



Midlands Partnership

NHS Foundation Trust

A Keele University Teaching Trust

JOB DESCRIPTION

Consultant in Child & Adolescent
Psychiatry - Autism

Approved by
Royal College of
Psychiatrists

RCPSYCH Reference Number:

W MIDS-CO-NTH-2023-01149



POST DETAILS:

POST & SPECIALITY:

Consultant in Child & Adolescent Psychiatry - Autism

BASE:

Anglesey House, Rugeley

EMPLOYER:

Midlands Partnership NHS Foundation Trust

CONTRACT:

Consultant Contract (2003)

HOURS:

10 PA

ACCOUNTABLE PROFESSIONALLY TO:

Medical Director

ACCOUNTABLE OPERATIONALLY TO:

Head of Function

<p>KEY WORKING RELATIONSHIPS AND LINES OF ACCOUNTABILITY:</p>	<ol style="list-style-type: none"> 1. On a day-to-day basis the consultant will work closely with the Team Leader and Head of Function. The consultant will offer medical leadership to the multi-disciplinary team. 2. The consultant will form part of the consultant body within the Mental Health Function of the Children and Families Care Group which includes CAMHS, CAMHS ED and Learning Disability Services. 3. Strategically, the consultant will relate to the Clinical Care Director and Head of Operations within the Children's and Families Care Group. The consultant will also work closely with members of other Care Groups, Service User and Carer groups and other stakeholders, including the local authority, independent sector and Health Education West Midlands. 4. From an overall professional perspective, the consultant will relate to the Medical Lead for the Mental Health Function of the Care Group and ultimately the Medical Director. 5. In turn, all Trust staff are ultimately responsible to the Chief Executive.
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1. INTRODUCTION

This will be a key leadership role in the newly commissioned CYP Autism service in Staffordshire. The Trust currently has a stable and well established CAMHS consultant group who will offer good peer support to the new consultant in post.

In consultation with the service leads for the CYP Autism Service; the newly appointed consultant will support the development of our newly commissioned specialist ASC service and provide a highly specialist psychiatry service to Children & Young People with ASC diagnoses in South Staffordshire. The post holder will be responsible for providing highly specialist psychiatric input across three main areas:

- Assessment of complex presentations of possible Autistic Spectrum conditions
- Highly specialist advice and support to complex CYP with a diagnosis of autism
- Provide medical treatment for problems directly related to the diagnosis of Autism in complex cases

This role will incorporate complex psychiatric assessments leading to formulations of distress; interpretation and opinion; and forming judgements to inform service provision and providing necessary medical interventions. As well as provision of the clinical supervision to less experienced clinical members of the CYP Autism service who provide assessment and intervention.

2. TRUST PROFILE

Midlands Partnership NHS Foundation Trust (MPFT) was formed in June 2018 when South Staffordshire and Shropshire Healthcare NHS Foundation Trust (SSSFT) acquired Staffordshire and Stoke-on-Trent Partnership Trust (SSOTP).

The newly formed Trust is one of the largest integrated Health and Social Care providers, with an annual turnover of close to £400m, serving a population of 1.5m over a core geography of 2,400 square miles. Our portfolio of services includes mental health, learning disability and adult social care services across Staffordshire, Stoke-on-Trent and Shropshire. We provide a vast range of community services for adults and children and specialised services such as rheumatology and rehabilitation.

We have specialist mother and baby, eating disorder and medium secure forensic mental health services and contracts across the country for IAPT, addiction and some health services in prisons as well as hosting a network for inpatient mental health care for serving military personnel.

Employing around 8,500 employees, we are an innovative and forward thinking organisation with an ever expanding portfolio of services. This means we can offer our employees genuine opportunities to develop their careers by gaining experience across a number of specialisms. We are a Keele University Teaching Trust with a thriving Research and Innovation Department.

The Trust works in partnership with the NHS programme 'Step into Health', supporting ex-service personnel into a career in the NHS.

