

# PENNINE CARE NHS FOUNDATION TRUST

## Job Description

### **CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY**

### **TAMESIDE AND GLOSSOP CAMHS**

CHILD AND FAMILY SERVICE  
SPRINGLEIGH CLINIC  
STALYBRIDGE  
MANCHESTER  
SK15 2AU  
TEL: 0161 716 3600

### **10 PROGRAMMED ACTIVITIES**

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## **Introduction**

This is a post that has come up due to additional CCG investments as part of Comprehensive CAMHS offer.

The post has been developed to meet the capacity gaps in order to deliver the mental health care and interventions as articulated in Children and Young People Local Transformation Plans.

The successful candidate will join a well-established and experienced Tier 3 CAMHS multidisciplinary team. There are currently three established consultants in the team. They will work mainly from the purpose built clinic, 'Springleigh' in Stalybridge, the service base for Tameside and Glossop Tier 3 CAMHS. The post holder is expected to closely work with senior leadership team within the borough.

This post holder will work as part of comprehensive CAMHS team with special responsibility for designated /mutually agreed clinical pathways between Generic, Transition and Intellectual Disability Services.

The post is established and managed within the Trust's CAMHS Directorate, and the post holder will be joining a dynamic, supportive, and expanding Consultant group, now 19 in number and growing. The post holder is operationally and professionally accountable to CAMHS Clinical Director.

This document describes a part-time post for which 10 programmed activities are available under the new Consultant Contract.

Applications from candidates wishing to job-share or work reduced PA's are also welcomed

The post is suitable for an experienced Consultant, or a suitably qualified Speciality Trainee (ST6), who wishes to work with the team in the development of the Service.

The post is also suitable for a working age psychiatrist with a holistic approach who wishes to primarily work with 16-18 age groups or a qualified Intellectual Disability Psychiatrist who wishes to work with children with Intellectual Developmental Disorders and Neurodevelopmental Conditions.

## **METROPOLITAN BOROUGHES OF TAMESIDE AND GLOSSOP**

The Metropolitan Boroughs of Tameside and the High Peak area of Derbyshire (Glossop) cover a mixed urban and rural setting on the East side of Manchester at the foot of the Pennines.

Tameside and Glossop are well linked to the rest of the Greater Manchester conurbation and beyond by the extensive motorway network, as well as the trans-Pennine railway line linking Manchester with Halifax, Bradford, Leeds and York. There is easy access to the city of Manchester, and the surrounding Pennine countryside.

### **Population**

250,000 total

28,000 children aged between 5 to 15 years

12,000 young people between 16 – 19 years

5% of the population come from ethnic minority communities mainly Indian, Pakistani and Bangladeshi.

The 5 –19 years population is gradually decreasing as the birth rate falls, except within the Bangladeshi and Pakistani communities.

### **Local Authorities**

Tameside MBC, and High Peak of Derbyshire MBC

Education - Tameside and Glossop are served by a number of mainstream schools, and Colleges. There are also a number of specialist educational provisions, special schools, pupil referral units and EBD schools.

### **Tameside Acute Hospital NHS Foundation Trust**

Acute medical services including Hospital Paediatrics are located at Tameside General Hospital.

Lead Consultant Paediatrician - Dr Jacqueline Birch

## **TAMESIDE AND GLOSSOP CAMHS – SERVICE DESCRIPTION**

Tameside and Glossop Tier 3 CAMHS is based in a purpose built community clinic Springleigh in Stalybridge. There are observation/video facilities, interview and therapy rooms and offices. There are very close links with allied services including Children's Social Care, Paediatrics, CGL (young person's drug and alcohol service), YOT , Off the Record (young person's counselling service) and TOG Mind.

The team is now commissioned to provide a generic outpatient service to children and adolescents up to their 18th birthday.

The service provides a range of evidence-based therapeutic interventions including CBT, family therapy, IPT, DBT, EMDR, nurse led ADHD service, group work, Paediatric Liaison service, Family therapy clinic and psychopharmacological treatments. Paediatric liaison service includes the emergency assessment of children and young people admitted following deliberate self-harm, as well as joint management for children who have complex paediatric and mental health needs.

