

Introduction to the Post

Post and specialty:	Specialist Dr Child & Adolescent Psychiatrist - Eating Disorders
Base:	Pine Cottage, St. Ann's Hospital, moving to Kings Park in the next 3 months or Trinity Court, Dorchester
Number of programmed activities:	6.5 PA per week
Accountable professionally to:	Chief Medical Officer
Accountable operationally to:	Medical Lead for CAMHS
Start Date:	October 2023 (fixed term for 6 – 8 months)

Context for the role

This is an exciting opportunity to recruit a part time CAMHS specialist doctor to provide medical leadership to a well-established all age community eating disorder service offering services to residents of Dorset. The vision going forward is to introduce specialist CAMHS expertise to enhance the assessment and treatment we provide, to young people presenting with complex psychiatric comorbidity. We have helped many young people and their Families over the past 13 years and our service is highly regarded.

Key working relationships and lines of responsibility

Chief Medical Officer & Responsible Officer:	Dr Faisal Sethi
Deputy Chief Medical Officer/Clinical Director:	Dr Rodi Karadimova/Dr Eman Shweikh
(CYPF, Mental Health and Learning Disabilities)	
Deputy Chief Medical Officer/Clinical Director:	Dr Andrew Dean/Dr Clare Doherty
(Community Hospital and Physical Health Care Services)	
Chief Executive Officer	Matthew Bryant
Deputy Chief Executive / Chief Operating Officer	Kris Dominy
Chief Nursing Officer	Prof Dawn Dawson
Deputy Chief Nursing Officer	Cara Southgate
Medical Lead for CAMH Services:	Dr Anu Devanga
Medical Lead for CAMH Provider Collaborative/Acute Services	Dr Stephen Turberville
Medical Lead for Inpatient Mental Health Services:	Dr Domenico Scala
Clinical Director for Eating disorder provider collaborative	Dr Carla Figuerido
Director of Medical Education:	Dr Ian Rodin
Revalidation and Medical Appraisal Lead	Dr John Stephens
Service Director/Deputy for Mental Health Services, Children	Rachel Small/Morad Margoum
Young People & Families	
Service Director for Community Health and services	Jane Elson
Head of Specialist services and Provider Collaborative	Gary Billen
Head of CAMHS	Helen Duncan-Jordan

Additional Information

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. If you have any role specific questions please email Dr Carla Figueiredo (carlafigueiredo@nhs.net) or Dr Nicus Kotze (nicus.kotze@nhs.net)

If you would like a pre application conversation with the Chief Medical Officer, please contact Julie Street (Executive PA to the Chief Medical Officer) on 01202 277011 or via email to julie.street3@nhs.net

Deputy Chief Medical Officer:
(CYPF Mental Health and Learning Disabilities)
Deputy Chief Medical Officer:
(Community Hospital and Physical Health Care Services)
Medical Lead for CAMHS Services:

Dr Rodi Karadimova

Dr Andrew Dean

Dr Anu Devanga

Job Description

Specialist Doctor Job Description

Child and Adolescent PSYCHIATRY

All Age Community Eating Disorder Service, St. Ann's Hospital/ Kings Park and Trinity Court, Dorchester

1. INTRODUCTION

- 1.1 Dorset HealthCare University Foundation Trust is an innovative and exciting NHS organisation which was rated Outstanding by the CQC in July 2019. We provide mental health and community services to 775,000 people living in Dorset. There are >7000 staff providing complex services with an emphasis on high quality, holistic, integrated care that is delivered as near the patient's home as possible. Dorset has also been a trail blazer for the Integrated Care System.
- 1.2 This is a post for a part time CAMHS Psychiatrist working in Dorset. The postholder will work within the Dorset Healthcare All-Age Community Eating Disorders Service which provides comprehensive community-based services to patients registered with general practitioners within Dorset. We offer Family Based Treatment, Family Therapy, Multi-Family Therapy, Cognitive Behavioural Therapy, Occupational therapy, and Physical Health Monitoring. We can also refer to the Closer2Home Team that provide intensive support to young people and their families in their homes when appropriate.