We are committed to keeping service users and carers at the heart of everything we do and we actively promote a culture where the views of all those using, or interested in what we do, are sought and valued as essential to the development and improvement of our services.

The Trust Headquarters are at St George's Hospital in Stafford, which has excellent links to the M6 (J13 and J14) and is well served by major rail networks. St George's Hospital comprises inpatient mental health and learning disability facilities. In September 2012 we opened the Redwoods Centre, a brand new, purpose built mental health inpatient facility in Shrewsbury. However our focus is very much on providing excellent community services, based on feedback from our service users that they would prefer to treat at home wherever possible.

A Keele University Teaching Trust

MPFT has close links with Keele University and has been a Keele University Teaching Trust since 2010. What is more, we are very proud that Keele University currently has the largest conversion rate to psychiatry training nationwide. In 2014, the Trust recruited a world renowned Chair of Psychiatry, Professor Athula Sumathipala, and the university has also recruited to honorary senior clinical lecturer roles from amongst our body of consultant psychiatrists. The Trust has a well-developed Research and Innovation Department and the post holder will be encouraged to develop research interests.

There are eight medical student support tutors in South Staffordshire and four in Shropshire and there will be opportunity for the post holder to be involved in medical student teaching. Dr Rob Dennis is the academic lead in South Staffordshire and his counterpart in Shropshire is Dr Martin Bassett. The Trust also hosts postgraduate GP trainees and Foundation Doctors, as well as employing core and higher psychiatry trainees (CT1-CT3 and ST3-ST6) in general adult and old age psychiatry, CAMHS and forensic psychiatry. One of our consultants is Cluster Lead and we have two College Tutors, Dr Rashi Negi in Staffordshire and Dr Ram Benning in Shropshire.

Staffordshire is a landlocked county in the West Midlands. Part of the National Forest lies within its borders; there are wild moorlands in the far north and Cannock Chase, an area of natural beauty, in the south. The largest city in Staffordshire is Stoke-on-Trent whilst other major towns include Stafford, Burton-upon-Trent, Cannock, Newcastle-under-Lyme and Tamworth.

The county has good links to the national roads network. Several major roads intersect the county, making it a popular location for commuters. It also has links to fast rail networks with a journey time to London of around 1 hour 20 minutes.

3. CLINICAL SERVICES

The newly formed Trust is split into 4 Care Groups, Staffordshire and Stoke on Trent, Shropshire and Telford & Wrekin, Specialist Services and Children and Families Services.

There are approximately 250 medical staff employed by the Trust. The medical management framework is led by the Medical Director, who is assisted by several associate medical directors, each with a different portfolio of responsibility.

Children & Families Care Group

The Children & Families Care Group provides services across Staffordshire, Stoke and Trent and Shropshire. The Care Group is divided into three functions; Mental Health

Services, Universal Services (Health Visiting and School Nursing) and Targeted Services (including Community Paediatrics, a variety of children's therapies and children's nursing teams). This provides opportunities for integrated working across children's services to ensure joined up care. The Care Group Senior Leadership Team includes the Managing Director, Head of Operations, Head of Functions, Clinical & Care Director, Professional Leads, corporate representatives and service managers. The team meets regularly and works collaboratively to develop services and ensure they are lead and delivered in a safe, caring, responsive and effective way. The Mental Health Function is led by a Head of Function supported by Professional Leads from Psychiatry, Psychology, Nursing and Allied Health Professionals to provide a collective leadership team to manage the Mental Health services within the Care Group.

The Care Group embraces collective leadership whereby all levels of staff take responsibility for the success of the organisation and services within it. The Care Group leaders empower staff to make positive changes in order to create supportive environments and ones which enable them to deliver high quality effective care.

South Staffordshire Children's Mental Health Services:

CAMHS Community Teams: providing assessment and therapeutic care for young people requiring specialist mental health care including paediatric psychology, early years (0-5s), eating disorders and intensive support services.

