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WALES

Bwrdd Iechyd Prifysgol
Cwm Taf
University Health Board

CHILD AND ADOLESCENT MENTAL HEALTH SERVICE MANAGED CLINICAL NETWORK

SPECIALTY DOCTOR IN CHILD AND ADOLESCENT PSYCHIATRIST

JOB DESCRIPTION

Job Title:	Specialty Doctor in Child & Adolescent Psychiatry
Nature of Post:	This is a Specialty Doctor post in a CAMHS Inpatient Service
Contract Type:	Permanent
Sessions:	This is a 10 session There is an on call commitment of 1:9 attracting sessional time
Salary Range:	£52,542 - £82,418 per annum
Base Hospital/Clinic:	Ty Llidiard, Princess of Wales Hospital, Coity Road, Bridgend CF31 1RQ
Accountable To:	Consultant of the Inpatient Unit
Professionally Accountable To:	Clinical Director
Managerially Accountable To:	Directorate Manager

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1. INTRODUCTION

Applicants are invited for a Speciality Doctor in Child and Adolescent Psychiatry to join the CAMHS Inpatient Unit, Ty Llidiard, Princess of Wales Hospital, Bridgend.

This is a substantive post based in the Ty Llidiard Inpatient Unit, Princess of Wales Hospital, Bridgend. Due to the geographic spread of the service, the role would require a significant amount of travelling. Training and supervision are available. All staff are encouraged to develop their skills and competence.

There is an opportunity to work with a dynamic and transformational service committed to delivering high quality services for the population in south, mid and west Wales.

1.1. The Organisation

1.1.1. CAMHS Managed Clinical Network

The Child and Adolescent Mental Health Service (CAMHS) Inpatient Service hosted by Cwm Taf UHB functions as a Managed Clinical Network providing inpatient services to the population of six Health Boards – Aneurin Bevan UHB, Cardiff and Vale UNB, Abertawe Bro Morgannwg UHB, Hywel Dda UHB, Cwm Taf UHB and south Powys UHB. The Network has a Clinical Director based in Ty Llidiard and Directorate Manager based in the Royal Glamorgan Hospital.

1.1.2. Cwm Taf University Health Board

The appointee will be an employee of the Cwm Taf UHB. This is a combined acute and community HB 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's vision is to 'Create Altogether Healthier Communities' by aiming to prevent ill health, protect good health and promote better health' through working with partners to provide services as locally as possible and reducing the need for hospital inpatient care wherever feasible. Acute, intermediate, community and mental health services are delivered across a network of Community Clinics, Health Centres and Community Hospitals supported by two District General Hospitals, Prince Charles Hospital, Merthyr Tydfil, and Royal Glamorgan Hospital, Llantrisant.

1.2. General Locality

The post holder will work through south, mid and west Wales – a combined urban and rural geographical area. One of the main attractions in working in this area is the opportunity to live in one of the most diverse areas of the British Isles. Cardiff and Swansea are vibrant cities along the M4 corridor and are home to a number of theatres, museums and sporting venues including the Principality Stadium. Just an hour drive from Bridgend is the Gower Peninsular, designated as an area of outstanding natural beauty.

The valleys regions in south Wales were once a powerhouse in the industrial revolution. Much of the heritage has left a lasting imprint on the communities and landscape of the valleys and their surrounding areas. Whilst some has been preserved for future generations to appreciate, much has been transformed back to the outstanding landscapes that these valleys would originally have been, and are accessible for leisure activities.

As a result the natural beauty of these valleys is now available for all to see with numerous walking and cycling routes across the whole of the locality. The Neath Valley with its plethora of Waterfalls and the Swansea Valley with its Caving are some of the great natural attractions of the locality. The Brecon Beacon Mountains and beautiful Carmarthenshire are also within easy reach. The Capitol City of Wales, Cardiff is within 30 minutes drive and London is currently just over two hours by direct rail service from Cardiff Central.

Cardiff is recognised as a south Wales regional shopping centre and has many of Britain's finest department stores including the largest John Lewis store outside London and four shopping malls and seven Victorian and Edwardian arcades providing a comfortable shopping environment all year around. Cardiff is home to the Wales Millennium Centre, Home to the Welsh National Opera and BBC Orchestras of Wales, and the venue to many of Wales largest theatre performances.

Housing to buy and rent is in good supply and there is a wide variety on the market. Prices are generally below the UK average across the locality. There are a number of new housing estates being built across the region.

Cardiff, Swansea, Neath, Port Talbot and Bridgend are all linked directly to the National Motorway System with the M4 passing through the Locality. London is a comfortable drive away. From the north of England, Scotland and the Midlands, the M5 and M50 link with the M4. From the south of England and the south west the M25 and the M5 link with the M4. Access from Ireland, West Wales and the ferry ports is via the A48 and M4.