2. ORGANISATION OF CLINICAL SERVICES:

- 2.1 The Trust's mental health services are organised in the following way: -
- 2.1 **CAMHS Inpatient.** Pebble lodge is a 10-bedded adolescent in-patient unit in Westbourne, Bournemouth. The service is provided by the Trust and nationally commissioned by NHS England and now part of the regional Provider Collaborative. There is a clear pathway for accessing admission to Pebble Lodge; the pathway is supported by a case manager, and by close partnership with neighbouring inpatient units through the Provider Collaborative. There are close links between the Pebble Lodge team, Closer to Home Team, CAMHS Enhanced Support and Liaison team and the Dorset Community CAMHS teams. Shared clinical and management leadership structures are in place to support these links. There are established arrangements with a network of consultant medical colleagues to cross cover annual and study leave.
- 2.2 **Proposed CAMHS PICU.** The Trust is planning the building of a new CAMHS In-patient intensive care unit for young people in severe mental health crisis, with needs so significant that they need 24-hour, secure care. In it, we will be treating young people who require inpatient treatment with needs are so complex they can't be managed on a general

adolescent unit such as one at the adjacent Pebble Lodge. Some of these young people will have an eating disorder where they might need nasogastric feeding. They may be young people at high risk of suicide and self-harm or who have a mental illness which is making them more difficult to manage on an open ward due to their behaviour towards others. All young people on the unit would be detained under the Mental Health Act for their own protection and that of others, and to enable them to get the right care so they can recover from mental health crisis. The proposal is for a new 1,500m² modern ward with eight inpatient ensuite bedrooms including one fully accessible bedroom, one seclusion room, one de-escalation room and an extra-care suite. There will be a two-classroom school facility and a tribunal room. In addition there will be a games room, gym, occupational kitchen, central courtyard, art therapy room and sensory room and space for family visits. For those young people with eating disorders there will be nasogastric feeding facilities.

- 2.3 **CAMHS Enhanced Support and Liaison Service** The liaison psychiatry service within Dorset was reconfigured in spring 2021 and a separate service was created for CYP. The Team operates as a pan-Dorset service, with staff working across sites, providing more resilience and flexibility in staffing across the county. The liaison service aims to provide a comprehensive service to young people attending the acute hospital sites in the county, Emergency department and Paediatric/medical assessment units requiring a psychiatric opinion or input.

Towards the end of last year (2022), the Pan Dorset crisis support (enhanced support) service was launched. The Enhanced Support and Psychiatric liaison services were combined under effective leadership from Senior Clinicians and Clinical Service Manager. The function of the new team is in line with the NHS Long Term Plan crisis service requirements. The service operates between the hours of 08.00-21.00, 7 days per week. Outside of the service operational hours support is available via the Trust's Connection service and CAMHS OOH's Night Practitioner. The provision of Enhanced Support and Liaison is to offer advice and triage, crisis assessment, brief response, and intervention.

A CAMHS night practitioner is available 7 nights a week for advice and guidance and responding to any S136 assessments relating to CAMHS.

The CAMHS Liaison Team accepts referrals for all service users under the age of 18 where there are mental health concerns. Referrals are received from the Emergency Department and the paediatric wards. The CAMHS Liaison Service covers the hospitals' Emergency Departments (ED), paediatric wards, and any areas caring for 16- and 17-year-olds. There are close links between the Pebble Lodge team, Closer to Home Team, CAMHS Liaison team and the Dorset Community CAMHS teams, based in throughout Dorset.

The operational leadership to the service is provided by CAMHS Service Manager Band 8a; clinical leadership is offered by Senior Clinical Service Manager (Band 8b Clinical Psychologist) and Consultant Psychiatrist (for the liaison component of the service). The rest of the team will consist of Band 4 Senior Support workers and Band 6 Community Practitioners (we have a team, and more are being recruited), Band 7 Team Leads, Band 7 Enhanced Support & Liaison Senior Practitioners and Band 7 Clinical Psychologist.