There is an established Learning Disability service; a dedicated CAMHS service for Looked after Children, Early attachment service for 0-5's including perinatal and intensive home help teams, Family Intervention Service primarily dealing with complex developmental trauma. Current 16-18 offer is delivered on a Needs-Led Interface model with Working Age Psychiatry.

### **Thrive Framework**

The service embeds the core values and framework based on Thrive Model of Care. Therapeutic values are centred around providing clinically led, evidence based interventions delivered by skilled & compassionate workforce.

**Casework and Clinical Responsibility** - are distributed amongst the team members, according to their training, experience and competency. MDT practitioners therefore hold case management and clinical responsibility, for individual patients seen. They are accountable to their professional line manager. Regular individual clinical supervision to the MDT practitioners is provided by senior (non medical) clinicians in the team. Service has highly therapeutically skilled staff and excellent supervision support.

In line with NWW, the Consultant Psychiatrists pick up the more complex cases, including those requiring assessment/treatment for psychiatric illness/ serious mental health disorder and neurodevelopmental disorders. The Consultant Psychiatrists provide targeted consultation, supervision and co-work when required for MDT members on per case basis.

### **Referrals**

Referrals are accepted from GPs, Hospital and Community Paediatrics, Educational Services, School Health Practitioners, Social Care and Voluntary sector via Single Point of Entry. There is dedicated Early help and assessment service which includes school mental health practitioners and neighbourhood mental health practitioners.

### **Local Mental Health Services**

CAMHS is proactive and collaborative partner with local teams such as Adult primary care mental health neighbourhood teams; adult SPOE (single point of entry) / access team; CMHTs (community mental health teams); CAMHS Eating Disorders service (CEDS); CAMHS home treatment and crisis teams and the All age mental health liaison service. Other local community partners include Child and Adolescent Behaviour Support Team for children with additional needs, TOG Mind, 42<sup>nd</sup> Street, off the record and YOT teams.

**Tameside and Glossop CAMHS team:****Team Composition:****Medical Team**

<b>Consultants</b>	<b>Interests /Clinical Pathway Support</b>
Dr Saravana Subbian ( 10 PA )	ADHD , Generic Medical Management
Dr Taryn Tracey ( 5 PA )	Developmental Trauma Generic
Dr Sahana Olety ( 8.5 PA )	ASD , Eating Disorders Medical Education
Dr Coral Au (10 PA)	Generic
This post - To be recruited into (10 PA)	Generic

**Junior Medics / Advanced Clinical Practitioner**

CAMHS ST 4-6	Yearly rotational Post
<u>2 part time GP ST posts</u>	<u>6 monthly rotational Posts</u>
<u>1 FY1 part time post</u>	<u>4 monthly rotational post</u>
Sonia Bradley	Advanced Clinical Practitioner

**Senior Leadership Team**

Amanda Harris	Operational Manager
Paula Hull	Lead Consultant Clinical Psychologist
Dr Coral Au	Lead Consultant Psychiatrist

**Team Leaders**

Geraldine Bryce	SPOE and Early Help Pathway Lead
Amanda Harris	ASD Pathway Lead
Carl Ford	ADHD Pathway Lead
Sarah Bowater	Initial Assessment & Duty Team Lead
Lauren Wilson	YOT and Participation Lead
Dr Rachel Lancaster	LD Pathway
Dr Anne Malony	Developmental Trauma Service
Dr Katie Reid	Early Attachment Service Lead
Dr Marjike	LAC Service Lead
To be recruited	Transition Pathway Lead

The team currently has 5WTE admin staff and 28 WTE permanent Clinical Staff including nurses, social workers and clinical psychologists along with doctors in training and Psychology and Psychotherapy trainees.

Additional investments have allowed further recruitment of 3 permanent admin staff 8 WTE for generic and neurodevelopmental service, 7 WTE staff to move up to 18<sup>th</sup> birthday. Recruitment is in progress for these posts.

