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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

JOB DESCRIPTION

CONSULTANT IN CHILDREN AND ADOLESCENT PSYCHIATRY

1. Accountability

Job Title:	Consultant in Child & Adolescent Psychiatry
RCPsych approval details:	SBUHB-CO-WAL-2023-01639 (Approved)
	
Nature of Post:	This is a Consultant post to a generic CAMHS service
Sessions:	This is a full time 10 session post. There is an on call commitment (frequency TBC)
Replacement/new post:	Replacement
Salary Range:	TBC
Base Hospital/Clinic:	Block D Neath Port Talbot Hospital, Baglan Way, Port Talbot, SA12 7BX.
Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Clinical Director & Clinical Lead

2.0 Introduction

We expect everyone that works for the Health Board, regardless of their role, to share and uphold our values in all that they do:

- **Caring for each other**, in every human contact in all of our communities and each of our hospitals
- **Working together**, as patients, families, carers, staff and communities so that we always put patients first
- **Always improving**, so that we are at our best for every patient and for each other

2.1 Job Summary

This is a replacement post joining Consultant Psychiatry colleagues in working as part of a multi-disciplinary clinical team to deliver Child and Adolescent Mental Health Services across the Health Board.



The successful candidate will join a multidisciplinary clinical team including Consultant Psychiatrists, Speciality Doctors, Medical Trainees, CAMHS Nurses, Clinical Psychologists, Psychotherapists in various therapeutic modalities and support workers, supported by an administration team.

Swansea Bay CAMHS provides services across Part 1 and Part 2 of the Mental Health (Wales) Measure 2010. There is a Single Point of Access team providing referral triage and duty clinician support and emergency work is supported by the CAMHS Crisis Liaison Team. The service works closely with other services and agencies, including education and social care. The service benefits from working alongside the First Episode Psychosis team, in Adult Mental Health, and the Neurodevelopmental Disorders Team, in Child Health.

Swansea Bay CAMHS benefits from access to the following regional services:

- The Ty Llidiard Adolescent Inpatient Unit, which provides in-patient facilities for young people between the ages of 11 and 18 years. Young people needing medium secure admission go to agreed providers in England.
- The tier 4 specialist Eating Disorder Outreach Service, which operates from Ty Llidiard.
- The Wales-wide tier 4 Forensic Adolescent Consultation & Treatment Service, which operates from Ty Llidiard.

This is an opportunity to work within a dynamic and transformational service committed to delivering high quality CAMHS. The SBUHB CAMHS Directorate has 4.7WTE Consultant posts that work as part of a multidisciplinary service covering a population of approximately 380,000. The strategic vision for the CAMH service has included development of the single point of access team, centralised base with greater integration of CAMHS work into community settings and the ongoing development of various areas of clinical service, including eating disorders, schools inreach, forensic / youth justice, complex care and learning disability service. In collaboration with consultant colleagues, the appointee will develop areas of special interest and lead on the development of clinical care pathways and be involved in service improvement initiatives.

At the current time this post is based at Neath Port Talbot Hospital, with clinical space on site and in Swansea City centre. We are reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions when you will be requested to work at other locations within Swansea Bay University Health Board. We reserve the right to transfer you, following consultation, to any of its locations, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments.

2.2 Senior staff in the specialty

Clinical Director of Mental Health

Clinical Lead & Consultant in Child and Adolescent Psychiatry



2.3 Other medical staff in the specialty

Consultant in Child and Adolescent Psychiatry/ Lead for ADHD

Consultants in Child and Adolescent Psychiatry

Specialty Doctor

Specialty Trainee

Rotational Core Trainee

2. Other relevant staff and members of the multi disciplinary team

CAMHS Directorate Manager

CAMHS Lead Nurse

CAMHS Consultant Lead for Psychology and Psychological Therapies

2.5 Support Facilities

You will have use of office facilities, secretarial support and IT provision including a laptop with use of the Internet and a digital dictation device. You will be provided with login in to NHS digital systems through the National Active Directory (NADEX) and will be provided with an NHS email account which we will use to communicate with you and expect that you will review regularly.

We have public Wifi in most of our sites and you are encouraged to bring your own smartphone or tablet for mobile working. An app that allows access to the intranet and your outlook account securely will be provided for you on request.