There are 5 patch Consultants covering Stafford, Cannock, Tamworth, Lichfield and Burton. All the consultants are currently substantive and have been in post for at least 5 years. There is also a substantive CAMHS Learning Disability consultant. Within South Staffordshire there is a strong and supportive consultant peer group.

Eating Disorder Service: Providing assessment and therapeutic care for young people presenting with an eating disorder.

Outreach Service: Our Outreach Team provides intensive community support to prevent admission of young people to hospital and support discharge for those that have been admitted to Tier 4 services.

CYP Autism Service: This will be a new multi-disciplinary team of approximately 30 staff with a real depth of experience of working with CYP with ASC. The purpose of the team is to deliver a specialist assessment, diagnosis and intervention model that is integrated with the wider range of services to Children and Young People that MPFT provides. This will reduce duplication and improve the experience for families, carers and the child. Locally, an analysis of CYP awaiting an autism assessment in South Staffordshire has identified that 77% are known to Community Paediatrics, CAMHS or Speech and Language Therapy and 23% of CYP waiting assessment are known to three or more MPFT children's services. So, this is a tremendous opportunity to develop further and strengthen links with our partnering services as well as further service development to explore neurodevelopment pathways.

Child and Adolescent Learning Disability Services: MPFT has Child and Adolescent Learning Disability teams covering South Staffordshire, also currently sitting within the Children and Families Care Group.

Other Services in the Care Group

The Care Group provides a variety of other services for Children and Young People across Staffordshire & Stoke on Trent and Perinatal Mental Health Services in Staffordshire and Shropshire.

Community Paediatric Services: There are strong working relationships between Mental Health Services and the Community Paediatric Service and Paediatric colleagues regular attend CAMHS' Multi Agency Meetings. Community Paediatrics currently provides elements of the ADHD pathway which is in the process of being reviewed with the ambition to create a more integrated neuro-developmental offer.

Community Therapies: A range of AHP services for Children and Young People include Occupational Therapy, Speech and Language Therapy, Dietetics, Physiotherapy and Podiatry.

Community Care: We provide a range of Children's Nursing services including Community Nursing, Special School Nursing, Complex Care and Looked After Children's Nursing.

Universal Services: We provide Health Visiting, School Nursing and School Aged Immunisations for Staffordshire & Stoke on Trent.

4. THE POST

Job Purpose

The consultant will provide highly specialist psychiatric assessments and interventions within the Children & Young People's Autism Service. This role will deliver a service across the South Staffordshire area (Cannock, Stafford, Seisdon, Burton, Lichfield & Tamworth). This role will involve highly complex assessments leading to psychiatric formulations, development of care plans, the delivery of interventions to this population and use of outcome measures and feedback tools to evaluate service effectiveness.

The consultant will also provide supervision to the team in their specialist diagnostic assessments of children and young people.

The Autism service is commissioned to support those with a diagnosis to the age of 19 (to 25 if they have an EHCP). The expectation of the post holder is that they will offer medical intervention to those young people in line with local CAMHS processes and pathways, normally up to age 18 with subsequent discharge to primary care or adult services. There is still work ongoing around these pathways but it is envisaged that the consultant will offer advice to the MDT for those aged 18-25 but no direct intervention beyond the competencies of the CCT held by the post-holder.

The consultant will work as a member of a Multi-Disciplinary Team (MDT), presenting complex assessment information in MDT meetings and working with colleagues in the MDT to agree whether referred children and young people meet diagnostic criteria for ASD.

The post holder will provide medical intervention for problems that are directly related to the ASC. It is intended that the appointed consultant will work closely with the area CAMHS consultants, Learning Disability consultant and community paediatricians to establish the

medical remit for treatment of anxiety, sleep and behaviour problems that are commonly seen with ASC.