The Connections telephone service is an all-age telephone support service and operates 24/7. The team will support young people open to the Enhanced Support and Liaison team outside of the service operational hours (21.00-08.00) should they call in for support. Connection also provides 'Street Triage' telephone support to the police between the hours of 7pm and 3am.

This new crisis and liaison service will sit outside of the remit of the more recently established Closer to Home (C2H) and will provide crisis intervention for those who do not meet the eligibility of the C2H (Closer to Home) team. (Please see below).

- 2.4 **Closer2Home** is commissioned by the Wessex and Dorset Provider Collaborative and provided by three NHS Trusts working together across Hampshire and Dorset; Dorset Healthcare University Foundation Trust, Southern Health NHS Trust, and Solent NHS Trust. Each Trust has its own Closer2Home Team, and the overall service is coordinated and managed by Sussex Partnership NHS Foundation Trust as part of the Provider Collaborative. Staff work across the Trusts and within the Closer2Home teams to provide the flexibility to meet the needs of the service.

Closer2Home is an intensive home treatment service that supports children and young people with acute mental health problems in their homes by providing intensive input and support up to three times a day. This specialist service helps young people to remain at home who otherwise would have been admitted to an inpatient hospital and operates 365 days a year from 8am-8pm.

The service focuses on providing support to three main patient groups, which includes:

- a) Young people who repeatedly harm themselves and/or make suicidal gestures; and who may also experience emotional lability and distress in relationships,
- b) Young people with complex eating disorders, especially anorexia nervosa, who require intensive treatment,
- c) Young people currently in Tier 4 mental health services who could be discharged or moved closer to home if there were increased support.

Though these groups have been identified as the primary focus, the team has the generic and specialist skills to address a range of emergency psychiatric presentations. This includes young people with affective disorders with suicidal thoughts and behaviour, debilitating anxiety disorders, young people with neurodevelopmental difference and/or intellectual impairment that display behaviour that challenges, and emerging psychosis that may necessitate admission.

The service is made up of several clinical and non-clinical professionals, who have a range of skills and expertise. These include Mental Health Practitioners, Community Adolescent Senior Support Workers, and Peer Support Workers.

- 2.5 **CAMHS Gateway:** In January 2020, a service improvement proposal was developed to create an assessment and brief intervention team as the front door to community CAMHS services. The intention was to ensure that CYP are seen in a timely way for assessment and brief evidence-based interventions. Where need determined it, further specialist multi-disciplinary support would still be available through the community CAMH teams (x6) in the service.

Along with greater access to timely assessments for CYP, Gateway has established close partnership working relationships with the Voluntary Community Social Enterprise (VCSE) services across Dorset, which has enabled access to increased choice for CYP and their families. Whilst demand has continued to be high for specialist mental health provision, there is a greater need to work collaboratively across health, education and social care, and these partnership relationships are continuing to improve with the central point of access that Gateway can provide.

As a service, Gateway has evolved since it launched in September 2020, and it became a Pan-Dorset service in January 2021. Gateway provides advice and guidance, as well as assessment and some discrete interventions where this is indicated. Interventions are primarily provided by Wellbeing Practitioners and Band 6 CAMHS practitioners. Examples of interventions include:

- Psychoeducation
- Support and guidance for parents and carers
- Decider Skills (DBT based intervention)
- Earlier identification of neurodevelopmental assessment needs (and signposting to relevant services)
- DNA-V group (ACT based intervention)

