

JOB DESCRIPTION

For the post of

CONSULTANT PSYCHIATRIST – CHILD & ADOLESCENT
PSYCHIATRY

SOUTH BEDFORDSHIRE

EMOTIONAL & BEHAVIOURAL TEAM

DUNSTABLE CAMHS

10 Programmed Activities

Post and specialty:	A Consultant Child and Adolescent Psychiatrist 1 wte is required for the South Bedfordshire Child and Adolescent Mental Health Service. This vacancy has arisen due to the retirement of the current post holder.
Base:	Emotional & Behavioural team, Dunstable CAMHS Beech Close Dunstable
Contract:	Number of programmed activities: 10
Accountable professionally to:	Medical Director
Accountable operationally to:	Clinical Director
Key working relationships and lines of responsibility:	<p>Clinical Director : Julie Proctor</p> <p>Associate Clinical Director: Dr Hilary Gahan</p> <p>Linda Hurst General Manager, Luton CAMHS</p> <p>Director of Service : Sarah Wilson</p> <p>Associate Director, Luton & Bedfordshire CAMHS: Jo Meehan</p> <p>Chief Medical Officer : Dr David Bridle</p> <p>Medical Director (Beds & Luton): Dr Cathy Lavelle</p> <p>Interim Chief Executive : Lorraine Sunduza</p>

1. Introduction to East London Foundation Trust

Overview of ELFT

East London NHS Foundation Trust (formerly East London and the City University Mental Health Trust) was originally formed in April 2000. In 2007, the Trust was awarded University status in recognition of the extensive research and education undertaken in the Trust. On 1 November 2007, the Trust was authorised to operate as an NHS Foundation Trust under the National Health Service Act 2006. In February 2011, the Trust integrated with community health services in Newham. We are now a trust which provides mental health and community health services.

Following an Inspection in May 2016, the Trust was awarded an overall rating of Outstanding by the CQC, one of only 2 community and mental health trusts to receive such an assessment in the country. As part of this process, ELFT Community CAMH services were inspected and rated as Outstanding in their own right. This rating was retained following further inspection of the Trust in 2018.

The Trust serves a population of 1,500,000, operates from 80 community and inpatient sites, employs 5,000 permanent staff and has an annual income of £335m.

ELFT assumed responsibility for delivery of mental health services in Luton and Bedfordshire in April 2015. The scope of services includes adult services (including services for older people and people with learning disabilities), child and adolescent mental health services, improving access to psychological therapies and rehabilitation and recovery services. These services will deliver an additional £61 million of revenue to the Trust each year.

The Trust also provides a wide range of community and inpatient services to children, young people, adults of working age, older adults and forensic services to the City of London, Hackney, Newham and Tower Hamlets, and psychological therapies to the London Borough of Richmond. Forensic Services are also provided to Barking and Dagenham, Havering, Redbridge and Waltham Forest and the Trust provides some specialist mental health services to North London, Hertfordshire and Essex. The specialist Forensic Personality Disorder service serves North London and the specialist Chronic Fatigue Syndrome/ME adult outpatient service serves North London and the South of England. Our specialist Mother and Baby Psychiatric unit receives referrals from London and the South East of England.

Further information on ELFT can be found on our website: www.elft.nhs.uk

ELFT as an Employer

In 2015 the Trust won the Staff Engagement category at the Health Service Journal (HSJ) Awards. This prize was awarded in recognition of the work across the Trust to deliver high levels of staff engagement and motivation.

After being short-listed for the second year running, ELFT finally scooped the prestigious Provider Trust of the Year prize in the 2016 HSJ Awards.

ELFT is also recognized as a Stonewall Diversity Champion.

The 2014 National NHS Staff Survey placed East London NHS Foundation Trust among the highest in the country for staff engagement and satisfaction. The Trust achieved the best score in the country

for job satisfaction, staff motivation at work, and staff feeling empowered to contribute towards improvements at work.

The Trust employs 5,000 people in a variety of full-time and part-time posts. Making the Trust an excellent place to work is important to us and one of our key priorities. To achieve this the Trust is doing a lot to improve the working lives of staff, such as making flexible working hours available to those people who have younger children and/or who are carers.

Our Focus on Quality

Quality of care is the Trust's top priority. It is at the forefront of all that we do and is firmly embodied in our mission to provide the highest quality mental health and community care in England by 2020.