### **Borough Commissioning of CAMHS**

Local CAMH Services are commissioned via a planned strategy, agreed and coordinated through the multi-agency Tameside and Glossop CAMHS Strategy Group, which has representation from all the partner agencies.

### **TAMESIDE CHILD HEALTH SERVICE - Tameside Acute Trust**

#### **Key personnel**

Dr Albert Massarano	Consultant Paediatrician
Dr Jeff Freeman	Consultant Paediatrician
Dr David Levy	Consultant Paediatrician
Dr Sarah Tatnall	Consultant Paediatrician
Dr Jaqueline Birch	Lead Consultant Paediatrician
Dr Bumni Lawson	Consultant Community Paediatrician
Ms Jane Dutton	Ward manager Paediatric Medical Ward
Ms Wendy Hulse	Paediatric Matron

### **TAMESIDE WORKING AGE PSYCHIATRY**

#### **Key personnel**

Dr Elizabeth Elvin	Lead Consultant psychiatrist
Dr Samei Huda	Consultant psychiatrist
Dr Sajid Sadiq	Consultant psychiatrist
Dr Ruth Seton	Consultant psychiatrist
Dr Javed Chishthi	Consultant psychiatrist
Dr Amar Gupta	Consultant psychiatrist

### **Links with Working Age Psychiatry**

For adults of working age, Tameside has a full range of specialist services - including in-patient services, CMHT's, A&E Liaison Services, Crisis Resolution / Home Treatment Service and Psychosis Early Intervention Services. Young people past the 16<sup>th</sup> birthday, who meet criteria for major mental illness are eligible for these services. CAMHS have built excellent local links with Working Age Adult colleagues. For example joint work with the Psychosis Early Intervention Teams for young people from age 14yrs. The Trust has a Transition Protocol for transferring CAMHS patients into Adult Psychiatry Services.

## **PRINCIPLE DUTIES OF THE POST**

### **Clinical**

- To provide a Child Psychiatric Service for young people up to the age of 18 years within Tameside and Glossop. Working within the tier 3 CAMHS team the post-holder will be required to provide assessment and management of children and adolescents with a range of mental health needs who require psychiatric input due to their complexity, severity or risk. The post-holder will undertake direct clinical work, and provide consultation to the team and other agencies.
- To provide dedicated sessions to designated/ mutually agreed pathways for eg: LD , Psychosis, Transition – providing clinical leadership through targeted psychiatric input to cases selected by the team, and per case supervision
- To take clinical responsibility for an overall caseload, and to see approximately 35-40 new cases per annum. The post holder would hold an open follow up case load of approximately 50-60 (many of these cases would be case-managed by members of the multi disciplinary team).
- To adhere to the policies and procedures in support of the caseload, maintain appropriate professional records, confidentiality, administration of out-patient clinics and the appropriate admin/discharge and referral procedures.
- To take a clinical leadership role in the service and work effectively as part of a multidisciplinary team, participating in and helping to lead in management of referrals, care planning/CPA reviews and effective liaison with CAMHS, Local Authority, Working Age Adult Mental Health Services and paediatrics.
- To utilise the Care Programme Approach, and also the New Mental Health Act, the Children Act and the Mental Capacity Act when required.
- To work in partnership with other professionals/agencies involved in the care of young people, across departmental and organisational boundaries. This includes providing regular consultation to other agencies involved in the care of young people.
- With future job planning – opportunity to be the nominated clinical supervisor/trainer to GP ST trainees and foundation trainees. (Supervision of is currently carried out by the incumbent consultant colleague but with suitable experience the post holder could negotiate taking on this role - this would require amendments to the job plan.)
- To support Duty Consultant Rota along with other Borough Consultants, supporting duty workers and duty managers between 9am-5pm.