- 2.6 **Community CAMHS** There are five locality CAMHS teams across the county - Poole, Bournemouth & Christchurch, East & North Dorset, West Dorset, and Weymouth & Portland. North and East Dorset CAMHS were historically 2 smaller rural teams, which have recently been merged to create a larger team with the hope and plan that this will create more resilience in the teams, ensure a strong and varied skill mix amongst the MDT. However, each team has input from an individual Consultant Psychiatrist who cross cover each other on NWD and leave. Generally, referrals to community CAMHS are screened and assessed by the Gateway team before being passed on to Specialist CAMHS if appropriate.
- 2.7 **Community Adult Mental Health Teams.** There are five large locality community mental health teams within East Dorset: Poole, Bournemouth West, Bournemouth East, Christchurch & Southbourne, Wimborne, and Purbeck. Within these large multi-consultant teams, there are individual consultant led sector teams but more specialist care, for example emergency care and care for some patient groups, can be provided team wide as appropriate. In West Dorset there are three locality community mental health teams: North Dorset, Dorchester & Bridport and Weymouth and Portland.
- 2.8 **Inpatient Care.** The service is planned such that all new admissions are admitted first to one of the acute admissions units. The Home Treatment service functions as the gatekeeper for inpatient care. Patients are either discharged from the Acute Assessment Unit back to their CMHT or to the Home Treatment Team or if their illness requires a longer period of care, they will move to one of the treatment wards.
- 2.9 **Inpatient Rehabilitation.** There is an inpatient rehabilitation and recovery service with inpatient beds at Nightingale House, Alumhurst Road, Bournemouth and in the West of the county at the Glendenning Unit. The rehabilitation service works closely with the Assertive

Outreach teams to facilitate discharge when appropriate for those patients with the most severe and enduring mental illnesses.

2.10 **Home Treatment Team.** There are two Home Treatment Teams (HTT) for East Dorset and for West Dorset. They provide alternative to hospital admission for people over the age of 18 years across the county and accept referrals from CMHTs, Psychiatric Liaison Services, The Connection Service and from inpatient units.

2.11 **Specialist Teams.** There are specialist inpatient and community teams in place covering the subspecialties which include: -

- Early Intervention in Psychosis Service/At Risk Mental State service
- Assertive Outreach Teams
- Forensic Team (including inpatient Low Secure Unit and a Community Forensic team)
- Perinatal Service
- Eating Disorders Service - All age service but inpatient beds for over 18's only. A day patient eating disorder program is currently being developed for young people under 18 years.
- Liaison Services at Royal Bournemouth Hospital, Poole Hospital and Dorset County Hospital, Dorchester
- Community Adult Asperger's service
- CAMHS Intellectual Disabilities service - There is also a single county wide CAMHS team for children and young people with intellectual disability (ID).
- Forensic CAMHS – Community FCAMH services offer a range of services including clinical consultation and specialist assessment and advice on interventions for young people with very complex needs across a variety of community, residential, secure, and custodial settings. It comprises of 0.4 WTE Consultant Psychiatrist, 0.5 WTE Band 8b Clinical Psychologist and 0.2 WTE Occupational therapist.
- Adult Learning Disabilities service
- Access Mental Health – Connections, The Retreats and Front Rooms

3. CLINICAL DUTIES

3.1 This is a fixed term part time 6.5 sessions for a specialist doctor in an established eating disorder service working closely with 2 other substantive Consultants, to provide specialist psychiatric care to people with eating disorders registered with a Dorset GP. The successful applicant will be responsible as part of the clinical team for providing assessment, treatment, and care planning for community patients under the age of 25 years old accepted by the Team. They will also be responsible for supporting the physical health monitoring of patients.

3.2 The postholder will be expected to work with the community team to cover emergency work and to keep waiting lists within the Trust agreed limits.

- 3.3 The post holder will see patients in outpatient clinics, online or see the patients in their own homes if necessary. They will also be expected to see patients admitted to the acute Paediatric Services at Poole General Hospital and Dorset County Hospital.
- 3.4 The ability to work closely and collaboratively with members of a multi-disciplinary team is an essential and integral part of the post. Attendance at a weekly team meeting is required. The presentation of assessments, management plans and case reviews at the weekly team meeting is an important part of team business, in which the post holder will play an essential part.
- 3.5 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician. The post holder will be expected to undertake Mental Health Act assessments when clinically appropriate.
- 3.6 The post holder will be expected to produce high quality written documentation supporting their work, both in the ongoing clinical record (RiO) and letters, in keeping with Trust Policy. The post holder will have access to office space and administrative support within the Team.
- 3.7 The post holder will be expected to work flexibly and prioritise according to the demands of work.
- 3.8 The post holder will provide cross cover for annual, study and emergency sick leave with Dr Figueiredo and Dr Kotze (on contracted working days only).
- 3.9 The post holder is expected to take part in the On-call rota unless an exemption has been agreed with the Chief Medical Officer for valid reasons.

