

## Consultant psychiatrist job description and person specification

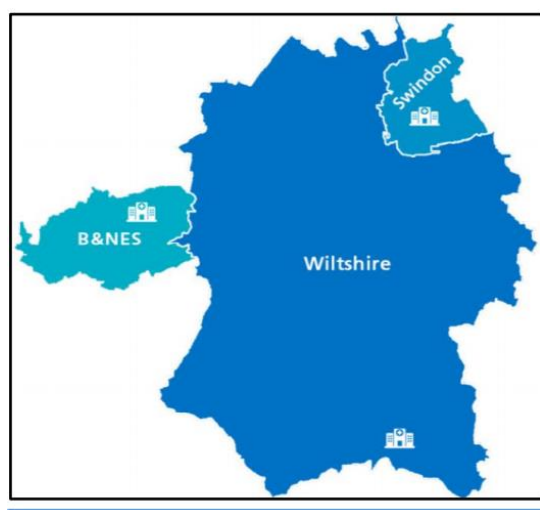
Post and specialty:	<b>Locum Consultant Psychiatrist in Child and Adolescent Psychiatry Marlborough</b>  <i>This post has been created as a result of a combination of new and existing funding for the CAMHS team. The additional funding supports the service to meet the key deliverables from the NHS Longterm Plan.</i>	
Royal College of Psychiatrists approval details:	<b>To be confirmed</b>	
Base:	Marlborough Community CAMHS, Savernake Hospital, Marlborough, Wiltshire, SN8 3HL	
Contract:	<p>Number of programmed activities: 1 WTE (10 Pas) – <i>but alternative part-time or full-time applications are very welcome.</i></p> <p><b>Permanent</b></p> <p>Allocation of programmed activities (PAs) will be in accordance with the Royal College of Psychiatry, the Department of Health and NHS guidelines. There are 7.5 PAs for direct clinical care and 2.5 PAs for supporting professional activities. The appointee should recognise that the style of delivery of mental health services is subject to revision in response to the National Service Framework, other national policy guidance and local commissioning decisions (see pages 4-6). The timetable and average numbers of hours spent each week on NHS duties will be in accordance with National Guidelines, and the Consultant job plan will be reviewed annually.</p>	
Accountable professionally to:	Associate Medical Director Chief Medical Officer Chief Executive	Dr Viki Laakkonen Dr Karl Marlowe Dr Nick Broughton
Accountable operationally to:	James Fortune, Head of Service	
Key working relationships and lines of responsibility:	<p>Line Manager : Nel Bartlett</p> <p>Interim Service Manager : Saffia Ahmad</p> <p>Chief Medical Officer : Dr Karl Marlowe</p> <p>Associate Medical Director: Dr Viki Laakkonen</p> <p>Clinical Director: Dr Rob Bale</p> <p>Head of Service : James Fortune</p> <p>Managing Director of Mental Health: Grant Macdonald</p> <p>Chief Executive : Dr Nick Broughton</p>	

## 1. Introduction

The Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust (OBMH) was licensed by Monitor as a Foundation Trust from April 2008. The Trust was established in April 2006 through the integration of the Oxfordshire Mental Healthcare NHS Trust and the Buckinghamshire Mental Health NHS Trust.

In 2011 the Trust merged with Community Health Oxford to become Oxford Health NHS Foundation Trust providing community health services for Oxfordshire and a comprehensive range of mental health services to the populations of Oxfordshire, Buckinghamshire and a number of specific/specialised services (e.g. CAMHS, Forensic, Eating Disorders) to adjacent counties (including Swindon and Wiltshire) and beyond.

In April 2010 the Trust became specialist CAMHS provider for Swindon, Wiltshire and BaNES for Tier 3 services and for inpatient Tier 4 Adolescent Services. In 2011 the Trust also started to provide Tier 2 Primary Mental Health services for BaNES.



CCG	Population (mid 2019)
NHS Bath and North East Somerset CCG	192,106
NHS Swindon CCG	228,258
NHS Wiltshire CCG	498,064
<b>Total</b>	<b>918,428</b>

## 2. Management arrangements

The Trust headquarters is at the Warneford Hospital in Oxford. The Trust's Chief Executive is Dr Nick Broughton and Dr Karl Marlowe is the Chief Medical Officer.

- The Oxfordshire and BSW All Age Mental Health Directorate is managed jointly by the Clinical Director, Dr Rob Bale and Service Director, Katrina Anderson.
- BSW CAMHS and the Tier 4 Provider collaborative are managed by Andrea Shand, Associate Service Director.
- Dr Viki Laakkonen is Associate Medical Directors for CAMHS in BSW.

### 3. Trust details

- Oxford Health NHS Foundation Trust provide physical, mental health and social care for people of all ages across Oxfordshire, Buckinghamshire, Swindon, Wiltshire, Bath and North East Somerset.
- The Trust has about 6,000 employees
- Since October 2018, the Trust's services have been organised and managed on the basis of four clinical directorates: two all age mental health directorates, one for Oxfordshire /BSW and the other for Buckinghamshire, in addition to Community Services and Specialised Services (including forensic mental health, dentistry, learning disability and pharmacy). All clinical services are developed in line with National Service Frameworks and other policy guidance. The service models adopted by the Trust support a strong focus on flexible community provision by comprehensive multidisciplinary services, backed up by effective day services and inpatient facilities.
- Medical staff have contributed significantly to service developments, service redesign and efficiency programmes within the Trust and to the related development of primary care mental health services. An active programme of organisational and service development is well under way. This supports coherent care pathways through primary care, secondary care and, when necessary, specialist clinical services and services provided by other agencies. Consultant Psychiatrists are encouraged to contribute to this developmental work. All Consultant Psychiatrists, senior clinicians of other professions, and clinical managers will be expected to participate in integrated multidisciplinary leadership development programmes which support multidisciplinary team and inter-agency partnership working, and which are consistent with the "New Ways of Working" initiative (Royal College of Psychiatrists and National Institute for Mental Health [England]).
- CAMHS services are provided across Oxfordshire, Buckinghamshire and Swindon, Wiltshire, Bath and North-East Somerset. From April 2020 Bath and North-East Somerset, Swindon & Wiltshire (BSW) have become one CCG.
- CAMHS are managed in a coordinated way across the counties, but with separate services in each of the counties, relating to the local authorities and clinical commissioning groups.
- CAMHS has established good quality working links with local authority partner agencies in all counties, paediatric departments and mental health services for adults, all of which have been reflected in CAMHS strategy agreements within each county. Services for children with learning disabilities are integrated into CAMHS.
- CAMHS Services sit within the Oxfordshire and BSW Mental Health Directorate, which is committed to always work in a way that respects, upholds and promotes children's rights, including the right to be protected from significant harm. These principles are embedded within strategy, operational and staff appointment procedures, as well as clinical governance arrangements.
- Our Trust vision is **Outstanding Care by Outstanding Team.**
- The Trust's new 5 year strategy was approved by Board in April 2021. The Trust has 4 strategic objectives:

**Quality** – Deliver the best possible care and health outcomes

**People** - Be a great place to work

**Sustainability** – Make the best use of our resources and protect the environment

**Research & Education** - Become a leader in healthcare research and education

- Oxford Health Trust's Vision:

***OUTSTANDING CARE BY AN OUTSTANDING TEAM – Our values are to be CARING, SAFE and EXCELLENT***

**CARING**

- ✓ Put people and patients first
- ✓ Be understanding
- ✓ Show respect
- ✓ Listen and communicate

**SAFE**

- ✓ Create a safe environment for patients and staff
- ✓ Be self-aware
- ✓ Be open and honest
- ✓ Give and receive help

**EXCELLENT**

- ✓ Be the best
- ✓ Take pride
- ✓ Learn and improve
- ✓ Work together
- ✓ Be professional in everything we do

## 4. Service Transformation

- To address the transformation plans for children and other policy guidance, and to meet the expectations of Commissioners at a time of significant change, the Trust with the Integrated Care Board (ICB), local authorities and other stakeholders are implementing a new model for CAMHS in BSW.
- Based on the Thrive Model, Community CAMHS delivers care with teams Getting Help, Getting More Help and Crisis and Risk Support. This builds on the model implemented in 2010 which has led to substantial changes in the model for service delivery, and to developments in the roles and responsibilities of psychiatrists. The Trust has ensured that these changes support the development of New Ways of Working as defined by the Royal College of Psychiatrists in conjunction with NIMHE.
- Consultant Psychiatrists within CAMHS continue to contribute actively to the redesign of services in order to maximise the benefits for the populations served. OHFT was an early adopter of the IAPT training programme. The IAPT programme delivers training for CAMHS staff in parenting, CBT, family therapy and IPT. There is also an opportunity for senior clinicians and managers to participate in the transformational leadership programme.
- BSW has approved transformation plans which address the recommendations in Future In Mind. The Eating Disorder Service (TEDS) across Swindon and Wilts and BaNES has been expanded to meet the new targets and provide more meal support and county wide multifamily groups. It was noted as a model of good practice in the July 2015 DOH paper on Eating Disorder provision and targets. The new service was launched in 2017 and was accredited by the Royal College of Psychiatrists QNCC-ED in 2022.

- An enhanced Crisis Resolution Home Treatment Team has been developed, in line with the Long Term Plan for Mental Health (LTP). The service is working very closely with Avon and Wiltshire Partnership (AWP), providing adult mental health care in BSW, the Voluntary and Community Sector, GP and ICB Commissioner colleagues to transform care for those aged 16-25 as part of the Community Services Framework. There is also significant involvement with the multiagency Learning Disability and Autism pathway in BSW. TEDS has been the South West pilot site for the National ARFID (Avoidant and Restrictive Food Intake Disorder) project and work is being done to develop multiagency services for young people with ARFID.
- There is strong Participation ethos in the service with young people involved in our services and IAPT nationally. Young people involved in TEDS have also taken part in the national eating disorders training.
- The Outreach Service for Children and Adolescents (OSCA) and school in-reach projects have also had national recognition. B&NES and Wiltshire have recently been successful in bids for Mental Health Schools Teams (MHSTs), with funding secured for further teams. Swindon has also been awarded bids for MHSTs and the Four week wait pilot for CAMHS. The TEDS service is in the process of being accredited by the Royal College of Psychiatrists.

## 5. CAMHS Services in BaNES, Swindon and Wiltshire

- From 1<sup>st</sup> April 2010 the Trust has been providing CAMHS services in BaNES, Swindon and Wiltshire. This covers a large rural area, with Swindon being the largest town. This area of service delivery is organised around community team bases: Swindon, Marlborough (for East Wiltshire), Melksham (for West Wiltshire), Salisbury (for South Wiltshire) and Keynsham for Bath and North-East Somerset (BaNES). CAMHS has good links with partner agencies.
- The BSW CAMHS service provides a hospital liaison service to the three district general hospitals in the patch: Salisbury District Hospital, Salisbury, Great Western Hospital, Swindon and Royal United Hospitals (RUH), Bath and provides training to staff on the paediatric ward.
- There is a Single Point of Access (SPA) for Wiltshire where referrals are screened and can be offered access telephone calls and signposting if they are more appropriate for another service.
- BSW also operates a dedicated eating disorder service (TEDS), with specialist teams in each of the CAMHS bases. Referrals of children and young people with suspected eating disorders are sent directly to this service.
- There is a CAMHS Crisis and Home Treatment service embedded in the CAMHS teams with an over arching clinical leadership and operational management senior leadership team.
- The community multi-disciplinary team (MDT) comprises Consultant Child and Adolescent Psychiatrists, Administrative staff, Clinical Psychologists, Family Therapists, Psychotherapists, Senior Mental Health Practitioners (Nurses, Social workers, OTs). The OSCA service comprises Senior Mental Health Practitioners and a support worker. The team is overseen by a single manager and each team has a deputy team manager in post to support with management tasks. The CAMHS-LD service (Specialist CAMHS-LD nurse, psychologist and psychiatrist) sits with the GMH team. Some members of the MDT (psychiatrist, psychologist, family therapist, Senior Mental Health Practitioners and a support worker also have sessions in the eating disorders team job planned into their posts.
- Oxford Health hosts the Thames Valley New Care Model adolescent inpatient network with a single point of

access via Marlborough House, Swindon, which covers B&NES, Berkshire, Buckinghamshire, Gloucestershire, Oxfordshire, Swindon and Wiltshire. Beds in the network are provided by Oxford Health, Berkshire and the Huntercombe .