- To contribute to team supervision, through participation in weekly Team supervision meetings; to share supervision for the nurse leading the ADHD clinic; and to provide occasional case by case supervision / consultation when a psychiatric/medical opinion is required.
- To attend monthly peer supervision meetings with Consultant colleagues. This provides a forum for addressing complex cases and caseload management. Individual consultant supervision is available on per case basis, or can be set regularly with medical peers within the Trust for new consultants.
- To provide mutual prospective consultant leave cover for annual and study leave with Tameside Tier 3 consultant colleagues

### **Safeguarding and Governance**

- To practice within a clinical governance framework and ensure that Trust policies, procedures and protocols are adhered to.
- To contribute to an annual audit relevant to the post.
- Safeguarding Children - To be alert to, communicate and seek consultation around Child Safeguarding concerns, in line with Trust and Local Authority protocol. To maintain mandatory update Safeguarding competence and awareness.

### **Management**

- To work closely with the in house triumvirate leadership team, senior multidisciplinary team colleagues, Directorate and Trust managers, and with Commissioners to lead the strategic and operational development of the service.
- To ensure that national, local and professional policies, procedures and protocols are adhered to
- To be an active member of the CAMHS Directorate and the CAMHS Consultants group. To undertake strategic managerial tasks as appropriate to the post, including membership of appropriate groups to develop strategies across Pennine care.

### **Accountability**

The post holder is accountable to the CAMHS Clinical Director.

### **Out of Hours CAMHS On-Call Responsibilities**

First Response On Call cover to all the mental health specialties including CAMHS, is provided through the Borough Adult Psychiatric core trainees on call.

Middle Grade CAMHS Psychiatric on call cover is provided through CAMHS (ST4 – 6) at a trust-wide level, and shared with Greater Manchester ST rota. The Consultant Child and Adolescent Psychiatrists provide 3rd On Call Out of Hours service for emergencies regarding young people up to 16<sup>th</sup> birthday, (and all inpatients in the Hope and Horizons units) on a 1 in 20 Trust wide rota. Additional remuneration under Category A banding at 1% enhancement, will be made for Out of Hours On Call availability.

### **Teaching & Training**

The post-holder will participate in training, teaching and supervision as appropriate, including the teaching and training of junior medical staff and other health and social care professionals as required. There is opportunity to pick up clinical and educational supervisor roles for GPST doctors or Foundation year grades. Trust collaborates closely with Manchester Metropolitan University in delivering post graduate training courses. Tameside supports undergraduate medical student placements from Manchester University and UCLAN. There are opportunities for Honorary Lectureship with MMU, UoM and UCLAN

Trust has access to several teaching resources. Technology enhanced learning is promoted via MS Teams and Zoom Platforms , access to professional role players and patient educators , Simulation teaching with use of VR technology. Medical Education Department is also in the process of developing dedicated web portal with access to e learning resources. Support towards evidence based teaching resources and relevant literature is available via Trust Knowledge Service.

Annual Pennine Educator days and educator away days serve as opportunities for Educator development and Team building

Director of Medical Education: Dr Ade Akinola

### **Research or Special interest development**

This is a clinical NHS post. However research or special interest is supported when compatible with service objectives. Proposals must be discussed & agreed with medical manager/medical director, and job planned within up to 0.5 – 1 PA of the Supporting Activity allocation. Opportunity to work with Pennine care research and resilience hub, academic departments affiliated to Manchester University. Research Lead: Dr Prathiba Chitsabesan.

### **Audit and Clinical Governance**

The post holder will be expected to participate in clinical audit on a regular basis and required to participate fully in clinical governance activities. It is expected that all clinical staff will provide effective input into the Trust's clinical governance arrangements, and monitor their clinical practice through this process. All the Consultant Child and Adolescent Psychiatrists in Pennine Care currently meet monthly in order to address business and governance issues, and the post holder will be invited to join this forum.

Trust has a proactive and supportive Clinical Effectiveness Team.

The key components of the team are NICE implementation, clinical audit and confidential enquiries/inquiries.

The team are responsible for sharing NICE products as they are published; supporting services and teams to review relevance of, and make appropriate use of NICE products, as well as supporting relevancy reviews and assisting completion of baseline assessments. Developing, managing and delivering the Trust annual clinical audit programme, that includes National clinical audits (external must do's) and Trust priority clinical audits (internal must do's).

