A decision will be made depending on the nature of the position and the circumstances and background of the offences.

## **Mandatory Statements**

1. The Trust is pro-diversity and anti-discrimination. Trust policies prohibit discrimination, victimisation, bullying or harassment. The Trust is committed to treating people equally, whether they are patients, colleagues, suppliers or other customers. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.
2. The Trust is committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values of respect, excellence, innovation, togetherness and openness in all that they do to ensure that Alder Hey truly belongs to everyone.
3. In the course of your duties you may acquire or have access to confidential information which must not be disclosed to any other person unless in the pursuit of your duties or with specific permission given on behalf of the Trust. You must ensure that you handle personal information in accordance with the requirements of the Data Protection Act 1998.

4. You are reminded that, in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, you have a duty to take reasonable care to avoid injury to yourself and to others by your work activities, and are required to co-operate with the Trust in meeting statutory requirements.
5. You must ensure that you adhere to the Trust Infection Control policies and procedures at all times. You have a duty of care under the Health Care Act to prevent the spread of infection.
6. Within the NHS, good patient care is reliant on the availability of complete, accurate, relevant and timely data. The quality of information can limit the capability to make operational decisions about the way care is planned, managed and undertaken. Poor information quality can lead to poor decision making and may put service users at risk. High quality information means better, safer patient care. Where you are required to record data on systems, whether patient or staff data, or paper or electronic format you must ensure that it is up to date, accurate, complete and timely. You have a responsibility to ensure that you feel sufficiently knowledgeable about the system you are asked to use and what is required of you in order to fulfil your task accurately. Where an error is created or discovered by yourself on any system which you cannot rectify, you must contact the relevant helpdesk / system owner or your Line manager. Please read the Data Quality and Information Governance Policies located on the Intranet and ensure you understand your responsibilities.

As an employee of the Trust you will be accountable for the data entered into records and systems. It is very important that the Trust records the most up to date patient demographic details, including full name, D.O.B., address, contact number, NHS number, GP and GP Practice. This is not only to fulfil our legal obligation under Principle 4 of the Data Protection Act, which states 'Personal data shall be accurate and, where necessary, kept up to date', but it is also crucial in ensuring patient safety.

All staff should take ownership of records that are accessed and take the opportunity to check that the data held is correct.

7. Alder Hey Children's NHS Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Staff have a responsibility to ensure they are aware of specific duties relating to their role and should familiarize themselves with the Trust's safeguarding and child protection procedures, regular safeguarding and child protection training updates are mandatory for all staff. All individuals will have some risk management responsibilities with which you are required to comply, for details of your responsibilities please refer to the current Risk Management Strategy which is available on the intranet and in the local strategies folder.
8. You must comply with all Trust policies and procedures and attend all necessary mandatory training.
9. This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties.

**PERSON SPECIFICATION**  
**Consultant in CAMHS Crisis Care Team and EDYS**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASSESSED</b>
<b>1. Education and Training</b>	<ul style="list-style-type: none"> <li>- Full GMC registration, licence to practice with inclusion on GMC specialist register (or eligible for or within 6 months of eligibility for)</li> <li>- Primary medical degree</li> <li>- MRCPsych</li> <li>- Approved clinician status OR able to achieve within 3 months of appointment</li> <li>- Approved under S12 OR able to achieve within 3 months of appointment</li> </ul>	<ul style="list-style-type: none"> <li>- Qualification or higher degree in medical education, clinical research, or management</li> <li>- Additional clinical qualifications</li> </ul>	Shortlisting
<b>2. Experience</b>	<ul style="list-style-type: none"> <li>- Excellent knowledge in specialty</li> <li>- Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</li> <li>- Excellent oral and written English communication skills</li> <li>- Ability to manage clinical complexity and uncertainty</li> <li>- Ability to make decisions based on evidence and experience including the contribution of others</li> <li>- Able to meet duties under MHA and MCA</li> </ul>	<ul style="list-style-type: none"> <li>- Wide range of specialist and sub-specialist experience relevant to post</li> </ul>	<ul style="list-style-type: none"> <li>- Shortlisting</li> <li>- Interview</li> <li>- References</li> </ul>
<b>3. Skills</b>	<ul style="list-style-type: none"> <li>- Ability to deliver undergraduate and postgraduate teaching and training</li> <li>- Ability to work in, and lead a team</li> <li>- Ability to supervise the clinical work of doctors in training and other staff</li> </ul>	<ul style="list-style-type: none"> <li>- Experienced in clinical research/service evaluation</li> <li>- Awards/presentations/publications</li> </ul>	<ul style="list-style-type: none"> <li>- Short listing</li> <li>- Interview</li> </ul>

	<ul style="list-style-type: none"> <li>- Ability to organise and prioritise personal workload and that of others.</li> <li>- Ability to build effective relationships and work collaboratively with staff at all levels of the organisation. Ability to relate to patients and carers from a wide range of backgrounds and to empathise with their needs and concerns.</li> <li>- Evidence of being a team player and effective communicator as part of a multiagency team</li> <li>- Leadership: ability to develop a vision and lead the change that brings it into effect within a multi-disciplinary and multi-agency context</li> <li>- Effective time management, ability to work under pressure</li> <li>- Well-developed reflective and self-care skills and ability to foster these attributes in others</li> <li>- Ability to share knowledge and difficulties with colleagues</li> </ul>		
<b>4. Personal Attributes</b>	<ul style="list-style-type: none"> <li>- Self-motivated to set and achieve targets</li> <li>- Flexible in regard to teamwork</li> <li>- Effective member of multidisciplinary team</li> <li>- Demonstrable evidence of ongoing commitment to personal and professional development</li> <li>- Demonstrable evidence of ongoing commitment to the development of a high quality service</li> <li>- Flexible, adaptable, thorough and resilient</li> <li>- Demonstrable evidence of ongoing commitment to clinical governance</li> </ul>		<ul style="list-style-type: none"> <li>- Shortlisting</li> <li>- Interview</li> </ul>