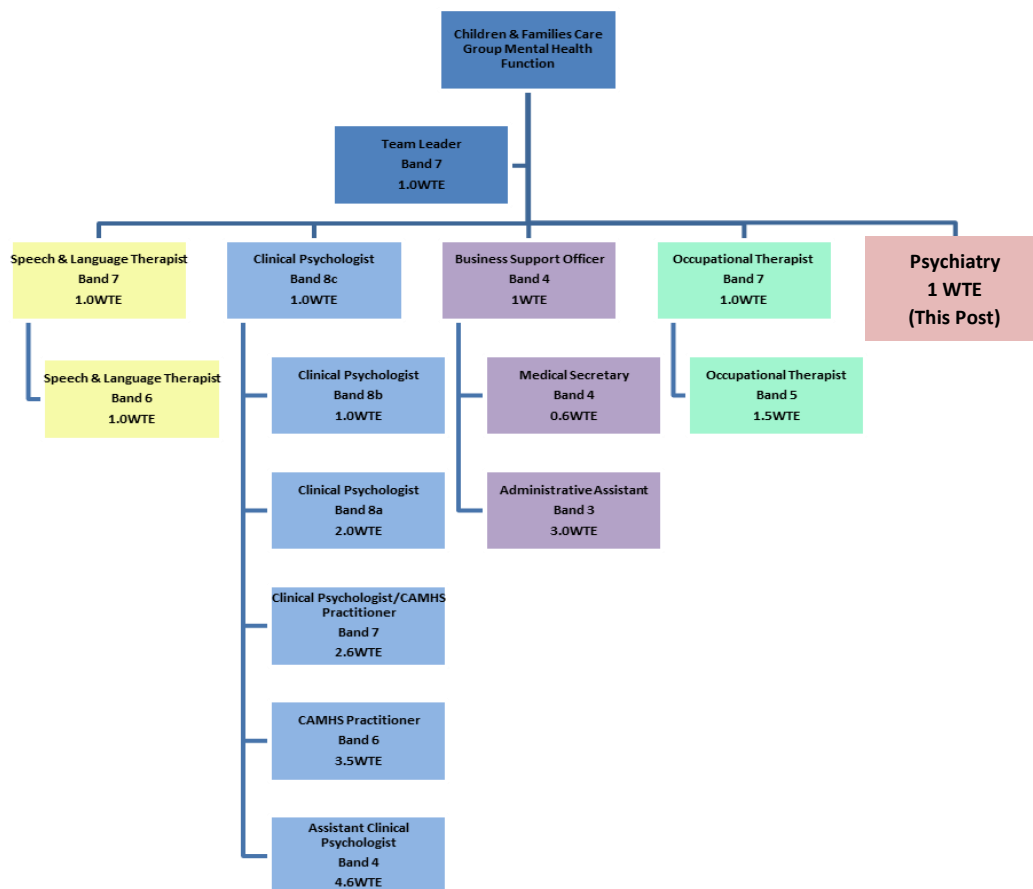
The post holder will provide highly specialist psychiatric input to the CYP Autism Service. The role will include supervision of any junior doctors and nurse prescribers working within the service. The role will also entail offering advice and consultation to non-psychiatric colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the service's policies and procedures.

There will be an opportunity to utilise research skills for audit, policy and service development and research within the area served by the team/service.

The post holder will be required to work both in clinic and community settings such as CAMHS clinic bases (predominantly) but also seeing young people in nurseries, schools and children's centres and with children and parents in their own homes should this be appropriate and necessary.

Organisational Structure

This is the proposed organisational structure for the newly commissioned Autism Service within MPFT. This is subject to change and development:



Base

The new service will have a base at The Bridge, Stafford although the post holder will carry out clinical work across all CAMHS bases in Staffordshire. The newly appointed consultant will be provided with a dedicated office space in one such base, in consultation with service managers.