All Doctors including all grade trainees are invited and encouraged to participate in clinical effectiveness activity, particularly the clinical audit programme. This department also reviews and approves clinician led (including Drs in Training) clinical audits, and hold a registry of those audits, as well as holding a central repository for completed reports and presentations, which are also uploaded to the Trust intranet site. Department provides advice on design and methodology, and attend the early training sessions for Drs in Training to provide advice and guidance regarding processes and requirements. There are nominated Audit /QI consultant leads in each borough who also input to Medical Education Department.

Clinical audit policy: CL089 Clinical Audit Policy V5  
The key components of the team are NICE implementation, clinical audit and confidential enquiries/inquiries.

### **Quality Improvement:**

Trust is Improvement oriented; QI team supports individual service level projects as well as large Transformational initiatives.

There is access to LifeQI platform, there are nominated QI Medical leads who support trainee and trust projects at Departmental /Directorate Level.

Dr Sahana Olety is the Directorate QI Medical Lead who inputs to Directorate Quality and effectiveness forum.

### **Continuing Professional Development**

The successful applicant will be expected to undertake continued professional development (CPD), join a peer CPD group and fulfil CPD requirements of the Royal College of Psychiatrists. The Trust supports and will provide study leave and funding to enable the appointee to undertake CPD, in line with the Consultant's Personal Development Plan. Study leave entitlement is in line with national terms and conditions – at 10 days per year, or 30 days over 3 years. The post-holder will be encouraged to seek a Consultant mentor. Details of such mentors are available from the Regional Consultant's Group.

### **Job Plans**

The post holder will agree a Job Plan under the terms of the new Consultant Contract, with the CAMHS Clinical Director.

Appended to this document is a specimen Job Plan, based on employment for 10 PA's. However, should the successful applicant wish to work less than this,

the job plan would be amended accordingly, with the distribution of 'Direct Patient Care' and 'Supporting Activities' PA's remaining proportionate.

### **Appraisal and Job Plan Review**

The post-holder will undertake an annual appraisal and a job plan review with the Lead Consultant or CAMHS Clinical Director, in line with the terms and conditions of the new consultant contract, and Revalidation requirements.

Trust proactively supports staff wellbeing via OD practitioners, resilience hub. Senior support in place via CMAHS Quality and Governance meeting for support related to any serious or untoward incidents. All consultants can access Trust commissioned solicitor service as needed.

### **Facilities and secretarial support to the Post**

Administrative support is coordinated and provided through one of the team secretaries. This mandatory requirement is monitored by the operational coordinator and the Divisional admin manager. There is also an arrangement for access to library services at Tameside Hospital. Facilities for necessary work travel will be provided for those candidates who are non-car-drivers. Remote working is facilitated in line with Trust remote working policy.

The Child and Adolescent Unit in Tameside have a designated office for the post holder, which is appropriately equipped for clinical and administrative work. A desktop computer with appropriate word processing, spread sheet and database software is provided. The accommodation is supplied with Trust Intranet, Internet and email access. A Trust portable device is also available. There is access to suitable diagnostic and recording equipment, which is maintained in good order.

Administrative support will be provided through PA support from the band 4 admin lead/PA – this support is shared between the consultants. Routine typing is carried out by team secretaries.

### **Mental Health Act and Responsible Clinician approval**

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

### **Other Duties**

As a senior member of the department, the post-holder will be required to provide reports regarding the service to the Directorate Management Group, the Trust Board and the Commissioners as and when appropriate. The post holder will be responsible for general health and safety awareness and his or her own health and safety.

### **Terms and Conditions of Appointment**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

### **Leave and Cover**

A full time post holder will be entitled to 32 days annual leave per annum (increasing to 34 days after 7 years' service), with enhancements as per Consultant terms and Conditions. Leave is calculated on a pro rata basis.

Study leave entitlement is in line with national terms and conditions – at 10 days per year, or 30 days over 3 years. Designated study leave funding is available for all substantive Consultants up to a maximum of £1,000 per annum.