There are designated car parking spaces for staff on all our hospital sites. At the current time there are no charges for parking by staff within Health Board sites.

3.0 MAIN DUTIES AND RESPONSIBILITIES

3.1 Clinical

You will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness.

Working with consultant colleagues and the multi-professional team you will have continuing responsibility for the well-being of all patients under your care; allowing for proper delegation to, and training of staff. In partnership with clinical and managerial colleagues you will also have responsibility for the safe, efficient and effective functioning of the services in which you



work in line with the values, operational policies and integrated medium term plan (IMTP) of the Health Board. You are encouraged to consider how services can be improved and to report any concerns about safety.

You will be required to adhere to the principles of good medical practice as laid down by the General Medical Council.

You will be required to participate in the Health Board's risk management process, clinical governance and any other healthcare governance activities within the department, the Mental Health and Learning Disabilities Service Group and the Health Board. Adherence to the Caldicott Principles of information governance is mandatory.

You will be required to maintain a licence to practice through revalidation, to undergo satisfactory annual appraisal using the all Wales online Medical Appraisal Scheme ("MARS") and to formulate a Personal Development Plan, in conjunction with the Clinical lead, to identify training and development needs. You will be required to undergo a job plan review at least annually and to agree and then meet service outcomes. You will be expected to participate in sufficient personal and professional development to fulfill Royal College and GMC requirements. The local Consultant peer group meeting within Swansea Bay CAMHS provides the opportunity for peer supervision and CPD.

You will be expected to make a significant contribution to the CAMHS Directorate and Mental Health & Learning Disabilities Service Group planning process through active participation in the clinical Service Group structure. The CAMHS Directorate sits within the Mental Health Division of the Mental Health and Learning Disabilities Service Group in Swansea Bay University Health Board, which consists of Adult, Older Persons, Perinatal, Community Drug and Alcohol, Rehabilitation and Recovery, and CAMHS Directorates.

You will participate in the 1 in 18 CAMHS on call rota, with prospective cover. In exceptional circumstances it may also be necessary to undertake duties at other locations with the Health Board. Travelling as necessary between hospitals/clinic will be required to undertake such duties. Travel expenses will be remunerated according to the Health Board policy and procedures for claiming.

Domiciliary consultations may be required when clinically indicated.

You will be expected to deputise from time to time for absent colleagues so far as is consistent with the above duties. You will also be expected to perform additional duties in the case of infrequent emergencies and be available for such irregular commitments outside normally rostered duties as may be essential for continuity of patient care. Such duties would be monitored for annual job planning meetings.

You will adhere to all policies which cover radiation exposures as currently outlined in IRMER regulations.

The Health Board is committed to meet its obligations to minimize infection. You will be required to comply with current procedures for the control of infection, including dress-code, to challenge non-compliance by colleagues, and to attend training in infection control



provided by the Health Board.

3.2 Education, Training and Opportunities

We place great importance on our University status and have strong educational links to the Swansea University Medical School, Cardiff College of Medicine and the College of Human and Health Science in Swansea and you will be responsible for carrying out training, teaching, examination of healthcare staff and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and sometimes nationally.

A staff Education Centre at Morriston Hospital, shared with the Swansea University Medical School, with raked lecture theatres, seminar rooms and common rooms opened in 2015 as part of a substantial investment on the site to replace older facilities.

There is a small library and education centre at Cefn Coed Hospital to support the staff who work there. Singleton Hospital has a well-stocked library and seminar rooms for staff as well as education facilities for the Swansea University Medical School in its own facilities. Neath Port Talbot Hospital has an education centre and library on the top floor of the main hospital building. All five libraries are integrated to provide support for students and staff across the Health Board.

You may be named in the contracts of junior medical staff as the person expected to act as Clinical or Educational Supervisor for those assigned to you; overseeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and medical royal colleges. Medical trainees in Wales are required to agree an educational contract jointly between them, the Health Board and the Deanery.

You will participate in the specialty's postgraduate teaching sessions.

The post holder of this role will be able to explore their interests through different means with a range of opportunities being available for the post holder to develop and further their portfolio and skills. The post holder will be able to discuss their interests and create a bespoke job plan that will both provide the required clinical provision and support the post holder's special interests. Below highlights a number of opportunities that could be taken up as part of the post.