- The local inpatient service for young people aged 11-18 is provided from Marlborough House, Swindon providing a general adolescent unit including eating disorders programme. Oxford Health also runs the Highfield Adolescent Unit at the Warneford Hospital in Oxford, a general adolescent unit, providing eating disorders programme and also HDU beds, with plans for an adolescent psychiatric intensive care unit on the site.
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- Outreach (OSCA) clinicians deliver a risk and support function, this can be used to support GMH and allow shortened admissions to the inpatient unit. The Outreach function uses a social engagement model to engage hard to access groups of young people, including looked after children. This facilitates access to other parts of the CAMHS service as appropriate and also provides DBT (Dialectical Behaviour Therapy) as one of the treatment models. The CAMHS liaison lead practitioner sits within the OSCA service and the liaison rota is staffed by OSCA clinicians. There is also an In-Reach service where CAMHS clinicians are embedded in local authority services including the Multiagency Safeguarding Hub (MASH), and Looked After Children's team.
- The BSW-wide service model has been in place since October 2010 and has improved CAMHS outcomes for children and young people in Wiltshire, Swindon and B&NES. The service was re-commissioned in 2017 on a 7 + 3 year contract. The transformation plans as part of this contract are currently being implemented. In addition, Oxford Health has been commissioned to provide Forensic CAMHS services (FCAMHS) for the South West (North) region, covering BSW, Bristol, Gloucestershire and Somerset. The service launched in April 2018.
- This post provides an excellent opportunity for a consultant to be working with a successful CAMH Service, implementing an exciting and innovative service model for children and young people's mental health.
- This is post is a replacement post in part but additional funding has allowed an increase in consultant time in the team to make this a full time post in the team. This reflects the increase in the number of patients requiring psychiatric support.
- There are Medical Lead roles for All Age Eating Disorders, Neuro-developmental Conditions, Learning Disability, Non-Medical Prescribing and Crisis, who work alongside the Clinical Leads in these areas.

## 6. Service details – Marlborough

### *Local area*

- Marlborough is a small historic market town in North East Wiltshire on the A4 Bath Road, surrounded by small villages and open country.
- The town is well known for Marlborough College, a public school situated in the town. St John's comprehensive school situated just outside the town has been rated Excellent by OFSTED.
- A number of new houses are being built and there is an expanding industrial/retail park

## **Demographic context – Wiltshire**

- Across Wiltshire, 470,000 people are registered with one of 49 GP practices.
- Wiltshire has a near equal population split between males and females. Children and young people (0-19 years) make up approximately 20 per cent of the population, while those aged over 65 represent 22 per cent.
- The population is projected to increase to more than 524,000 by 2030 and, between 2016 and 2030, it is estimated there will be a 41 per cent increase in those over the age of 65.
- More than 20,000 people (four per cent) live in an area considered to be deprived. In contrast, more than 145,000 people (30 per cent) in Wiltshire live in the nationally least deprived quintile of areas.
- According to Wiltshire Council's Corporate Equality Plan 2017, Wiltshire's minority ethnic population has changed from a largely Asian or Asian British grouping to an Eastern European grouping, in which Polish migrants feature prominently.
- There is a strong military presence in Wiltshire, with bases at Tidworth, Corsham and Larkhill and RAF Lyneham and training sites across Salisbury Plain. As part of the government's Army Basing Programme, an additional 4,000 service personnel and their families are currently moving to Wiltshire. The Ministry of Defence (MOD) has invested in excess of £1 billion into the Wiltshire elements of the programme. It is a significant boost to the economy of Wiltshire providing hundreds of new jobs in addition to the extra Army posts. These moves are increasing the population of Wiltshire by approximately 7,000. This includes an additional 500 personnel at Lyneham due
- Wiltshire has thirty county secondary schools, publicly funded, of which the largest is Warminster Kingdown, and eleven independent secondaries, including Marlborough College, St Mary's Calne, Dauntsey's near Devizes and Warminster School. The county schools are nearly all comprehensives, with the older pattern of education surviving only in Salisbury, which has two grammar schools (South Wilts Grammar School and Bishop Wordsworth's School) and three non-selective schools. All but two of the county secondary schools in the former districts of West Wiltshire and North Wiltshire have sixth forms, but only half of those in the rest of the county.
- There are two further education colleges in Wiltshire: Wiltshire College and University Centre, offering a range of apprenticeships as well as full-time, part-time and university level courses, across four campuses (Chippenham, Lackham, Trowbridge and Salisbury) and Salisbury Sixth Form College. There is also a University Technical Colleges: South Wiltshire UTC (in Salisbury, due to close in August 2020) specialising in engineering. Wiltshire is one of the few remaining English counties without a university or university college; the closest university to the county town of Trowbridge is the University of Bath. However, Bath Spa University has a centre at Corsham Court in Corsham, and Oxford Brookes University maintains a minor campus in Swindon (almost 50 km from Oxford).
- The child health profile for Wiltshire (Public Health England March 2020) showed a population aged 0-19 years of 115,700 in 2018 with a projected population for this age group of 119,100 by 2028. The number of school children from minority ethnic groups in 2019 was 8,318 (12.4%) compared to 15.2% in the South West region and 33% in England. School pupils with social, emotional and mental health needs in 2018 was numbered at 1,631 (2.4% of the population) compared to 2.9% regionally and 2.4% in England. 10.4% of children under 16 were living in poverty, lower than both the regional (14.0% and national (17.0% ) levels. Teenage pregnancy rates and rates of childhood obesity are lower than the national average. The rate of child inpatient admissions for mental health conditions at 89.9 per 100,000 is similar to England but the rate of self harm at 692.2 per 100,000 is worse than the national average. The hospital admission rate for under



18s for alcohol specific conditions (39.5 per 100,000) and for substance misuse (123.1 per 100,000) are both worse than the national rate.

- For more information about local need, please see the Director of Public Health's report in Wiltshire: [DPH\\_Report.pdf \(wiltshire.gov.uk\)](https://www.wiltshire.gov.uk/DPH_Report.pdf)