The post holder will take part in the East Dorset on call rota unless exempted under special conditions following discussion with the Chief/Deputy Chief Medical Officers. The on-call rota is paid at 3% on call availability supplement plus 1 Additional Programmed Activities for 1.0 WTE and for less than full time this will be calculated pro rata.

This is a joint general adult, learning disability, child psychiatry and old age psychiatry senior On-call rota which is supported by Specialist Registrars and Associate Specialists. There is also a non-resident junior doctor On-call.

When On-call the postholder is expected to provide advice and support to junior colleagues On-call, out of hours nursing and social work colleagues. When necessary, it is expected that the On-call consultant will review patients personally. At weekends and on bank holidays there is a consultant led inpatient review for newly admitted patients to address problems with inpatients. This ensures that all patients admitted to our units are seen by a consultant within the first 24 hours of their admission.

4. CONTINUING PROFESSIONAL DEVELOPMENT

- 4.1 There will be one programmed activity (SPA) per week for Revalidation activity (CPD and audit).

- 4.2 The postholder will participate in a Peer Review Group in line with Royal College of Psychiatrists recommendations to both review CPD development and consider clinical issues.
- 4.3 The postholder will be expected to contribute to and attend the Trust Journal Clubs and Multidisciplinary Audit Meetings.
- 4.4 The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.
- 4.5 The postholder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.
- 4.6 The Trust supports research and development. The postholder will be encouraged, if they wish, to develop academic links with Bournemouth and Southampton Universities.
- 4.7 It is desirable that the postholder will identify a mentor. The postholder will be given time for this activity.

5. SUPPORTING CLINICAL STAFF

The team comprises the following: -

JOB ROLE	WTE	HEAD COUNT
Clinical Managers	2	2
Team Administrator	1.8	2
Senior Team Administrator	0.8	1
Consultant Psychiatrists	1.4	2
Family Therapist/systemic practitioner	1.4	2
Trainee Psychotherapist - vacant	1.0	0
Clinical Psychologist - vacant	1.0	0
Mental Health Support Worker	7	8
Community Practitioner	12	18
CBT Therapist	1	1
Clinical Service Manager	1	1

6. LEADERSHIP STRUCTURES

- 6.1 The postholder will be a member of the Medical Advisory Committee which is the professional group for career grade doctors within the Trust. This committee meets bi-monthly and provides medical advice and support to management.
- 6.2 The Trust has close relationships with the CCG and the Local Authorities to which we relate (Bournemouth, Christchurch and Poole Council and Dorset Council).
- 6.3 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.
- 6.4 The Senior Leadership Team is led by the Chief Medical officer Dr Faisal Sethi and supported by Deputy Chief Medical Officer and Clinical Directors in CYPF, Mental Health and Learning Disabilities and Community Services as well as Medical Leads in Community General Adult Psychiatry, Acute Mental Health care, Old Age Psychiatry, Community services and Child & Adolescent Psychiatry and Clinical/Medical Leads for Provider Collaborative.
- 6.5 The postholder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service development.

7. CLINICAL GOVERNANCE

- 7.1 Strong clinical governance arrangements are in place across the organisation involving all clinical disciplines.
- 7.2 It is expected that the postholder will play a full part in clinical governance arrangements which will include working within his / her team to ensure high quality standards for patient care are set and monitored and the personal participation in audit.
- 7.3 There is a system of annual appraisal of consultants linked to the requirement for Revalidation. All consultants receive an annual appraisal in line with Department of Health Guidelines from which a personal development plan will be produced.