3.2.1 Teaching

There will be opportunities for the successful candidate to develop a specific teaching interest, develop and to take up formal, remunerated clinical teaching sessions which will be integrated into the job plan. There will be support available to develop within the teaching arena and the Service Group will support further links the post holder is interested in.

3.2.2 Quality Improvement

In addition to teaching and research opportunities, the successful post holder will have the opportunity to work with our quality improvement team and work on projects that will enhance the way in which we deliver mental health services across SBUHB. Levels of teaching, research and quality improvement activities will be agreed through the job planning process.



The service group are actively engaged in quality improvement and the teams within Adult Mental Health are embedding and developing the service. These range from quality improvement projects on discharge planning to engaging families and carers.

3.2.3 Quality and Safety

The service group have a Quality and Safety team that monitor the patient safety culture and ensures that there is robust data collection and reporting structures put in place. The team ensure data and records are available in order to conduct effective investigations into incidents, sentinel events, complaints and litigation claims. The team also support the governance structure wrapped around the teams to support in meeting deadlines and maintaining effective partnership working across the Service Group. There would be scope for the successful candidate to support this team and the different work streams associated which can be discussed and agreed within the job planning meeting.

3.2.4 Medical Leadership

There will be opportunities to develop your leadership skills through acting up and taking on various responsibilities. This can be discussed and agreed as part of the job planning process should this be something the successful candidate would like to explore and develop further.

3.2.5 Wellbeing Support

Staff wellbeing is widely promoted within the Health Board and Directorate, with access to Occupational Health, the Wellbeing Service and an independent Guardian Service for advice and support. Staff have access to departmental wellbeing champions, and staff wellbeing counselling services.

Within the Service Group, there is recognition that following serious incidents that additional support may be beneficial to staff to support their wellbeing. TRIM practitioners are able to offer support when required, and we actively encourage peer clinical group support within the medical and wider CAMHS workforce. There will be nominated senior colleague support for successful applicants which will be identified on induction.

3.3 Research

We are a University Health Board and you will be encouraged to participate in or actively support research and development in line with our Research and Development strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

4.0 UNIVERSITY PARTNERS

4.1 Swansea University

Swansea University has been at the cutting edge of research and innovation since 1920. It has a long history of working with business and industry but today its world-class research has a much wider impact across the health, wealth, culture, and well-being of the society. It offers a compelling balance of excellent teaching and research. The University has



contributed to the transformation of Swansea as a city of distinction, since 1920.

It has achieved an extraordinary level of success in recent years and the research activity exceeds that of many larger universities, yet this has not compromised the friendly and relaxed atmosphere that has always characterised the “Swansea experience”.

Its commitment to research with real-world benefits has seen it achieve their ambition to be a Top 30 Research University, soaring up the 2014 Research Excellence Framework (REF 2014) league table to 26th in the UK.

Swansea University was named University of the Year in the Whatuni Student Choice Awards in 2019 for the second time. In the prestigious Times and Sunday Times, Good University Guide 2021, it has been ranked in the top 20 for Student Experience. The University is ranked top in Wales in The Guardian University Guide 2021 for the second year running, rising from 31st to 24th nationally.

4.2 The Faculty of Health and Life Sciences

The Faculty of Health and Life Sciences has been recently formed by bringing together the Swansea University Medical School and College of Human and Health Sciences. The Faculty is home to a vibrant community of staff and students, brought together by an ambition to improve the health and wellbeing and wealth of society through research, education and innovation.

The Faculty of Health and Life Sciences has a long-standing reputation for the quality of our teaching and research. The University achieved Gold in the latest Teaching Excellence and Student Outcomes Framework (TEF) which recognises excellent teaching and the Medical School is ranked 1st in the UK for research environment, and 2nd for overall research quality (REF 2014). The Medical School has been consistently ranked in the UK top 10 for the last few years.

We are a faculty with global reach and impact and we feel it is important more people benefit from what we do - whether through creating opportunities for more students to study, by increasing the reach of the real-life impacts of research, by building strong international partnerships or supporting more companies to develop through open innovation. We support health and social care partners to identify, understand and meet their workforce needs and by enabling service change through research and innovation-driven improvements in care, treatments, therapies and practices. We help drive economic development and wellbeing through investment and collaboration in world leading science, innovation and enterprise. We are at the forefront of designing and securing the medical, life science, health and social care workforce of the future.