Being the very best requires continual improvement – always seeking to do things better. Sometimes it involves fundamental change in the way things are done, with everyone working together sharing the same passion and commitment. Our strategy takes a whole-organisation approach to quality improvement, and is built on experience and best practice from healthcare organizations and systems across the globe.

At ELFT we aspire to provide care of the highest quality, in collaboration with those who use our services. As an organisation we embrace continuous improvement and learning. Achieving this will mean we have to think differently, be innovative, and give everyone, at every level, the skills they need to lead change. It will not be easy to build this culture, but focusing on what matters most to our service users and staff, and improving access to evidence-based care will make our services more effective, give more power to our staff and improve patient experience and outcomes.

We are partnered with the Institute for Healthcare Improvement (IHI), the world leader in healthcare improvement, to support our organisation's improvement journey. This partnership provides not only strategic guidance but also helps equip our staff with the skills needed for successful improvement.



ELFT as a Research Centre

The Trust has university status and is linked with the University of London, City University and South Bank University. The Unit for Social and Community Psychiatry was established in 1997 and located on the site of the Newham Centre for Mental Health. It is supported by the East London NHS Foundation Trust and Queen Mary, University of London. The Unit has an internationally renowned research group, has generated more than £15m of external competitive grants since 2005, and publishes more than 20 research papers in peer-reviewed journals every year. In 2012, it became a designated Collaborating Centre of the World Health Organisation (one of only 18 mental health related WHO Collaborating Centres in Europe and the only one specifically for Mental Health Services Development in the world).

2. Management Structure of the Trust

Board Chair	Eileen Taylor
Interim Chief Executive	Lorraine Sunduza
Chief Operations Officer and Deputy CEO for London	Edwin Ndlovu
Chief Nurse	Claire McKenna
Chief Medical Officer	Dr David Bridle
Director of Finance & Deputy CEO for Bedfordshire and Luton	Kevin Curnow
Chief Digital Officer	Phillipa Graves
Executive Director of Commercial Development and Performance	Dr Mohit Venkataram

3. Map of Trust Services

The Patch



4. Service details

South Bedfordshire CAMHS are part of the ELFT Specialist Services directorate, together with East London CAMH services. The services have been through a competitive tendering process and have undergone redesign and development in line with Trust and commissioner priorities.

South Bedfordshire (Luton and Dunstable CAMHS) are specialist mental health services for children and young people with complex, severe or persistent emotional, behavioural or developmental problems. The services provide assessment and treatment of young people with mental health disorders up to the age of 18 years.

Emotional & behavioural team 1 (Dunstable CAMHS) is based at Beech Close, Dunstable with additional services based in schools, GP practices and Social Care. The team is staffed by a range of core mental health disciplines including child psychology, psychotherapy, art psychotherapy, family therapy, CBT therapists and nursing.

The clinical staffing within South Bedfordshire CAMHS comprises of 174 WTE. This includes a 7 day Crisis Assessment team. Recent developments within South Bedfordshire include the Mental Health Schools team and Primary Care Access team. Primary Care Access team works toward improving early access to CAMHS by developing stronger links with primary care.

The team also has access to the CAMHS Looked After Children Team (LAC) and the Home Treatment Team for children and young people to support those young people at risk of admission.

South Bedfordshire CAMHS, in line with other ELFT CAMHS, comprises several multidisciplinary teams based upon care pathways including:

- Emotional & Behavioural Team
- Neurodevelopmental Team (Learning Disability and Autism)
- Adolescent Mental Health Team
- Community Eating Disorders service
- Crisis Assessment team
- Mental Health Schools team (MHST)
- Primary Care Access Service (PCAS)
- Home treatment team (HTT)

Each team or pathway is supported by one or more Clinical Team Leaders, who provide senior clinical leadership and direction to the work of the whole team. The Clinical Team Leaders also provide representation for the team or pathway within the local Senior Management Team.

The South Bedfordshire CAMHS Service is managed locally by the General Manager, Associate Clinical Director, Psychological Therapies Lead and the Senior Management Team. South Bedfordshire CAMHS operate a Single Point of Access, through which new referrals are actively triaged and allocated to appropriate staff for assessment and treatment or signposted to other more appropriate services.