### **Additional information about the Marlborough Service**

- The Marlborough CAMHS service receives approximately 800 referrals per year. The current team caseload is 417 for Getting More Help. Referrals are screened by the Team Manager prior to being allocated.
- The Marlborough base has full facilities for seeing children and families, family therapy suite, administrative support, IT, electronic care notes and communications.
- The Trust has been awarded Global Digital Exemplar Status and there is exciting work in the development of mental health related Apps for young people, led by Professor Paul Stallard, University of Bath.
- The post holder will work within an active and supportive multidisciplinary team (the Marlborough Getting More Help Team). With the team manager and senior members of the team, the post holder will be expected to develop an active leadership role. The Consultant will have medical responsibility for the diagnosis, management and treatment of children, adolescents and families on the caseload of the Consultant and other medical staff under his/her supervision.
- Following the guidance around New Ways of Working the Consultant will offer leadership and advice to MDT members but is not medically responsible for all the patients seen by the team. Collaboration and liaison with other members of the team is an essential part of the management of the assessment and treatment of referrals to the clinic.
- The team operates in close liaison with the Getting Help team which operates as a single point of access for all CAMHS service and screens referrals from GPs, Paediatricians and Education and Social Services. The Getting Help team offers therapeutic input to less complex cases. Emergency referrals can be made by agencies direct to the Getting More Help Team. OSCA provide consultation and training to schools via School Hubs.
- The team will assess all emergencies referred to it within a day of referral. When necessary this will include responsibility for Mental Health Act assessment of patients. The Consultant is not expected to make initial assessments, except in exceptional circumstances. The Consultant psychiatrists will work in partnership within the multidisciplinary team for the clinical management of patients in relation to the care programme approach (CPA). This will include risk assessment, the assessment of the needs of carers, and the development of services to meet the needs of patients and families for whom the team is responsible. Consultant Psychiatrists within the Marlborough team (Community, OSCA, TEDS and LD CAMHS), have a robust system to arrange cross-cover to ensure there is always a psychiatrist available to the service.
- The GMH team receives support from other teams providing services for this population of children and young people. The team also benefits from the support of the CAMHS Outreach Service, a multi-disciplinary team working with children and young people with complex needs e.g. emerging personality disorder and severe conduct problems whose needs span several professions and agencies.
- CAMHS services in the trust were part of the first wave of IAPT training in collaboration with Reading University and have been using session by session ROMs and had the benefit of training for staff in CBT, SFT,



IPT, parenting and clinical leadership.

- The CAMHS LD service works closely with the CAMHS team.
- The Marlborough CAMHS eating disorder services forms part of TEDS (the CAMHS eating disorder service commissioned across Swindon, Wiltshire and B&NES).
- TEDS delivers evidence-based treatments for young people with severe eating disorders (Maudsley FBT, CBTE, MFT, parent support groups). There are close links with Great Western and Salisbury Hospitals (with the capacity for short paediatric admissions for refeeding) and Marlborough House Adolescent Unit.
- There is also an Early Intervention Service in Psychosis (EIP) and At Risk Mental State Service established in Wiltshire from Avon and Wiltshire Partnership Trust with psychiatric input from CAMHS. The Wiltshire EIP service will assess and consult on all young people aged 14 and upwards where there are concerns about early-onset psychosis.
- The Marlborough team has a Clinical Team Manager who coordinates referrals and allocations and works with the Associate Medical Director.
- There are equivalent CAMHS teams covering BaNES, Swindon and Wiltshire, with clinics based in Swindon, BaNES, Salisbury and Melksham.
- There is a Trust-wide medical staffing committee with a local representative from BSW and twice-yearly whole Trust away day.

A structure chart for the team is shown below:

#### Marlborough Community team

- |                                     |           |
|-------------------------------------|-----------|
| • Consultant Psychiatrists          | (2.0 wte) |
| • Clinical Team Manager             | (1.0 wte) |
| • Deputy Team Manager               | (0.8 wte) |
| • Family Therapist                  | (1.2 wte) |
| • Clinical Psychology               | (1.6 wte) |
| • CBT therapist                     | (0.8 wte) |
| • Assistant Psychologist band 4     | (1.0 wte) |
| • Child Psychotherapy               | (1.5 wte) |
| • Senior Mental Health Practitioner | (3.7 wte) |

#### Marlborough Getting Help Team

- |                        |           |
|------------------------|-----------|
| • Child psychotherapy  | (0.5 wte) |
| • Band 7 social worker | (0.8 wte) |
| • SMHP                 | (2.7 wte) |

#### Administrative & Secretarial Team

- |                         |           |
|-------------------------|-----------|
| ○ Band 5 office manager | (0.8 wte) |
|-------------------------|-----------|

- Admin & clerical staff (5.4 wte)

### **Junior Medical Staff**

At any one time in Swindon, Wiltshire and B&NES CAMHS there may be:

- 3 Specialist Trainee posts (ST 4-6) at Melksham and Swindon Community or Adolescent Unit (ST 4-6). These placements are part of the South West Regional Higher Training Scheme in Child and Adolescent Psychiatry. The Training Programme Director is Dr Phil Norman
- A Clinical Lecturer in Child and Adolescent Psychiatry, based in the Bristol University section.
- 2 rotating CT 1-3 doctors at Swindon, Melksham or Keynsham CAMHS, and 1 rotating CD 1-3 doctor at the Adolescent Unit, who are part of the South West Deanery Rotational Training Scheme in Psychiatry. The Training Programme Director is Dr Rosalind Ward.

### **Consultant members**

#### **Swindon CAMHS**

Community and OSCA

Dr Chandini Abraham	(0.8 wte)	
Dr Wendy Woodhouse	(0.6 wte)	
Dr Kindy Mahal	(0.5 wte)	(LD CAMHS)
Dr Aneta Ptak	(0.6 wte)	
Dr Dick Eyre	(0.2 wte)	(TEDS)

#### **Adolescent Unit**

Dr Dick Eyre	(0.6 wte)	
Dr Gillian Combe	(1.0 wte)	(including clinical lead for NMC network)

#### **Melksham CAMHS**

Dr Sam Thomson	(1.0 wte)	
Dr Luci Matone	(0.3 wte)	
Dr Justin Daddow	(0.8 wte)	(TEDS, Named Doctor for Safeguarding)
Dr Kindy Mahal	(0.4 wte)	(LD CAMHS)
Dr Hattie Greenstone (SAS)	(0.9 wte)	

#### **Salisbury CAMHS**

Dr Jonathan Channing	(0.7 wte)	(TEDS)
Dr Viki Laakkonen	(1.0 wte)	(including 0.3 wte Associate Medical Director)
Dr Ali Mantell (Locum)	(1.0 wte)	(LD CAMHS)
Dr Anne West (Locum)	(0.4 wte)	

#### **BaNES CAMHS**

Vacancy (Locum)	(0.6 wte)	
Dr Josie Lee	(0.6 wte)	(LD CAMHS)
Dr Faisal Mahmood	(1.0 wte)	

Dr Adrienn Domok (0.8 wte) (TEDS)

### **Marlborough CAMHS**

Dr Phil Norman (0.6 wte) (TEDS)  
 Vacancy (this post) (1.0 wte)  
 Dr Kindy Mahal (0. wte) (LD CAMHS)

### **FCAMHS**

Dr Ollie White (0.4 wte)  
 Vacancy (0.3 wte)

## **7. Continuing professional development (CPD)**

- The Trust expects all Consultants to remain in good standing with The Royal College of Psychiatry for CPD for which one notional programmed activity per week is allocated.
- Job Planning and Appraisals are linked to support revalidation when it is required.
- Continuing professional development is required of all Consultants and supported by the Trust including access to study leave and expenses (currently £1800 over 3 years, with 30 days study leave over this period, 10 days per year).
- Consultants can join one of several CPD groups with other CAMHS Consultants in BSW.
- There are a number of Trust academic fora, including jointly with the Department of Psychiatry from Oxford University. Consultants are encouraged to join these. They are now available digitally.
- There are twice yearly meetings of the Regional Child and Adolescent Psychiatrists' Specialty Group, which is organised around CPD activities. He/she will maintain ongoing professional development through active membership of a PDP group.
- The Trust expects and encourages all consultants to be active in pursuing quality improvement projects.
- Although this is not an academic post, it is hoped that the post holder will find it possible to integrate some research activity into the function of the directorate as a whole.