Consultant peers mutually coordinate their annual and study leave, and have this approved through the CAMHS Medical Manager. Day time cover for annual leave and study leave is provided by CAMHS Consultant colleagues. Cross cover arrangements would be arranged mutually with the colleagues working in the same borough but in a situation if the local cover isn't possible, would be sought from other boroughs Consultants.

Sickness leave and Special leave entitlement is subject to Terms and Conditions of Employment, and also outlined in Trust HR Policy on Managing Attendance – both available on the Trust Intranet.

### **Career Development /Health and Wellbeing:**

The Trust proactively support staffs health and wellbeing. One of the key areas of work includes promotion Leadership development and team working. Some examples of the initiatives include

- All new managers and leaders are offered the opportunity to attend the new manager induction which helps manager understand expectations for supporting staff.
- Regular management supervision including health and wellbeing conversations
- Internal leadership development programme
- Internal inclusive team development programme
- Access to the national and local leadership academy leadership development programmes
- Internal coach pool.

The Trust has also invested in a Staff Wellbeing Service that accepts self-referrals and provides access to a range of support including:

- Counselling
- CBT
- Mindfulness
- EMDR

- Group support

The Trust also provides a range of workshops focussing on wellbeing including resilience workshops, coping with change and annual wellbeing festivals. Finally we have a range of policies to support wellbeing including flexible working, special leave. Dedicated support is provided via Trust Quality and effectiveness forum re; serious incidents. Trust solicitor support is available for coroner inquests /and other incidents needing legal representation and support.

## **BACKGROUND INFORMATION**

### **PENNINE CARE NHS FOUNDATION TRUST**

Pennine Care NHS Foundation Trust is a large Mental Health and Community Trust serving a total population of 1.3 million across Greater Manchester. We are an ambitious organisation aiming to improve the care and well-being of our local communities with excellent links with partner agencies. The Trust provides Specialist Mental Health Services covering Working Age Psychiatry, CAMHS, Learning Disability, Old Age Psychiatry and Forensic/High Support Services.

We are committed to providing high quality, evidence-based care and believe strongly in investment in our staff and workforce to achieve this. We have received high ratings in national staff surveys as a great place to work. In 2016, Pennine Care Community CAMHS services were rated as "Good" by the CQC and the CAMHS Inpatient Units (Hope & Horizon) Units were rated as "Outstanding." Our Inpatient units, including the Horizon Unit are therefore very proud of this outstanding achievement.

Pennine Care NHS Foundation Trust is a specialist Mental Health Trust, originally formed in April 2002. Foundation Trust status was awarded in July 2008. The Trust covers the East Manchester footprint consisting of five metropolitan boroughs: Bury, Rochdale, Oldham, Tameside/Glossop and Stockport, with a total population of 1.3 million.

### **ROCHDALE**

#### **Metropolitan Borough of Rochdale, Heywood & Middleton**

Rochdale is a former cotton town in the North-Eastern area of Greater Manchester, approximately 10 miles from the City of Manchester and adjacent to the Pennine Hills. The Metropolitan Borough of Rochdale is composed of the towns of Rochdale, Heywood and Middleton. Rochdale is well linked to the rest of the Greater Manchester conurbation and beyond, by the extensive motorway network, as well as the Trans-Pennine railway line linking Manchester with Halifax, Bradford, Leeds and York. There is easy access to the city of Manchester, and the surrounding Pennine countryside all of which provide attractive housing, as well as a rich variety of cultural and outdoor activities.

## **Population**

212,962 total: with 50,586 aged below 18 years. Rochdale has some of the highest levels of socio-economic disadvantage in the Greater Manchester area; and has considerable ethnic diversity. 14% of the population originate from South Asia, mainly from Pakistan and Bangladesh. There are also a significant number of refugees and asylum-seekers. 26% of 16 and 17 year olds are 'non-white'.