The region is linked by the Great Western Main line with Swansea, Neath, Port Talbot and Bridgend all linked directly with Cardiff and London. Swansea, at the westerly point of the Main line being just over 3 hours from London by Inter-City Service. Services from stations within the locality link directly with Cardiff, London, Manchester, Shrewsbury, Carmarthen and Milford Haven. Services from Cardiff run direct Birmingham, Nottingham, Chester, Holyhead, Southampton and Portsmouth.

Cardiff has an International Airport with direct scheduled flights from Amsterdam, Paris, Dusseldorf, the Channel Islands, Isle of Man, Dublin, Glasgow and Belfast, with charter flights from Florida, Toronto and European destinations during the summer months. Cardiff (Wales) Airport is located 10 miles to the south west of the City.

1.3. Current Post

We are seeking a Specialty Doctor in Child and Adolescent Psychiatry to be a part of a multi-disciplinary Inpatient Unit Team providing a Child and Mental Health Service to young people admitted to Ty Llidiard. The Ty Llidiard Adolescent Unit provides In-patient facilities for children and young people between the ages of 11 and 18 years (young people needing medium secure admission go to agreed providers in England). The post can rotate to one of the Generic CAMHS team in the network and one of the CITT in the network.

1.4. Current Services

CAMHS delivered by the Inpatient Unit are provided by Cwm Taf UHB through a Managed Clinical Network. The Network itself operates a locality model with the Inpatient Unit being one of four localities.

The Inpatient locality comprises 16 Local Authorities across the region – Blaenau Gwent, Bridgend, Caerphilly, Cardiff, Carmarthen, Ceredigion, Merthyr Tydfil, Monmouth, Neath/Port Talbot, Newport, Pembroke, Powys, Rhondda Cynon Taf, Swansea, Torfaen and the Vale of Glamorgan.

Regional and Super regional Services:

- A tier 4 specialist Eating Disorder service has recently been established, operating from Ty Llidiard.
- An all Wales tier 4 Forensic Adolescent Consultation & Treatment Service operates from Ty Llidiard.

2. THE POST AND PRINCIPLE DUTIES

2.1. Summary

The work of the Welsh CAMHS services operates within the framework of the Mental Health (Wales) Measure 2010.

2.2. Principle Duties

The appointee will be a full time Speciality Doctor working within the CAMHS Inpatient Unit.

The appointee will

- Be part of a multi-disciplinary team providing a Child and Adolescent Mental Health Service.
- Develop working relationships with the Consultant of the Unit, colleagues from allied disciplines in addition to other teams and partner agencies in the Locality and Network area.
- Work clinically with children, young people and their families/carers and other allied professionals.
- Contribute to the development of knowledge and skills within the Service through teaching/research.
- Meet the needs of trainees placed within the Service mainly from the disciplines of psychiatry and nursing.
- Act in a consultative capacity in relation to other agencies with regard to the mental health needs of children and families.
- Contribute to the training programmes of other agencies/training establishments.
- Maintain professional standards within the Service.
- Assist and promote training/research.

2.3. Clinical Responsibilities

The post holder will be required to work clinically with children, young people and their families/carers and other allied professionals and will:

- Play a key role in the assessment of children and families referred to the Service.
- Devise plans of action using a variety of therapeutic approaches.
- Implement plans of action in partnership with parents/carers.
- Liaise closely with other agencies.
- Be aware of the special expertise of different disciplines within the Service in order that the most appropriate help is provided for Service users through consultation and/or active involvement of a worker from a different discipline.
- Work as a co-therapist where appropriate.
- Work as a member of a Family Therapy Team where appropriate.
- Provide a consultative service to other agencies.
- Keep accurate records as required by Service Policy.
- Respect rules of confidentiality.
- Set up and run client centred groups aimed at working with children/young people with particular problems within the community.

The post holder will maintain professional standards within the Service.

- To act always within the LHB and Network policies and guidelines.
- To provide examples of work to colleagues on a regular basis as a method of peer review.
- To be prepared to discuss critically the work of other therapists within the Network.
- To keep abreast of current knowledge/legislation with regard to child adolescent and family mental health and professional issues.
- To participate in quality assurance and clinical audit.

- The post holder will assist and promote training/research.
- To continue the development of therapeutic skills and other skills relevant to work within the Network.

2.4. On Call Responsibility

This post will be part of a middle grade rota that operates as at a 1:9 level which will be remunerated through additional sessional time

2.5. CME/CPD

The appointee would be expected to participate fully in CME/CPD and to achieve specific goals such as the MRCPsych if this is appropriate. In a reciprocal way the LHB will play it's part to facilitate this process by providing designated time and study leave.

2.6. Provisional Job Plan

The job plan will be discussed and agreed with the appointee.

The work programme will be based on a contract of 10 sessions incorporating 8-9 Direct Clinical Care sessions (DCC) and 1-2 sessions for Supporting Professional Activities or SPA (training / reading / governance activity / audit and research / service development / CPD / Appraisal etc).