## **8. Appraisal and job planning**

- There is an annual appraisal and a job plan review feeding into the re-validation process. This is supported by centrally by the Deputy Chief Medical Officer. The Responsible Officer is Dr Karl Marlowe. The job planning process takes place at a team and individual level and is linked to individual PDPs.
- The post holder will be encouraged to seek mentorship from a senior colleague and to meet on a regular basis, at a frequency agreed with the proposed mentor. Where necessary this will be brokered by either the Clinical Director or Associate Medical Director.

- There is a Trust induction programme and a local induction for new Consultants.

## 9. Teaching and training

- The Consultant appointed to this post will play an active role in teaching medical undergraduates from Bristol and postgraduate trainees in psychiatry on the South West Deanery Higher Training Scheme and potentially, through educational supervision of psychiatric trainees at both ST1-3 and ST4-6 level. The Consultant may also contribute, directly and indirectly, to the training of students and qualified staff in other mental health professions.
- Members of CAMHS play an active role in teaching, training and research. Undergraduate students and postgraduate trainees in paediatrics, psychiatry, psychology, nursing, social work, child psychotherapy and occupational therapy are regularly attached to different parts of the service. CAMHS is a teaching unit for medical students (both in their paediatric and psychiatry studentships).
- Consultants contribute to CPD for the MDT and also support training for multi-agency partners, e.g. paediatrics, social care, school nurses.

## 10. Research

- Oxford Health is a teaching Trust with close links to Oxford University, Oxford Brookes University, and Bath University. The Oxford University Department of Psychiatry is situated at the Warneford Hospital in Oxford. Under the academic leadership of Professor John Geddes, the department has an international reputation for medical teaching and as a centre for research. The department provides a wide range of academic opportunities and a programme of seminars and lectures relevant to mental health care across the lifespan; and there are ample opportunities to take advantage of this association. Further information may be obtained from the websites of the Oxford University Department of Psychiatry ([www.psychiatry.ox.ac.uk](http://www.psychiatry.ox.ac.uk)) and the Centre for Evidence Based Mental Health ([www.cebmh.com](http://www.cebmh.com)).
- Oxford University accredits a prestigious Doctoral programme in Clinical Psychology. Oxford Brookes University hosts well-established courses in mental health nursing, social work, occupational therapy, and psychotherapy.
- The Oxford University Section of Child and Adolescent Psychiatry relates closely to the Trust's CAMHS services. The Section is led by a Professor of Child and Adolescent Psychiatry, with a research team and a university lecturer, who provide a clinical service for refugee children and their families. The Section also has a professor who leads a specialist research and clinical service for children with pervasive developmental disorder. The Section runs research programmes spanning many aspects of clinical child and adolescent psychiatry. There is a weekly programme of seminars and lectures organised by the University section of child psychiatry, attracting a broad programme of visiting lecturers.
- Oxford Health, in conjunction with the Bristol, Bath and Oxford Universities, promotes a wide range of research activities to which Consultants are encouraged to contribute.
- The library at Warneford Hospital offers excellent book loan and literature search services. There is access to electronic data bases through links with the NHS electronic library and University of Oxford.

- In conjunction with the Trust library the post holder will have access to online journals via ATHENS/OVID and NHS library services.
- The Trust has a Research and Development Department, based at the Warneford Hospital in Oxford. In addition to research support and administration teams, R&D is composed of three research teams: the clinical research facility, the adult research recruitment team, and the older adults research team. We believe that research is an essential component of the trust and use it as a tool to improve our patient care and outcomes. On average, R&D is supporting close to 100 studies at any given time – ranging from small student projects and psychological interventions to highly complex clinical trials investigating new medicines. Their research covers all ages (children and adolescents, adults, older adults) and an array of topics including autism, bipolar disorder, dementia, depression and schizophrenia, among others. The team is always looking for new opportunities to increase research into community-based non-mental health care. For more information, please see: [Research | Oxford Health NHS Foundation Trust](#)[Oxford Health NHS Foundation Trust](#)

## 11. Mental Health Act and Responsible Clinician approval

- The Consultant will be expected to be eligible for Approved Clinician status, Section 12(2) approval under the Mental Health Act and to renew this as required.
- Consultants must be able to travel around the counties and have arrangements in place if they are not a car driver.
- Whilst the Trust recognises that taking part in Mental Health Act assessments is not a contractual duty, applicants should be aware that the Trust is committed to the principle that such assessments form a necessary and important part of patient management. The Trust's view is that the involvement of Trust Consultants in such assessments contributes towards best practice because of their in-depth understanding of the range of resources available locally and further afield for this age group, which may not be the case with other Section 12(2) approved doctors.
- In office hours (9-5 Mon-Fri), the post-holder will cover, with consultant colleagues, any S136 assessments of children and young people at the Place of Safety Suite at Bluebell Ward, Green Lane Hospital, Deves.

## 12. Secretarial support and office facilities

- The Consultant Psychiatrist will be based at Marlborough Hospital with Marlborough CAMHS. He/she will have a dedicated office and administrative support. A networked computer (laptop), ipad and mobile phone will be provided for the Consultant.
- The team is managed by a Clinical Team Manager, who with the post holder and other senior clinicians, is responsible for the management of the team including allocation of clinical resources to meet waiting list targets etc.
- There is a Grade 5 Office Manager who is responsible for the day-to-day administration of the team.
- Each Consultant has access to the administrative team (for dictation / typing/ arrangement of appointments etc). The trust is working towards all consultants having 0.6 wte (pro rata) dedicated administration time for each full time consultant. A review of administration time in BSW is underway.

Administrative time for the consultant will be ring fenced in the timetable as part of the job planning process.

- In light of Covid, the Trust is working towards a hybrid model of working in the office and at home, based on team and clinical need.
- The Trust uses MS Teams to deliver digital consultations and a number of internal and external meetings.