8. TEACHING AND TRAINING

- 8.1 It will be expected that the postholder will provide training and support to their junior doctors in line with Royal College and Health Education Wessex standards.
- 8.2 The Trust has long, well established links with Southampton University School of Medicine and Bournemouth University. The postholder will be expected to participate in the teaching of medical students. Medical students are regularly attached to the psychiatric teams.

9. SECRETARIAL SUPPORT

- 9.1 The postholder will have a part time secretary. There will also be a team assistant for the community team as well as adequate administrative time available to facilitate the smooth running of outpatient clinics and timely written communication with clinicians, referrers, and patients. The postholder will have a designated office at their base of choice.

10. POSTGRADUATE FACILITIES

- 10.1 There are Post-graduate Medical Centres at Poole and Bournemouth Hospitals.

11. TERMS AND CONDITIONS

- 11.1 The contract will be based on the Terms and Conditions of Service agreed between the BMA and the Department of Health for Specialist Doctors in England. The Trust will also implement the Code of Conduct for Private Practice, which sets out standards of best practice governing the relationship between NHS work, private practice, and fee-paying services.
- 11.2 The post holder must be Mental Health Act Section 12 approved at appointment and be registered with the General Medical Council. The applicant must be eligible for inclusion on the Specialist Register in Psychiatry. The successful candidate must hold a current driving licence.
- 11.3 As a Specialist Doctor the postholder is professionally responsible for their own clinical actions within GMC and Royal College of Psychiatrists guidelines and codes of practice and is managerially accountable to the Chief Executive.

12. JOB PLAN

- 12.1 A job plan will be drawn up in agreement with the successful candidate and will be reviewed each year at the consultant's job planning meeting. A provisional timetable is given below. The additional 0.5 PA for SASG could be done as extended days on any of the working days. The working week could be 3 consecutive days:

	AM / PM	Duties
Monday	AM	Outpatient Clinic
	PM	Eating Disorder Liaison
Tuesday	AM	Outpatient Clinic/ Eating disorder Liaison
	PM	Outpatient Clinic Service Development/Transformation/Faculty Meeting/MAC SPA 0.5
Wednesday	AM	NWD
	PM	NWD
Thursday	AM	Multi-Disciplinary Team Meeting/Team Supervision
	PM	CPD and Revalidation SPA 1.0
Friday	AM	NWD

	PM	NWD
Programmed activity	Number	
Direct Clinical Care	5.0	
Supporting Professional Activities	1.5	
Other NHS responsibilities (to be discussed with the clinical director)		
External duties (to be discussed with the clinical director)		
Total Programmed Activities	6.5	

- 12.3 The postholder will be line managed by the Medical Lead for Child and Adolescent Mental Health who will keep the job plan under review.

13. COMMENCEMENT OF DUTIES

- 13.1 The post is available from October 2023 for a fixed term period of 6 months and possibly 8 months.
- 13.2 The post is subject to an Exemption Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act.

14. REMUNERATION & BENEFITS

- 14.1 Following is a summary of the main terms and conditions together with the benefits of joining Dorset HealthCare University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

14.1 Salary

The appointment is at Specialist grade with salary thresholds from £83,945- £95,275 per annum for a full-time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Specialist Doctor and may take account of other consultant level experience or factors in accordance with the Terms and Conditions – Specialist Doctors. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

14.2 Annual Leave

Entitlement will be 27 days per annum for full time working, increasing to 34 days with 7 years of service. In addition there is entitlement to 8 Public/Bank Holidays. For specialists doctors contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

14.3 Sick Pay

Entitlements are outlined in paragraph 225 – 240 of the TCS.

14.4 Pension

The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment; further details are available on appointment.

14.5 **Equal Opportunity & Diversity**

Dorset HealthCare University NHS Foundation Trust is committed to the fair treatment of all people, regardless of their gender, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership.