Population Served

Central Bedfordshire-Dunstable

Central Bedfordshire is a mainly rural location in the East of England and is considered a highly desirable place to both live and work. Much of the area has either a suburban or rural feel.

Out of the 56 unitary councils in England, Central Bedfordshire is the 11th largest by area and the 15th largest by population size (2015). In 2015, 274,000 people lived in Central Bedfordshire, resulting in a population density of 383 people per square kilometre. The population of Central Bedfordshire was 274,000 in 2015. This was an increase of approximately 40,000 (17.1%) since the 2001 Census.

Location

The team is located in Beech Close, Dunstable LU6 3SD. The team operates from a self-contained building in Beech Close. There is car park space and a pleasant garden. There are good road connections to Milton Keynes and London via the A5.

5. Local working arrangements

South Bedfordshire E&B Teams

The post-holder is expected to join the Emotional & Behavioral Team Beech Close, Dunstable. Part of this role will be to provide clinical leadership to this team jointly with a non-medical Clinical Team Leads. There is also another 0.5WTE Consultant Child and Adolescent Psychiatrist based within the team.

Together with other members of the E&B MDT, the post-holder would be expected to assess new referrals and to maintain a treatment caseload of children and young people with Emotional & Behavioural Disorders, monitoring use of medication and other treatments as appropriate. The role would include attendance at weekly E&B team meetings and reviews, as well as providing appropriate clinical support and supervision to non-medical staff within the team. The post holder will have a caseload of around 30-40 patients and will have 2 new patient assessments per month. The consultant will also offer emergency assessment to the local acute hospital on a rota basis.

6. Continuing Professional Development (CPD) & Personal Development Plan (PDP)

The Trust is committed to support CPD in accordance with Royal College of Psychiatrists guidelines and a peer group arrangement for supporting CPD exists and participation is expected.

Mentoring arrangements can be arranged within the Trust with a number of doctors being training and experienced mentors. Mentors outside the Trust can also be supported.

Appropriate internal and external study leave is supported and applications should be submitted on the appropriate Trust forms and authorised in accordance with the Trust's Medical Staff Study/Professional Leave Procedures. Reasonable expenses are paid where incurred as detailed in the procedures. The Study Leave budget is £1000.

7. Clinical Leadership and Medical Management:

The consultant will be expected to work with local managers, commissioners, partner agencies and professional colleagues in the development and efficient running of the service. Subject to the provisions of terms and conditions of service, the post holder will be expected to observe the agreed policies of the East London Child and Adolescent Mental Health Services and the procedures drawn up in consultation with the profession on clinical matters. The post holder will be expected to adhere to Trust policies.

Management duties include:

- Providing Senior Leadership.
- Contributing to the planning and on-going development of community services.
- In partnership with colleagues, developing common clinical policies and guidelines for the teams.
- Working alongside the Service coordinator to identify areas of unmet need.
- Collaborating with the Associate Clinical Director and Service Manager in the development of community based services in line with commissioning requirements and service development plan.
- Active involvement in the Healthcare Governance programme for East London Foundation NHS Trust.
- With the other child and adolescent psychiatric consultants, participating in the planning, distribution and allocation of clinical, administrative, professional and managerial tasks.
- Attending and participating in regular meetings as described in the job plan.
- Recording of clinical activity and prompt submission of returns in line with service requirements.
- Maintaining accurate, contemporaneous medical notes in line with the Trust's record keeping policy.

8. Appraisal and job Planning

Consultants will be appraised and have their job plans reviewed annually.

The Trust is committed to medical revalidation and appraisals and the post holder is required to undergo annual appraisals to support the revalidation process. The appraisal process is in accordance with the Trust's Medical Appraisal Policy.

The Responsible Officer for the Trust is the Deputy Medical Director.

9. Teaching and Training

Responsibilities may include the teaching of medical students throughout the curriculum. Students from Cambridge University Medical School are often placed with the team.

Consultants are also required for teaching core trainees in psychiatry (lecturing on the local MRCPsych course; chairing critical reviews and journal clubs; clinical exam practice), lecturing to paediatric core trainees on topics relating to child mental health and teaching higher specialty trainees in child and adolescent psychiatry as part of their academic programme.

A contribution to the training of junior doctors and other disciplines as appropriate and agreed will be expected.