### 13. Clinical duties of post holder

The Consultant Psychiatrist will have the following responsibilities:

- a) To maintain registration and a license to practice with the General Medical Council and abide by the Professional Codes of Conduct.
- b) Developing an active leadership role in the multi-disciplinary Child and Adolescent Mental Health Services (CAMHS), in conjunction with the teams' manager and other senior staff.
- c) The diagnosis, management and treatment of children, adolescents and families. The Consultant will carry medical responsibility only for those patients on his/her own caseload and that of medical staff under his/her care.
- d) The Consultant is expected to provide clinical leadership and collaborate in systems of supervision and care management within the teams. Consultants leadership development is a priority within the directorate and consultants are encouraged to take on leadership roles and work closely with team managers and other senior clinicians to ensure team cohesion and quality services.
- e) The Consultant is expected to complete mandatory training and to adhere to Trust policies and procedures.
- f) The Consultant will be expected to work with the Senior Management Team (including the Head of Service, Associate Medical Director and Service Leads) for BSW CAMHS around development of services in line with the Long Term Plan, Community Mental Health Framework and other transformation projects.
- g) The Consultant is a member of the Clinical Advisory Group, comprising consultants and clinical leads which advised the Senior Management team on clinical innovations, guiding and supporting service development.
- h) The Consultant has the opportunity to undertake a medical lead role or medical management role if available. These may be subject to an internal selection process if there are multiple applicants. These roles support service development in specific areas.
- i) The Consultant and team will work with Getting Help services to further develop joint working and support the single point of access for all appropriate referrals, for the Getting More Help CAMHS service.
- j) The multidisciplinary teams, with the post holder and other Consultant Psychiatrists will endeavour to assess all emergencies referred to them within the day of referral. When necessary this will include responsibility for Mental Health Act assessment of patients.
- k) The Consultant Psychiatrist will work in partnership with the multidisciplinary teams for the clinical management of patients in relation to the care programme approach (CPA). This will include risk assessment, the assessment of the needs of carers, and the development of services to meet the needs of patients and families for which the teams are responsible.

- l) To liaise with Community Paediatricians, Adult Mental Health and other agencies dealing with the same population, such as Education, Social Services and Primary Care where children or adolescents may be treated.
- m) To support and develop Community Mental Health services for patients and their carers in the catchment area. The Consultant Psychiatrist will work with Primary Mental Health Care teams, other Mental Health Practitioners, and other relevant agencies in the shared management of patients. He/she will be encouraged to develop services in line with the recommendations of the National Service Framework/NHS Plan modernisation programme.
- n) The Consultant will share responsibility for the effective use of inpatient beds when necessary, ensuring prompt admission and discharge of patients from his/her catchment area.
- o) To provide reciprocal cross cover for Consultant Psychiatrist colleagues in CAMHS for annual leave, unplanned leave and for short term sickness etc, and in the normal working week to ensure that:
  - (i) Each Consultant has protected time for Continuing Professional Development and other agreed activities.
  - (ii) A Consultant is available during office hours for psychiatric emergencies, Mental Health Act assessments and other necessary consultation.
  - (iii) Cross cover with Consultant colleagues will be arranged on an equal basis and endorsed by the Clinical Director. In hours, where cross-cover is required outside of the Marlborough consultant group, cross-cover is provided with consultants at Swindon and Salisbury CAMHS.
  - (iv) To contribute to and participate in the CAMHS on-call Consultant rota for Child Psychiatry.
- p) Urgent and emergency clinical work is undertaken by the whole multi-disciplinary team, including the Consultant, during normal working hours. The Consultant provides senior medical cover, together with the other Consultants for the sector/service.
- q) Special clinical interests with the agreement of the Clinical Director and Consultant colleagues within the locality, the post holder may develop a specialist clinical interest which contributes to the priorities of the service of which the Consultant is part. Special interest areas have been agreed with commissioners, partner agencies and within our department and are reflected in the Trust's CAMHS strategic documents.

## 14. Training duties

The Trust is committed to high quality teaching and training for medical students, post graduate trainees in psychiatry, and staff of other professions. The Consultant will take responsibility for:

- a) Providing clinical and educational supervision for junior doctors and other clinic staff where appropriate.
- b) The teaching of medical students in relations to Child and Adolescent Psychiatry. This includes direct teaching of students attached to the Consultant team in community settings, and support for other members of the team who teach the students. This will be a priority activity for the appointed Consultant.
- c) The clinical supervision and appropriate educational supervision for the ST 1-4 (Specialty Doctor Grade Psychiatrist) working with the SMHT, as well as ST 4-6 (Specialist Registrars) when placed with the Consultant appointed, if approved. Approval for ST 1-6 trainer can be sought after 1 year in a Consultant post.



- d) Contributing to the multidisciplinary development and training of staff of other professions who are working with the community and inpatient teams.
- e) Contributing to agreement to the provision of training and support to staff of other relevant agencies, including Primary Health Care teams, voluntary sector mental health groups and counselling agencies.
- f) Receiving supervision according to national and local standards. There is weekly peer supervision with the Marlborough and Swindon consultant group which also comprises the CPD group. Newly appointed consultants are encouraged to access mentoring support in addition to supervision.

## 15. Clinical governance and quality assurance

- The Consultant will be expected to contribute to the timely collection and submission of clinical activity data as required by the Trust and other relevant agencies. This includes participation in Clinical Audit.
- Each team has a quality lead, usually a consultant working with the team manager, to support the team's governance and learning from audits, NICE advice, complaints etc. The governance structure is outlined in appendix 2. There is a Clinical Audit Department within the Trust overseeing and supporting with audits.

## 16. Quality improvement

- You will be able to access support from the Oxford Healthcare Improvement Centre (OHI).
- Oxford Healthcare Improvement (OHI) Centre aims to support the Trust in providing outstanding care of people in hospital, in the community and their homes. The long-term vision is to build sustainable quality improvement through collaborative working and strategic partnerships.
- Sustainable quality improvement (QI) considers feedback from the staff, service users, carers and families that are part of Oxford Health. Utilising this feedback to identify, test and implement tests of changes to improve the quality of healthcare.
- Our coaching in projects and training programmes seek to build capability at all levels in the Trust and give every staff member the opportunity to participate in QI training. We embrace a learning culture that focuses on local need, using established QI methods and taking an evidence-based approach to healthcare.
- Alongside this, we seek to create strategic partnerships with universities, health and social care providers, commissioners, the academic health science network, patient safety collaborative and industry partners.
- We work with national and international organisations, universities, health and social care providers, commissioners, the academic health science network, patient safety collaborative and industrial partners.
- Their support will assist the Consultant to lead and manage a team in a way that supports the development of a culture of continuous improvement and learning.
- The Consultant will utilise a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI

methodology.