IT & Secretarial Support

The consultant will be provided with a laptop and have appropriate named admin support, as well as IT support, in and out of hours from the Staffordshire & Shropshire Health Informatics Service

Key Duties and Responsibilities

Clinical

- To provide highly specialist psychiatric assessments, within the areas of agreed responsibility, of children and young people whose presentations are suggestive of a possible autistic spectrum condition, as part of a multi-disciplinary assessment process. To offer supervision and advice to other clinical staff within CYP ASC team. Assessments will involve the interpretation and integration of highly complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations, semi-structured interviews and guided clinical inquiry methods with clients, family members and others involved in the client's care.
- To exercise autonomous professional responsibility, within professional guidelines, for the assessment, therapeutic and medical treatment and discharge of children and their families/carers. The post-holder will exercise responsibility for the systematic governance of psychiatric practice within their work, responsible for adhering to relevant Trust policies and standards and accountable for professional and clinical actions.
- To undertake risk assessment and risk management for individual clients and to provide advice to less experienced clinicians and allied professions on psychiatric aspects of risk assessment and risk management. To support other staff with risk assessment and risk management as a senior clinician within the CYP ASC team.
- To evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the young person, parents or family/carers.
- To manage and prioritise own caseload in relation to clients whose problems are within the remit of the service and to keep the Head of Function informed of caseload, waiting times and other issues that affect the service. Through supervision, to support other clinicians with caseload management and prioritisation.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of their treatment within the service.
- To be able to communicate highly complex and potentially highly contentious information in a skilled and sensitive manner to patients who may be extremely hostile or highly emotional.

- To be involved in referral screening processes, MDT service meetings and other service functions as required. To take leadership with referrals, assessment, formulation and treatment and support within the ASC team. Referrals will be received from General Practitioners, generic CAMHS workers, paediatric services other healthcare settings, schools, colleges and non-healthcare workers (e.g. sports coaches, dance teachers). The majority of referrals are assessed initially by the multi-disciplinary team.
- The service employs a range of professionals including psychiatrists, nurses, art therapists, family therapists. We work closely with other CAMHS teams within the Trust. Currently there are no junior doctors attached to the role.
- To work to the current quality standards formulated by the Trust's Quality Governance team and to the local standards developed by the CAMHS Team, meeting performance demands and standards agreed between the Trust and Commissioners.
- To provide cross cover for consultant colleagues within the service on a reciprocal basis during times of annual leave.
- To provide support (currently on a voluntary basis) to rota that runs from 9am to 10pm. Consultants are able to opt in to this on the 2nd tier, paid at Trust agreed locum rate presently.

Job Plan

The 10 PA job plan will be discussed and agreed with the Medical Lead and Service Manager. The Job plan will consist of 2.5 supporting programmed activities and 7.5 direct clinical care activities and an indicative programme will be as follows:

	AM	PM
Monday	Clinical Work (DCC)	Admin/Teaching (SPA)
Tuesday	Clinical Work (DCC)	Clinical Work (DCC)
Wednesday	CPD (SPA)	Clinical Work (DCC)
Thursday	Clinical Work (DCC)	Team Meeting (DCC)
Friday	Clinical Work (DCC)	Admin/CPD (SPA)

Caseload

The expectation of a CAMHS Consultant working 10 PA would be in the region of 95 with new assessments of 1 to 2 per week.

Teaching, training and supervision

- The consultant will receive regular management supervision from his / her line manager and/or Head of Function and peer clinical supervision with the other CAMHS Consultants from the extended service in agreement with the Team Leader and Medical Lead and in accordance with Trust policy and professional practice guidelines.
- The post holder will participate in an agreed programme of training and professional development towards developing advanced knowledge and practice in the field of ASC and/or child mental health and psychiatric practice.
- The post holder will provide teaching, training and clinical supervision as required. This will develop own teaching skills as well as to help develop the skill set within the team.
- The consultant will also provide highly specialist advice, consultation and supervision to colleagues in the service and provide consultation to other professionals/agencies.
- There are around 50 core trainees, foundation doctors, GP trainees and higher trainees across psychiatry within MPFT. Currently, there is not an opportunity to have a trainee within this team although consultants are encouraged and supported to become an accredited trainer.
- The Trust receives around 800 medical students every year and there are opportunities for undergraduate teaching.