	MON	TUES	WED	THURS	FRI
AM	DCC Ward duties	DCC Ward round	DCC MDT meeting	DCC Outreach assessments	DCC Ward duties
PM	SPA Post grad	DCC Supervision/War d duties	SPA Audit/research	DCC Admin	SPA/DCC subject to agreement

3. MANAGEMENT AND PROFESSIONAL RESPONSIBILITIES

The Post holder

- Will be expected to copy with the health Board's agreed policies and procedures and to practice in line with the Royal College of Psychiatrist's and the General Medical Council's good practice guidelines.
- Participate in clinical governance and audit. Clinical governance is a high priority in the Health Board.
- Maintain competence in the use of the Mental Health Act.
- Provide supervision and support of junior doctors and medical students.
- Participate in teaching administration and research opportunities.
- Participate in the continuing medical education programme provided locally.
- Deputise from time to time for absent colleagues so far as is consistent with the above duties.
- Perform additional duties in the case of infrequent emergencies. This would be monitored for annual job planning meetings.
- Be available for such irregular commitments outside normally rostered duties as may be essential for continuity of patient care. This would be monitored for annual job planning meetings.
- Be responsible for his/her Continuing Professional Development including registering with the Royal College of Psychiatrist's CPD programme.
- Be responsible for maintaining Section 12 MHA Approval.

4. GENERAL INFORMATION

4.1. General Terms and Conditions

Terms and conditions of service, and regulations as apply in the Cwm Taf LHB. There will be honorary contracts with partner Trusts for work to be undertaken in those areas.

The salary range is in accordance with the NHS terms for Specialty Doctor medical appointments and agreed nationally in Wales.

The job plan will to be discussed and agreed with the appointee and reviewed annually. There is a middle grade on-call commitment of 1:9.

Annual leave entitlement is six weeks plus 3 NHS Bank Holidays to be taken flexibly, excluding public holidays. Cover will be provided internally as part of planned clinical work. Planned absence is agreed in the team meeting for cover.

Study leave arrangements are well supported and are applied for through the Clinical Director / General Manager / Locality Lead.

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

4.2. Additional Information

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

The salary range is in accordance with the NHS terms for Specialty Doctor medical appointments and agreed nationally in Wales.

The HB 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 HB's Health and Safety Policy and actively participate in this process. He / She will have responsibility for managing risks and reporting exceptions.

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

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.

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 Clinical Director. You must be aware of your Terms and Conditions of Service (read your Statement of Appointment).

If you undertake research you must comply with the Research Governance Framework.

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.

THIS JOB DESCRIPTION IS AN OUTLINE OF THE ROLE AND RESPONSIBILITIES OF THE POST AND IS NOT DEFINITIVE. INDIVIDUAL TASKS OF THE JOB WILL CHANGE OVER TIME IN RESPONSE TO SERVICE

NEEDS AND TO REFLECT THE POSTHOLDER'S DEVELOPMENT. THIS OUTLINE IS NOT INTENDED TO INHIBIT THIS PROCESS.

CWM TAF UHB
CHILD AND ADOLESCENT MENTAL HEALTH SERVICE
MANAGED CLINICAL NETWORK

PERSON SPECIFICATION

Job Title: Specialty Doctor in Child and Adolescent Psychiatry

Base: Ty Llidiard, Princess of Wales Hospital, Bridgend

FACTORS REQUIRED	ESSENTIAL	DESIRABLE	ASSESSED BY
<p>1. Education/ Qualifications and training</p>	<p>MB, BS or recognised equivalent. GMC Full Registration / Licence to Practice. Section 12(2) approval under MHA 1983 or willingness to undertake training / approval process 4 years postgraduate training (or equivalent on part-time or flexible basis), 3 of which in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty or shall have relevant experience or competencies.</p>	<p>Relevant post graduate qualification MRCPsych or equivalent</p>	<p>Application Form Interview References</p>
<p>2. Knowledge, personal skills and abilities</p>	<p>Effective communication skills – verbal and written. Up do date with current practices in child and adolescent psychiatry. Ability to take independent clinical decisions when necessary and to seek advice from senior</p>	<p>Audit Teaching Research Good IT skills</p>	<p>Application Form Interview References</p>

	doctors as appropriate.		
3. Experience	Rotational scheme in general psychiatry as Core Trainee / SHO equivalent or a higher grade post.	Assessment of emergencies. Experience in Child and Adolescent Psychiatry.	Application Form Interview References
4. Personality requirements to include attitudes and personal disposition	Motivated, efficient, able to relate to patients, relatives, staff and medical colleagues. Genuine commitment to working as part of a multi-disciplinary team.	Flexible	Interview References
5. Other Requirements	To have the ability to carry out the full range of duties of the post. Ability to travel between sites in a timely manner Flexible to meet the needs of the service	Research interests in areas of special expertise.	Application Form Interview References Occupational Health Questionnaire