- They will empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- They will promote awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

## **17. Leadership**

- a) The Consultant will participate in sector clinical meetings, management meetings, and liaison meetings with Primary Care teams and other relevant agencies.
- b) The Consultant Psychiatrist will be expected to work closely with the Team Manager and Service Manager to maintain and develop mental health services for the population serviced by the teams. This included case load management meetings with the team manager.
- c) To take part with the other CAMHS Consultants, senior colleagues of other professions, and CAMHS Managers in the operational management of the CAMHS as a whole.
- d) The post holder will contribute to the Trust's delivery of its clinical performance agenda, and the Transformation agenda. Specific responsibilities will be agreed in collaboration with colleagues, the Service Manager, the Clinical Director and Associate Medical Director for CAMHS.
- e) All Consultant Psychiatrists are encouraged to attend the Trust's Medical Staff Committee (MSC), which is held on 3 monthly, and other relevant professional meetings.
- f) Within recognised constraints of time the Consultant will be encouraged to contribute to other relevant management activities within the Directorate and the Trust, as agreed with the Clinical Director and through the job planning process. This might include participation in relevant working groups, chairing of MSC, or a Clinical leadership role. Appropriate work outside the Trust to support the NHS, such as The Royal College of Psychiatrists' activities is encouraged, subject to job planning.
- g) Consultants are encouraged to train to become appraisers for medical colleagues in the Trust.

## **18. External duties, roles and responsibilities**

- The Consultant will be expected to work closely with staff from other relevant statutory and voluntary sector agencies for the development of services within the locality and county.
- There may be particular opportunities to contribute to the inter-agency development of services for patients with specific mental health problems, such as the early phase of psychotic illness, conduct disorder, ASD and emerging personality disorder.

## **19. 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.

## 20. Work programme

- The Consultant appointed will have equally divided responsibility with their psychiatric colleagues and work with a multi-disciplinary team (MDT). The post holder will join other colleagues, who together service Wiltshire and BaNES.
- A provisional job plan is set out below. The trust works to a ratio of 7.5 programmed activities designated for direct clinical care per week, and 2.5 allocated to supporting professional activities; one for CPD and the remainder for audit, teaching, educational supervision, research, and management. A ratio of 7 DCC to 3 SPA is obtainable for Consultants who undertake equivalent medical student teaching.
- Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. There will be an annual review of the job plan.
- There is an expectation that the consultant will see 1-2 new cases per week and approximately 10 follow up cases and 5 indirect follow ups eg liaison with other agencies.

The consultants in the Marlborough GMH team are job planned individually and as a group: (the below timetable is an example only)

	<b><u>Morning</u></b> <b>9 am – 1 pm</b>	<b><u>Afternoon</u></b> <b>1.30 pm – 5.30 pm</b>	<b>DCC</b>	<b>SPA</b>
<b>MONDAY</b>	Neurodevelopmental clinic	Neurodevelopmental clinic	2.0	
<b>TUESDAY</b>	Community team meeting (2 hours) Clinic	Weekly peer supervision & CPD group (1-2pm)  Monthly BSW Consultants' meeting (1pm-2.30pm) SPA including audit, quality improvement, research	1.0	1.0
<b>WEDNESDAY</b>	Clinic (new case)	clinic	2.0	
<b>THURSDAY</b>	Peer supervision/ senior leadership mtg (9.30-11) Clinical admin (11am – 1pm)	SPA including audit, quality improvement, research, trainee supervision (1.30pm – 5.30pm)	0.5	1.5
<b>FRIDAY</b>	Clinic (9am-1pm)	Clinic (1.30pm – 5.30pm)	2.0	

All consultants in Oxford Health work 9-5:30 as core hours with half an hour for lunch 1:00-1:30. This is encouraged to support wellbeing. If it is not possible to have protected time for lunch then consultants can leave at 5pm.

## 21. On-call and cover arrangements

The out-of-hours (OOH) on-call Consultant rota covers Swindon, Wiltshire and BaNES for Child Psychiatry is approximately 1 in 11 with prospective cover paid at category A 3% on call availability supplement. There is an additional 0.5PA per month paid in recognition of emergency work arising from out of hours. Additional OOH work to provide cover for sickness or vacancy is paid at £50 per hour.

- The rota runs from 5pm – 9am weekdays and all day for weekends and bank holidays. In the day, multi-disciplinary colleagues see urgent appointments and run a duty system. All the community psychiatrists offer consultation for non-medical colleagues seeing emergencies.
- OOH psychiatric assessments in general hospitals, police stations and the Adolescent unit may be requested. OOH referrals are made through the Trust's Single Point of Access in each county.
- CAMHS OSCA Senior Mental Health Practitioner will take on first calls for CAMHS out of hours. Some nights (3 trainees work approx. 1 in 14) junior doctors outside of office hours take first line CAMHS responsibilities for referrals from the OSCA team. Swindon duty general practitioners also assist in physical assessment for tier 4 admissions OOH, which reduces the need for the duty consultant to attend.
- The OOH cover includes undertaking s136 assessments at the Health Based Place of Safety in Devizes. As this is a contractual obligation, for which indemnity is provided by Oxford Health NHS Foundation Trust, it is not possible to claim the Mental Health Act Assessment (MHAA) payment directly but there is a reimbursement for all consultants pro-rata on the rota based on the previous 6 months OOH MHA assessments. These are very unlikely to take place after 8pm. There have been 3 OOH MHAA in the last 6 months.
- The post holder will have a day in lieu if the slots fall on any part of a bank holiday.

## 22. Wellbeing

### Occupational Health

The post holder will have access to the Occupational Health (OH) Department.

Opening hours: 8.30am – 4.30pm

Telephone: 01865 902504

Email: [occupational.health@oxfordhealth.nhs.uk](mailto:occupational.health@oxfordhealth.nhs.uk)

See website for additional information: [Health and Wellbeing | Oxford Health](#)

### The service provided includes:

- Advice on occupational health issues
- Health education / promotion
- Work place health assessment
- Advice on attendance management

- Health surveillance / CALM Clinic
- Self referral (confidential discussion with no report generated & no referral to physio & counselling)
- Work-related confidential counselling service (via management referral only)
- Work-related physiotherapy, assessment & treatment (via management referral only)
- Annual flu programme
- Work related vaccination programs and related blood tests
- Following-up of accidental inoculation injuries (needle stick / splash injuries)

Information about Occupational Health and Health Assured will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

### **Support following serious incidents**

The Trust has a policy for reporting and learning from Serious Incidents. Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction.