Management, recruitment, policy and service development

The consultant will be expected:

- To actively participate in the development, evaluation and monitoring of the service's operational policies and procedures, through the use of professional skills in research, service evaluation and audit.
- To take an active role in identifying and proposing changes to policies and procedures as required in the CYP Autism service.
- To take an active role in identifying and proposing strategic service improvements as required in the CYP Autism service.
- To assist the Head of Function and other senior staff in the development of services within the agreed areas of responsibility. This includes supporting the recruitment process to other posts within the team, using a value based approach, shortlisting and interviewing as required.
- To take an active role in and/or develop service audits and service improvements as required within the CYP Autism service and to share the learning within the CYP ASC team.
- To advise both the Service Lead and the Medical Lead on those aspects of the service where psychiatric and/or organisational matters need addressing.
- To liaise with the senior clinicians and the Team Leader in order to communicate any concerns about the safety, effectiveness and efficiency of the service.
- To take responsibility both individually and collectively with colleagues for Clinical Governance including undertaking required training, dealing with complaints, identifying and reporting critical untoward incidents as well as clinical audit and fostering effective clinical practice.
- To review with others the post holder's own performance and that of others within the services.
- To participate in or lead on specific initiatives pertinent to the Service, Care Group and Trust as appropriate and agreed Senior Leadership Team.
- To be a member of the Trust's Medical Advisory Committee.

Research and service evaluation

The consultant will be expected:

- To utilise research skills for audit, policy and service development and research within the area served by the team/service as required.
- To utilise theory, evidence-based literature and research to support evidence based practice in clinical work and with other team members and to share learning within the team and wider Care Group as appropriate
- To undertake and contribute to projects, including audit and service evaluation, with colleagues in the service to help develop or improve service provision.
- To be involved in the organisation of research where appropriate, including the supervision of the research and development activities of assistant psychologists and trainee psychologists.
- To include supervision on the meaningful use of Outcome Measures and Feedback Tools in clinical supervision with colleagues to optimise clinical effectiveness.

IT Responsibilities/Services & Equipment

The consultant will be expected:

- To use computers to write reports and record data, including the use of statistical packages as part of psychological testing, research and assessment when needed.
- To use computers to input data relating to staff diaries, clinical contacts and care-planning in accordance with Trust policies and procedures.
- To use computer and audio-visual equipment to deliver resource programmes.

Financial and Physical Resources

The consultant will be expected:

- To maintain a personal duty of care in relation to service equipment, psychometric tests and other resources.
- To advise when supplies of psychometric or other resources need ordering.
- To help identify any other service development resources required and in collaboration with the team to help prioritise additional resources.

General

The consultant will be expected:

- To ensure the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes in consultation with the Team Leader and Professional Lead.
- To contribute to the development of best practice within the service by continuing to develop the skills of a reflexive practitioner, in the specialist field of ASC and child and adolescent mental health.
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both this client group and mental health.
- To take part in appraisal and revalidation in keeping with local policy.

Physical effort

- There is a frequent requirement for sitting in a restricted position for a substantial proportion of working time either in meetings, at a computer desk or while driving.
- Frequent travel is required to attend meetings in a range of settings.
- There will be a requirement for light physical effort to lift and transport resources or equipment to support service interventions or the delivery of resource packages dependent upon use of laptop, projectors, manuals etc.
- There will be movement between environments and settings requiring combination of sitting, standing, walking, driving.

Mental effort

- Frequent intense concentration will be required, particularly in relation to the administration of psychometric tests, writing of reports, and management of complex clinical issues.

Emotional effort

- Frequent highly distressing or emotional circumstances (discussing diagnostic outcomes with children and young people and their families, highly distressing family circumstances).

Working conditions

- Requirement to work in patients' homes where there may be poor housing conditions or inadequate seating available.
- The post holder may be exposed to unpredictable behaviours of children and young people which may include verbal aggression and potential incidents of physical assault including kicking, biting, throwing toys and equipment which could result in injury.