10. Research, Audit and Quality Improvement

The Trust is committed to supporting research and development activities and has a link with Comprehensive Local Research Networks and other appropriate research organisations.

The research and development department within the Trust can provide advice and support on issues such as research methodology, project planning and proposal writing subject to resource and time constraints.

Healthcare Governance is undertaken in line with the agreed priorities for East London CAMHS and in response to service needs. The successful applicant will be expected to contribute to audit and Quality Improvement, in particular ensuring that clinical practice is in keeping with NICE guidelines and other agreed service protocols. Audit activity is well supported by the Trust's Clinical Audit Team. Regular time will be designated in the job plan for such activity.

We have set ourselves the mission of providing the highest quality mental health and community care in England, and have embarked on an ambitious Quality Improvement Programme to transform the culture of the Trust to one of continuous improvement, delivered through participation of all staff and with service users, carers and families at the heart of our efforts to improve. The post holder will be encouraged and expected to undertake training in QI and lead on future projects to improve the provision of service.

The Trust has the aim to provide the highest quality mental health and community care in England and in order to achieve this has formed a partnership with the Institute for Health Improvement to promote the integration of QI methodology into clinical practice. There are already extensive, well developed QI networks and programmes in place in East London, with plans in place to develop complementary systems and embed QI principles into CAMHS in Luton and Bedfordshire.

11. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved as a Responsible Clinician under Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

12. Secretarial support and office facilities

The post-holder will have dedicated desk space in clinic with allocated administrative support.

Appropriate IT support is also provided.

13. Clinical Duties of Post

The role of the consultant in the Emotional and Behavioural Team will be to provide psychiatric assessment and treatment where appropriate, contribute a psychiatric perspective, provide senior clinical leadership to the multidisciplinary team, offer consultation to other professionals and agencies and facilitate the development of the team.

Clinical duties include:

- Providing psychiatric assessment, including risk assessment, and treatment for children and young people referred to the EBT where clinically appropriate.
- Contributing a psychiatric perspective to the multi-disciplinary team
- Working in partnership with young people, parents and carers to develop evidence-based, effective and agreed care plans.
- Co-ordinating multiagency packages of care, treatment and support for young people and their families with complex mental health problems.
- Providing consultation, advice and appropriate support to professionals in the wider network of the child, young person or family.
- Clinical collaboration with the other Bedfordshire CAMHS services.
- Clinical liaison with clinicians in other Tier 2 and Tier 3 services and with Tier 4 providers.
- Provide appropriate supervision and training for junior medical staff
- Linking with adult mental health services, learning disability services, etc. regarding the transfer of care of young people at the age of 18 years in accordance with the Trust Adolescent Transition Protocol.

14. Training Duties

- This role carries a specific expectation of education and support to non-psychiatric colleagues.
- Provide clinical/educational supervision and management of junior and middle grade medical staff and other staff as appropriate to ensure service needs are met.
- Participate in the education and training of medical students and other staff within the team as appropriate.
- Actively participate in local and trust wide educational activities.
- Be an active member of a Personal Development Plan (PDP) peer group and keep up to date with the Continuing Professional Development (CPD) requirements of the Royal College of Psychiatrists.
- Update knowledge and skills in line with advances in the field to enable post holder to meet Trust's evolving service objectives.

15. Clinical Governance

An active commitment to clinical governance, including involvement in clinical audit and clinical risk management and continuing professional development, is expected of the new post holder, as is commitment to the Care Programme Approach and multi-professional team working.

16. General duties

- To undertake the administrative duties associated with the care of patients using the Trust's clinical record keeping system.
- 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 attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To attend the monthly Bedfordshire & Luton CAMHS Consultant meeting and other relevant professional meetings.
- 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 take into account 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.

17. 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. There are no fixed external duties attached to this post.

18. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make. There are no fixed other duties attached to this post.

19. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. The overall split of the programmed activities per team is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only.

The job plan will be adjusted accordingly to reflect any additional management or other responsibilities.

A formal job plan will be agreed between the post holder and Clinical Director or Associate Clinical Director after commencing the post. As and when services are reconfigured, clinical duties will need to be renegotiated accordingly.