Building on the success of the Medical School and the College of Human and Health Sciences, the new faculty will make a unique contribution to the regional, national and international challenges facing health and social care when it goes live later this year.



4.3 Cardiff Research Institutes

Across the school of Medicine, five institutes lead research that covers a spectrum from basic laboratory science to bedside practice. These are the Institute of Psychological Medicine and Clinical Neurosciences, the Institute of Infection & Immunity, the Institute of Primary Care & Public Health, the Institute of Cancer & Genetics, and the Institute of Molecular & Experimental Medicine. Alongside these research Institutes, core functions of the school are provided by the Institute of Medical Education and the Institute of Translation, Innovation, Methodology & Engagement (TIME).

The only dental school in Wales provides unique and important leadership in dental research, teaching and patient care. Located at the University Dental Hospital on Cardiff University's Heath Park campus, a 53 acre site shared with the University Hospital of Wales.

Research facilities have recently been enhanced with the £11m Henry Wellcome Building for Biomedical Research in Wales. The building includes state-of-the-art laboratories and equipment for research into Infection & Immunity, Cancer Biology and Psychiatric Genetics, adjacent to a purpose-built Clinical Research Facility.

4.4 Other University Partners

The Health Board also works closely with other Colleges within Swansea University (Computer science, engineering, management) and with the University of South Wales, particularly for nurse education and also University of Wales, Trinity St. David.

5.0 MANAGEMENT AND CLINICAL LEADERSHIP

Consultants have an important leadership role in their teams and the Health Board. You will be required to work closely with your clinical and management colleagues in the safe and efficient running of services and are expected to contribute, with colleagues, to the management, improvement and modernisation of the services in which you work. You may also be asked to contribute nationally to support the NHS in Wales.

There is a requirement to work within the financial and other constraints determined by the Health Board and set out in the integrated medium term plan (IMTP) and you will be expected to contribute to the development and annual review of the IMTP. Additional expenses or resources of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, you will be expected to observe all relevant policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and non clinical matters.

You will be expected to be familiar with and comply with local and national employment and Human Resources policies and procedures in the management of employees of the Health Board.



You will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST

The role includes but is not limited to:

- Assessment, formulation and management of developmental, behavioural and mental health disorders occurring in children and adolescents up to the age of 18 years.
- Attendance at weekly clinical multidisciplinary meetings and peer supervision groups.
- Provision of supervision to colleagues in the teams.
- Consultation and training to a range of professionals within CAMHS, the Mental Health & Learning Disabilities Service Group, the wider Health Board and partner agencies on a mutually arranged basis.
- Liaison and consultation work at all levels with other health staff and partner agencies working with children, adolescents and their families.
- Participation, with colleagues, in a duty CAMHS psychiatrist rota during working hours, to provide support to the CAMHS Crisis Liaison Team and undertake urgent assessments.
- Developing, in conjunction with other colleagues, best practice guidelines and where appropriate clinical pathways and protocols to aid the work of the service across CAMHS and the Mental Health & Learning Disabilities Service Group and to ensure high standards of practice.
- Working with the service to ensure robust outcome measures are in place.
- Working with the service to ensure excellent performance reporting.
- Working closely with all agencies involved in child care and observe the local safeguarding procedures.

You will participate in the CAMHS on call rota. This after-hours, weekends and Bank Holidays CAMHS on-call rota operates jointly with Cwm Taf Morgannwg UHB and Cardiff & Vale UHB, providing a CAMHS on-call service across the area covered by the three Health Board. This is undertaken on a non-residential basis and at present this is on a 1:18 basis. The majority of the work will be based upon providing telephone advice and support. From time to time the post-holder will also need to assess patients out of hours in person.

The post holder is expected to hold MHA Approved Clinician status. You will be responsible to provide the Mental Health and Learning Disabilities Service Group with evidence of your status as an Approved Clinician. If not already approved in Wales you will need to apply to Betsi Cadwaladr Health Board for conversion.

The CAMH Service and Mental Health and Learning Disabilities Service Group hold regular Quality/Audit meetings. The post-holder will be expected to audit their practice and to contribute to these meetings.