5. GENERAL INFORMATION

Appraisal, Revalidation & Job Planning

The Trust is committed to the development of medical staff through individual appraisal. This will include audit of personal clinical practice, as well as involvement in departmental/specialty reviews; attention to continuing professional development and to meeting the requirements for Continuing Medical Education defined by the relevant Royal College (and for which appropriate study leave support will be available); awareness of professional standards and the responsibility to undertake safe and ethical clinical practice and the prompt response to any circumstances which may result in increased clinical risk or adverse outcome. Funding is available for approved study leave as per Trust policy. The Trust is committed to supporting consultants to meet the requirements of the Royal College in terms of Continuous Professional Development. Thirty days study leave are available over three years, as per National Terms and Conditions for Consultants (2003), consistent with appraisal and the Service's training plan. Attendance at the 'Clent Audit', Good Practice and Peer Supervision Group Meetings will be supported.

There is a well-established system of clinical supervision and peer supervision and support which regularly takes place amongst the CAMHS consultants across Shropshire and South Staffordshire.

Appraisal is well established within the Trust with the Consultants being actively involved in the design and monitoring of appraisal systems. This is administered through the Medical Directorate and there are a number of nominated consultants trained to carry this out.

Job plans will be drawn up and agreed between the Consultant and the Medical Lead for the Children & Families Care Group advised by input from the Head of Function as to particular service needs and resource issues. The job plan will be reviewed annually or as and when requested by the consultant or service, following change and in line with local policy.

Research, Audit and Teaching

The Trust is accredited for the training of junior doctors and is an approved part of the Core Psychiatric training programme that is delivered via North Staffordshire Combined Healthcare NHS Foundation Trust. Junior doctors can experience a range of sub-specialties as part of the rotation. There is a local College Tutor who liaises with the Scheme Tutor. On a Wednesday the psychiatric trainees normally attend a MRCPsych course provided via the Core Psychiatric training programme. A number of consultants have honorary posts with Keele University, which has a medical school.

There is a weekly case conference and Journal Club (2 hours in total). Consultants participate in the meetings as part of CPD and, approximately once a month, the meeting is devoted to medical audit.

The Trust has a thriving Research and Innovation department which provides valuable support and guidance to clinicians through a culture of evidence based healthcare across all Trust services. It is an invaluable resource to the clinical audit programme providing advice on audit projects, design and data analysis.

There is a Learning Centre in Stafford with a Library containing a wide range of psychiatric books and journals. Training is available from the librarians in database searching skills and in using the internet effectively.

The Medical Directorate

The current Medical Director (Dr Abid Khan) is a Consultant Psychiatrist and leads the PICU inpatient provision on St George's Hospital site. He is supported in this role by a number of Associate Medical Directors, each of whom holds a portfolio.

Medical Indemnity

Although work for the Trust is covered by the Medical Indemnity Scheme, the post holder is strongly advised in his/her own interest to obtain additional appropriate cover from a Medical Protection or Defence Organisation.

Other Information

The post holder must be fully registered with GMC and hold a Licence to Practice.

The post holder should be able to meet the travel requirements of the post.

The appointment will be subject to the Trust's pre-employment checks as outlined in the Trust Pre Employment Checks Policy and the successful candidate will be subject to the Trust's policies and procedures.

Relocation expenses may be payable in line with Trust policy

Annual leave entitlements are as per national terms and conditions (England, 2003). Consultants will also be entitled to an additional 2 days annual leave upon 7 years seniority and all consultants receive the additional 2 'stat' days.

The post holder will be able to avail themselves of the Regional Mentoring Service for new consultants in psychiatry and informal mentoring will be available internally from consultant colleagues within the Trust.