Typical timetable: (subject to negotiation with colleagues)

Day		Location	Work	Category	No. of PAs
Monday	AM	Dunstable	Clinical work	DCC	1
	PM	Dunstable/L&D	Clinical work/duty rota	DCC	1
Tuesday	AM	Dunstable	Team meeting	DCC	1
	PM	Dunstable/Trust site	Clinical/consultant meetings/Peer meeting/CPD	SPA/DCC	0.5/0.5
Wednesday	AM	Dunstable/ Home working	Audit/QI/training	SPA	1
	PM	Dunstable/Home working	CPD/ Locality teaching programme	SPA	1
Thursday	AM	Dunstable	Clinical	DCC	1
	PM	Dunstable	Clinical	DCC	1
Friday	AM	Dunstable/Home working	Clinical	DCC	1
	PM	Dunstable/Home working	Clinical	DCC	1
Total PA's	Direct clinical care				7.5
	Supporting professional activities				2.5
	Total				10

20. On-Call Commitments / Cover Arrangement

The post holder will be expected to take part in a Luton and Bedfordshire Consultant Child and Adolescent Psychiatry out of hours rota. This is currently 1 in 8. First on call is provided by a core trainee in psychiatry (CT1-3) with higher specialty trainees (ST4-6) in General Adult / Old Age Psychiatry providing second on call.

An on-call supplement of 3% will be paid.

During working hours, there is a crisis liaison team, made up of psychiatric nurses, who offer assessment and intervention to young people presenting in crisis and/or as emergency admissions to Luton & Dunstable General hospital. The post holder will be part of the day time duty psychiatric rota made up of the consultants from Luton and Dunstable CAMHS.

Leave arrangements will be agreed with Consultant colleagues to ensure that all rotas are adequately covered.

21. 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

22. Leave

The post-holder is entitled to 32 days of annual leave and 10 days study leave per year, pro rata.

23. Visiting arrangements

Dr Hilary Gahan
Associate Clinical Director
Charter House
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Linda Hurst
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Person Specification: Consultant Child and Adolescent Psychiatrist

		Method of Assessment
Education / Qualifications	Essential (E) / Desirable (D)	Application Form (A) Interview (I)
Full GMC registration	E	A
MRCPsych parts 1&2 or equivalent	E	A
Eligible for inclusion on the specialist register or higher trainee within 6 months of CCT	D	A
Higher academic degree	D	A
Section 12 approved and Approved Clinician status or willing to apply for approval	E	A
Skills / Abilities		
Possesses an extensive range of clinical knowledge and excellent clinical skills	E	I
Concerned to maintain and develop this knowledge	E	I
Displays sound professional judgement	E	I
Exercises sound clinical risk management	E	I
Sees patients within an holistic context	E	I
Creative in the design and implementation of treatment programmes	E	I
Appreciation and understanding of transcultural and gender issues in psychiatry	E	I
Higher training in a specific psychotherapeutic treatment or modality eg. Family Therapy, CBT, individual or group psychotherapy.	D	A
Shows an approach based on critical enquiry and evidence based practice	E	I
Able to balance competing demands and prioritise	E	I
Experience of assessment and managing CYP with Autism Spectrum Disorder and Intellectual Disability in community settings	E	I

<i>Communication and Interpersonal Skills</i>		
Strong leadership and co-ordination skills with ability to direct and organise teams	E	I
Excellent communication skills with a range of different people	E	I&A
Ability to build effective relationships with patients, families, colleagues and other professionals	E	I
Ability to cope with considerable pressure and adapt to constant change and new demands	E	I
Shows enthusiasm and initiative in pursuing innovation and the highest standards for patients, juniors, colleagues and the organisation	E	I&A
<i>Teaching</i>		
Experience of teaching in small groups and lecturing	E	A
Familiarity with problem based learning approaches	D	A
Commitment to both undergraduate and postgraduate teaching, academic and clinical	E	I&A
<i>Management/Audit</i>		
Enthusiastic and organised approach to audit and quality assurance	E	A
Training in management skills	D	A
Experience of management of a clinical area	D	A

Experience of service development	D	A
Ability to operate effectively in a committee	E	I
Research		
Experience in a research project	D	A
Publication accepted by peer review journals in a relevant academic field	D	A
Travel requirements		
Ability to travel to other venues in the community including patients' homes	E	I
Driving license	D	A
Other		
Meets professional health requirements	E	A
Adherence to the highest ethical and professional standards	E	I