14.6 **Flexible Working**

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

14.7 **Maternity, Paternity and Special Leave**

The Trust offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available. Additional Paternity Leave (APL) is also available subject to eligibility. In addition, Special Leave is available when staff are experiencing difficulties for domestic, personal or family reasons. We also offer up to 5 days compassionate leave to all employees.

14.8 **Relocation Expenses**

The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

14.9 **Recruitment & Retention Premium**

The successful candidate may be offered a recruitment and retention premium of £10000, in accordance with the Trust's RRP policy. The sum will be paid in monthly instalments during the first year and the candidate is expected to remain in post for 2 years to retain the premium. Please refer to Trust policy.

14.9 **Travel Expenses**

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

14.10 **Two Ticks Disability Symbol**

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

14.11 **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures, and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet, Doris, or from your manager. In particular, attention is drawn to the Trust's arrangements in relation to safeguarding children and vulnerable adults as well as infection prevention and control.

All employees are expected to be familiar with the Trust's approach to risk management, take a risk management approach to their own work and take responsibility for the management of the risks they own.

14.12 Confidentiality

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

14.13 References

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references. Please note that this must cover the last three-year period.

14.14 Occupational Health

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire but may involve a medical examination.

14.15 DBS Checks

The appointment will be subject to enhanced clearance from the Disclosure and Barring Service.

14.16 Smoking

Smoking by Trust Staff is not permitted whilst on duty whether that be on Trust premises or grounds or out in the community.

14.17 Period of Notice

The employment is subject to three months' notice on either side.

15. WELLBEING

As a member of #TeamDorsetHealthCare you matter to us. We care about each person's emotional wellbeing and there is a host of support which can be access via the trust intranet <https://doris.dhc.nhs.uk/hr/health-wellbeing>

15.2 Details about OH are disseminated at induction and regularly when in post

15.3 Local organisational systems in place to support doctors' wellbeing following serious incidents that involve their patients (e.g. nominated senior colleague support, Balint Groups for Consultants, etc.)

15.4 Timely job plan review with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g. unexpected request to cover a unit/ward/service in addition to current workload)

Person Specification

SPECIALIST DOCTOR IN CAMH EATING DISORDER PSYCHIATRY

REQUIREMENTS	ESSENTIAL
Qualifications/Training	General medical qualification e.g., MBBS, or equivalent and hold a Licence to Practise.
Experience	<p>Shall have completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted.</p> <p>The postholder will be expected to maintain Section 12 (2) and be an Approved Clinician.</p>
Clinical Skills	High levels of competence in diagnosis, risk assessment, care planning and prescribing.
Leadership Skills	<p>Able to provide clinical leadership to a multi-disciplinary team.</p> <p>Able to prioritise work to meet competing clinical demands.</p>
Organisational Skills	Have good organisational skills and able to organise own work.
Teamwork	<p>Understand principles of multi-disciplinary team working.</p> <p>Demonstrate ability to work as a member of a team and to liaise effectively with colleagues within the hospital.</p>
Clinical Governance	<p>Understand and actively support the principles of Clinical Governance including audit and outcome measures.</p> <p>Demonstrate a good understanding of continuing professional development needs and revalidation.</p>

Management Skills	Understand the importance of working with managers in the interest of good patient care
Self-Awareness	<p>Understand their strengths and weaknesses and how these attributes affect professional functioning.</p> <p>Knowledge of the stress/stressors involved in being a specialist doctor and how to manage these appropriately and understand the importance of seeking support at the right time.</p>
Working with Patients and Carers	Demonstrate a good understanding of how to work in partnership with patients and carers.
Commitment to NHS Values and DHUFT Vision	<p>Demonstrate an understanding of, and commitment to, NHS Values and DHUFT vision:</p> <ul style="list-style-type: none"> • Respect and Dignity • Making recovery a reality • Commitment to quality of care • Compassion and kindness • Improving lives • Working together for patients • Everyone counts • Being a learning organisation

Medical Leadership Team

MEDICAL LEADERSHIP TEAM