Wellbeing

Occupational health: The Trust takes the wellbeing of all staff very seriously and the post holder will be able to avail themselves of a free, confidential support and counselling service. Staff are able to self-refer to a range of services including professional mediation and support following traumatic / distressful or other untoward incidents including investigations. Occupational Health support is well established and easily accessible directly or via line management. Local occupational support to the post holder is provided by Team Prevent, Stonefield House, St Georges Hospital, Corporation Street, Stafford, Staffordshire, ST16 3SR. Telephone 01327 226920. Email: cs-c@tphealth.co.uk

Systems are in place in the service to support any member of staff following serious incidents. The post holder will be supported by the Team Lead together with the Medical Lead or Medical Director. The post holder will be able to access Care First 24/7 telephone counselling support should they require it.

If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.

The Trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working options. There is an on site nursery, Staff Counselling Service, Cycle to Work Scheme, Microsoft Office, NHS Benefits, including shopping discounts and offers and wellbeing events including "Soothe" resources.

The Trust will publish an annual equality and inclusion report which will include the progress made in relation to the commitment and compliance to equality and inclusion. The purpose of the report will be to gain an understanding and direction of the work delivered and in progress. The report will provide assurance that legal compliance in relation to the Equality and Inclusion agenda is being met and we are promoting the Trust as an exemplar employer and provider organisation.

Please contact any of the following for further information or to arrange an informal visit:-

Mr Neil Carr, Chief Executive 01785 257 888

Dr Abid Khan, Medical Director 01785 257 888

Dr Jugjinder Singh, Medical Lead - 01283 505820

Wendy Hallows, Service Manager – 0300 303 0691

Please note that the Trust will only be able to reimburse for up to two pre-interview visits for shortlisted candidates.

Person Specification

CRITERIA FOR SELECTION	ESSENTIAL	DESIRABLE
HOW WE LIVE OUR VALUES	<p>Ability to demonstrate the positive application of our core behaviours;</p> <ul style="list-style-type: none"> • Lead by Example • Respectful • Honest and Trustworthy • Caring and Compassionate • Listen and Engage 	
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS • MRC Psych or equivalent • Eligible for inclusion on the specialist register (higher trainees must be within six months of CCT at the point of interview) 	<ul style="list-style-type: none"> • Specialty Training
CLINICAL AND PROFESSIONAL COMPETENCE	<ul style="list-style-type: none"> • Experience in Child & Adolescent Psychiatry at ST 4 -6 level or equivalent senior level in a variety of settings • Experience in child protection work and working with children at risk. • Awareness of current guidelines for the assessment and treatment of mental disorder • Approval under Section 12(2) of Mental Health Act 1983, • Approved Clinician status and knowledge of the Mental Capacity Act. • Commitment to CPD and peer supervision • Ability to travel between trust sites. • An awareness of LEAN methodology 	<ul style="list-style-type: none"> • Committed to performance measures and evidence-based practice • Experience of service evaluation. • Experience of working closely with GPs and developing constructive positive relationships. • Experience of LEAN methodologies

MANAGEMENT SKILLS	<ul style="list-style-type: none"> • To demonstrate an understanding of the current policy context within the NHS • Awareness of current financial pressures within the health services and implication on practice. • Significant experience of multidisciplinary and inter-agency working 	<ul style="list-style-type: none"> • Formal training in management • Experience of establishing and developing a service.
COMMUNICATION AND INTER-PERSONAL SKILLS	<ul style="list-style-type: none"> • Effective communicator verbally and in writing • IT skills including using the internet and PowerPoint. • Effective ambassador for psychiatry • Ability to form warm and effective team-oriented relationships with other professionals, especially colleagues within the speciality • Committed to team development and team working • Committed to developing skills in other team members, for example nurse prescribers • Ability to reflect on own practice and learn from experience particularly participating in learning from serious untoward incidents 	<ul style="list-style-type: none"> • Evidence of involvement 360 degree appraisal
TRAINING AND RESEARCH	<ul style="list-style-type: none"> • Experience of teaching and training junior trainees and other professionals • Commitment to Continuing Professional Development • Experience of undertaking audit and other Clinical Governance activities 	<ul style="list-style-type: none"> • Recent supervision training/experience • Experience in different teaching methods • Participation in case presentations • Currently undertaking audit • Understanding of research methodology