### **Job Planning reviews**

There will be an annual job planning review. However, if the Consultant has concerns about their job plan or workload, they are welcome to discuss this with the Associate Medical Director at any time and it will be reviewed.

### **Promoting wellbeing**

The Trust has a Health and Wellbeing promise which is:

As an organisation we want to embed and enable a culture of support where staff feel valued, can perform to the best of their abilities, and view OHFT as an enjoyable and fulfilling place to work. We want to build health and wellbeing into everyday of our working lives, acknowledging our values of ***caring, safe and excellent*** to help all staff achieve a sustainable balance between work, life and family.

It is of great importance that we have a happy and healthy workforce, not only because staff are our most valued asset but because there is also a need to bring existing and supportive elements together and develop these further into an integrated and coherent strategy which improves wellbeing. This is important, not only as the right thing to do (required by the NHS Constitution) but also because it can contribute to our productivity and service delivery to our patients.

Details of a range of local initiatives/resources can be found here: [Staff Benefits | Oxford Health](#)

## **23. 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.

## **24. Leave**

- Annual leave is 33 days for 0-7 years in the grade and 35 days for 7+ years in the grade. Notification of leave is to the supervising consultant and medical lead.
- Requirement for sick leave, professional leave or compassionate leave should be discussed with the Associate Medical Director so that appropriate support can be provided.

## **25. Equal Opportunities**

The Oxford Health NHS Foundation Trust is committed to the promotion of Equality of Opportunity and by its Equal Opportunities policies aims to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, race, marital status, disability or any other unjustifiable criteria throughout the recruitment process and in training and promotion.

## **26. Visiting arrangements (key contact numbers, trust website etc.)**

**Appropriately qualified practitioners interested in this post are encouraged to contact:**

Dr Phil Norman, Consultant Child and Adolescent Psychiatrist  
Marlborough CAMHS (01865 904666)  
Oxford Health NHS Foundation Trust

Dr Rob Bale, Clinical Director,  
Oxfordshire, BANES, Swindon, Wiltshire All Age Mental Health Directorate  
Oxford Health NHS Foundation Trust (01865 902759)

Andrea Shand, Associate Service Director  
BANES, Swindon and Wiltshire CAMHS and Thames Valley Tier 4 Provider Collaborative  
Oxford Health NHS Foundation Trust (01865 902759)

Katrina Anderson, Interim Service Director,  
Oxfordshire, BANES, Swindon, Wiltshire All Age Mental Health Directorate  
Oxford Health NHS Foundation Trust (01865 902759)

Dr Karl Marlowe, Medical Director,  
Oxford Health NHS Foundation Trust, (01865 902217)

### **APPLICATIONS**

Please see NHS jobs where the application form and details can be seen.

## **27. Approval of this job description by the Royal College of Psychiatrists**

This job description and person specification is awaiting approval from the Royal College of Psychiatrists.



## PERSON SPECIFICATION / SELECTION CRITERIA

### Post: Consultant in Child and Adolescent Psychiatry

Requirements	Essential	Desirable
<b>Qualifications/Training</b> a) What professional qualifications are needed?  b) What general provisional training is needed?	<ul style="list-style-type: none"> <li>Eligibility for Section 12 (Mental Health Act 1983) Approval and Approved Clinician status.</li> <li>Eligible for Inclusion on the GMC Specialist Registrar in a psychiatric speciality; OR within six months of achieving registration at the time of interview.</li> </ul>	<ul style="list-style-type: none"> <li>Higher degree/diploma or equivalent in relevant field of medical or psychological studies.</li> <li>Higher specialist training in Child and Adolescent Psychiatry in approved training post for a minimum of three years and/or previous consultant experience.</li> <li>Sub-specialty or other specialist clinical training relevant to post.</li> <li>Membership or Fellowship of The Royal College of Psychiatrists</li> </ul>
<b>Experience</b> a) What work experience is needed?	<ul style="list-style-type: none"> <li>Excellent knowledge in Child and Adolescent Psychiatry.</li> <li>Experience of effective multidisciplinary team working.</li> <li>Experience of effective multiagency partnership at work.</li> <li>Experience in management of children and young people with complex needs spanning multiple agencies, with emerging personality disorders, conduct and behavioural problems.</li> <li>Experience and familiarity with UK health systems</li> </ul>	<ul style="list-style-type: none"> <li>Application of evidence-based practice and interest in clinical and policy developments for this care group.</li> <li>[10] Development of multidisciplinary teamwork, close collaboration with Primary Care services, and working with a multiagency approach, including education, health and social care.</li> <li>High training placement in Adolescent Psychiatry.</li> </ul>

	<p>and CAMHS services</p> <ul style="list-style-type: none"> <li>• Ability to undertake full range of Consultant responsibilities.</li> </ul>	
<p><b>Skills and Knowledge:</b></p> <p>a) Leadership skills</p> <p>b) Organisation/Management Skills</p> <p>c) Communication skills</p>	<ul style="list-style-type: none"> <li>• Ability to work within a collaborative multidisciplinary framework, and to share leadership responsibilities with senior colleagues of other professions. The ability to assume a medical leadership role within the team and to work closely with senior managers to implement trust objectives</li> <li>• Ability to understand how organisations work most effectively.</li> <li>• Commitment to multiagency partnership</li> <li>• Ability to promote effective team working</li> <li>• The ability to prioritise workload and respond in a timely, flexible manner to requests for consultation from colleagues</li> <li>• The ability to use electronic records and diaries</li> <li>• Clinical audit.</li> <li>• Must have excellent skills in communication with patients, relatives/carers, colleagues and staff of other organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant experience of administrative and management role or senior medical staff.</li> </ul> <p>[10]</p>

<p>d) Teaching</p> <p>e) Personal attributes</p>	<ul style="list-style-type: none"> <li>• Experience of Undergraduate and postgraduate medical teaching.</li> <li>• Must be skilled in professional collaboration.</li> <li>• Experience in supervising basic level psychiatric trainees</li> <li>• Must have an interest in and commitment to Child and Adolescent Psychiatry.</li> <li>• Honesty and integrity</li> <li>• High energy levels</li> <li>• Flexibility to cope with service change and demanding clinical challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching qualification.</li> </ul>
<p><b>Other Requirements</b></p> <p>a) GMC Registration</p> <p>b) transport</p>	<ul style="list-style-type: none"> <li>• Full registration</li> <li>• Meet specifications set out in the GMC</li> <li>• Independently mobile to travel between base and clinic sites</li> </ul>	<p>[10]</p>