In collaboration with consultant colleagues, the appointee will develop areas of special interest and lead on the development of clinical care pathways.

All Consultants, in time, take on various management responsibilities and the appointee will



have opportunities for this.

All Consultants contribute to teaching in the service. There are opportunities to contribute to the medical undergraduate / graduate teaching programme and the higher specialty training scheme.

There are also opportunities for research. The candidate may be offered an honorary academic appointment based at Swansea University (also, Cardiff University if preferred) as part of the £10 million Wolfson Centre for Young People's Mental Health awarded to Cardiff and Swansea Universities. This Centre will focus on translational research on adolescent depression and anxiety.

Welsh Language skills are desired, but not essential for this post.

7.0. PROVISIONAL WORK PROGRAMME

The provisional work programme is attached at Appendix 1.

This job plan which will be subject to review in accordance with paragraph 30(d) of the Medical and Dental Staff (Wales) Handbook (1 December 2003).

8.0 GENERAL INFORMATION FOR APPLICANTS

If you are related to any member of staff in a senior officer position in the Health Board you should clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.

Whilst you must note that canvassing of any member of the Advisory Appointments Committee or the employing Health Board will disqualify you, we encourage applicants to seek further information about the post and you may wish also to approach University partners about academic opportunities.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The nature of the work of this post is exempt from the provisions of Section 4 [2] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Travelling expenses will be reimbursed for only one pre interview visit and only then if you are selected for interview. In the case of travelling from abroad, traveling expenses are payable only from the point of entry into the UK. In the event of the successful candidate declining the offer of employment, no expenses will be reimbursed.



Reimbursement for Relocation Expenses when appointed will be considered and will be in accordance with the Health Board policy at the time of appointment.

You will be required to declare at all times any financial interests you may have in respect of agencies with whom the Health Board may enter into contract for the supply of goods and/or services. These will include the receipt of hospitality, funding for travel or conferences or goods in kind. Such interests should be communicated, in writing to Board Secretary and also declared on any application for study or professional leave.

The terms and conditions of service, including pay, are determined by the Medical and Dental Staff (Wales) Handbook and the General Whitley Council Conditions of Service and any changes to those conditions which the Minister for Health & Social Services may authorise from time to time.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in your contract of employment.

Annual leave entitlement is per NHS Wales policies. Cover will be provided internally as part of planned clinical work. Planned absence is agreed in the local consultants' meeting for cover. If a consultant is off sick this is also planned through the consultants' meeting.

Study leave arrangements are well supported and are applied for through the Intrepid system, subject to statutory/mandatory training compliance.

Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly.

If you wish to undertake private practice work you may do so, provided that you continue to meet all the obligations of your job description and personal job plan in regard to the discharge of your NHS work. There must be no conflict of interest between your NHS and private work which should be carried out in un-contracted time that is clearly identified in your job plan.

Your private residence shall be maintained in contact with the public telephone service and given the particular nature of your work you are required to live in a location which is within reasonable travelling time from your place of work as agreed with your Clinical Lead, unless specific approval is given in advance to your residing at a greater distance, by the Unit Medical Director.

Job Limitations

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality



In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children

The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

No Smoking: To give all patients, visitors and staff the best chance to be healthy, all Health Board sites including buildings and grounds are smoke free.



9.0 DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO CHILDREN AND VULNERABLE ADULTS

In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. The DBS is authorised to disclose in confidence to Swansea Bay University Health Board's nominated officers, details of any criminal record, including cautions and bind over orders and "spent" convictions.

You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

10. DETAILS FOR VISITING BEFORE INTERVIEW

Candidates who may wish to seek further information or who would like to arrange to visit the Health Board are invited and encouraged to contact:

Dr Richard Maggs	Service Group Medical Director	Medical Secretary: Wendy Townsend Wendy.Townsend@wales.nhs.uk 01656 753450
Dr Natalie Hess	Mental Health Division Clinical Director	Point of Contact: Wendy Townsend Wendy.Townsend@wales.nhs.uk 01656 753450
Dr Isobel Davey	CAMHS Clinical Lead	Medical Secretary: Rachael Bunce Rachael.Bunce@wales.nhs.uk 01639 862744
Katie Hollingworth	CAMHS Directorate Manager	Katie.Hollingworth@wales.nhs.uk 01639 684676



CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY

PROVISIONAL JOB PLAN (may be subject to alteration)

NPTH – Neath Port Talbot Hospital, SH – Singleton Hospital, MH – Morriston Hospital, CCH – Cefn Coed Hospital, COM – Community setting

	Sessions	Hours	Location	Type of Work
Monday AM	1	3.75	COM Ty'r Meddwl, Swansea	DCC Clinic
Monday PM	1	3.75	CCH	SPA Postgraduate / Consultants Meetings
Tuesday AM	1	3.75	NPTH Block D	DCC MDT Meeting
Tuesday PM	1	3.75	NPTH Block D	DCC Admin / Duty
Wednesday AM	1	3.75	NPTH	SPA Teaching / Training / CPD / Supervision
Wednesday PM	1	3.75	NPTH Childrens Centre	DCC Clinic
Thursday AM	1	3.75	NPTH Childrens Centre	DCC
Thursday PM	1	3.75	COM	SPA
Friday AM	1	3.75	NPTH Childrens Centre	DDC Clinic / Duty
Friday PM	1	3.75	NPTH Block D	DCC Admin / Duty
e	1	1:18		



On Call**1:18 Note (Intensity Band 1)**

This is a standard 10 session job plan (37.5hrs) (7DCC's & 3 SPA's) which will be subject to review three months after appointment and then no less frequently than annually.

Opportunities for additional direct clinical care (DCC) sessions and the requirement for and use of time for Supporting Professional Activities (SPA) will be discussed with you at each job plan review, however in the first three months it is expected that you will use one SPA session to ensure that you are introduced successfully into the Health Board.

By mutual agreement, one SPA session may be carried out outside the Health Board and any un-contracted time must be identified clearly.

It is expected that you will receive mentoring from a consultant colleague who will be identified to you at appointment to help support your transition into the Health Board and early years working with us.





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Mental Health & Learning Disabilities Service Group

Child & Adolescent Mental Health Consultant Psychiatrist

PERSON SPECIFICATION

Job Title: CHILD AND ADOLESCENT CONSULTANT PSYCHIATRIST					
Criterion			How Tested		
Qualifications	Essential	Desirable	Application	Interview	Presentation
	✓	✓	✓	✓	✓
Registered with the GMC	✓		✓		
Licensed to practice	✓		✓	✓	



On Specialist Register with GMC as a specialist in Child and Adolescent Psychiatry	✓		✓		
or eligible for CCT within 6 months of date of interview and have passed exit exam					
or a statement of eligibility for registration issued by PMETB					
or a primary medical qualification and recognized specialist qualification from a European Member State which will allow direct entry to the GMC Specialist Register					
Further relevant degree/diploma		✓	✓		
Teaching qualification/Higher qualification in medical education		✓	✓		
<i>Experience</i>					
Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff ("Working Together")	✓		✓	✓	
Evidence of working with management and clinical colleagues to improve a service (" Always Improving ")	✓		✓	✓	
Values partnership with other agencies (" <i>Working Together</i> ")	✓			✓	
Development and commissioning of CAMH Services		✓	✓	✓	
Evidence of teaching and training of post/undergraduate clinical staff	✓		✓	✓	
Evidence of initiating, progressing and completing audit	✓		✓	✓	



Experience of research in areas specific to CAMHS	✓		✓	✓	
Specific Interests/ Experience within Child & Adolescent Psychiatry	✓		✓	✓	
<i>Skills & Abilities</i>					
Effective leadership; ability to take responsibility and demonstrate leadership when appropriate	✓		✓	✓	✓
Understands the importance of effective Team Working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change <i>("Working Together")</i>	✓			✓	✓
Understands and can apply the principles of Prudent Healthcare <i>("Caring for each other")</i>	✓			✓	✓
Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly <i>("Caring for each other")</i>	✓		✓	✓	✓
Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the service <i>("Always Improving")</i>		✓		✓	✓
Understands information systems and technology	✓			✓	
<i>Personal Attributes</i>					
Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks	✓		✓		



Ability to undertake on-call	✓			✓	
A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service (<i>“Always Improving”</i>)	✓			✓	
Enthusiasm to take a lead role in clinical development	✓		✓	✓	
Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals	✓				