## **OLDHAM**

### **Metropolitan Borough of Oldham**

The Metropolitan Borough of Oldham covers a mixed urban and rural setting on the East side of Manchester at the foot of the Pennines. Oldham Borough is well linked to the rest of the Greater Manchester conurbation and beyond by the extensive motorway network, as well as the Trans-Pennine railway line linking Manchester with Huddersfield, Bradford, Leeds and York. There is easy access to the city of Manchester, with a direct line on the Metro-link tram system, and the surrounding Pennine countryside all of which provide attractive housing, as well as a rich variety of cultural and outdoor activities.

## **Population**

228,765 total of whom 57,671 are aged below 18 years. 11% of the population come from ethnic minority communities mainly Indian, Pakistani and Bangladeshi. There is a small population of Polish and African-Caribbean people. 50% of Bangladeshi and Pakistani communities are aged 0 -16 years.

## **TAMESIDE & GLOSSOP**

### **Metropolitan Boroughs Of Tameside & Glossop**

The Metropolitan Boroughs of Tameside and the High Peak area of Derbyshire (Glossop) cover a mixed urban and rural setting on the East side of Manchester at the foot of the Pennines. Tameside and Glossop are well linked to the rest of the Greater Manchester conurbation and beyond by the extensive motorway network, as well as the trans-Pennine railway line linking Manchester with Halifax, Bradford, Leeds and York. There is easy access to the city of Manchester, and the surrounding Pennine countryside.

## **Population**

220,771 with 48,760 aged below 18 years. 5% of the population come from ethnic minority communities mainly Indian, Pakistani and Bangladeshi. The 5 – 19 years population is gradually decreasing as the birth rate falls, except within the Bangladeshi and Pakistani communities.

## **STOCKPORT**

Stockport constitutes one of ten metropolitan boroughs in Greater Manchester and is immediately south-east of Manchester itself, with its Universities and excellent cultural facilities. The general environment of Stockport and surrounding countryside is very scenic with the Cheshire plain to the south-west, and the High Peak of Derbyshire to the south-east. There are numerous pleasant residential areas, and facilities for all types of education are good, both in Stockport and Manchester.

### **Population**

286,755 with 61,507 aged below 18 years and of these 60,000 aged 16 and under.

Stockport is a relatively 'affluent' borough in the North West and about average nationally in terms of deprivation and social exclusion. However, there are very wide differences between the wards, with Brinnington 157/8414 most deprived in England and East Bramhall 8163/8414, i.e. very low in deprivation.

## **BURY**

Bury is a town in Greater Manchester, England, [https://en.wikipedia.org/wiki/Bury\\_-\\_cite\\_note-GM\\_Gazetteer-1](https://en.wikipedia.org/wiki/Bury_-_cite_note-GM_Gazetteer-1) on the River Irwell. It lies 5.5 miles (8.9 km) east of Bolton, 5.9 miles (9.5 km) west-southwest of Rochdale and 7.9 miles (12.7 km) north-northwest of Manchester. Historically part of Lancashire, Bury emerged in the Industrial Revolution as a mill town manufacturing textiles. Bury is known for its open-air Bury Market and the traditional local dish, black pudding. The Manchester Metrolink tram system terminates in the town.

### **Population**

187,474 with 42,557 aged below 18 years. Bury is a relatively affluent town compared to neighbouring towns like Rochdale & Oldham, with lower rates of deprivation.

## **MANAGEMENT ARRANGEMENTS IN PENNINE CARE**

Key personnel:

Chairperson	Evelyn Assante-Mensah OBE
Chief Executive	Anthony Hassall
Director of Finance	Nicky Tamanis
Chief Operating Officer & Deputy CEO	Donan Kelly
Executive Director of Nursing & Deputy CEO	Clare Parker
Medical Director	Dr. Simon Sandhu
Director of Strategy	Gaynor Mullins
Director of Workforce	Nicky Littler
Specialist Services Network Director of Operations	Sarah Preedy



Specialist Services Network Director of Nursing & Quality	Sean Mooney
Specialist Services Network Associate Medical Director	Dr.Saravana Subbian
CAMHS Clinical Director	Dr.Nojrul Chowdhury
CAMHS Associate Director of Operations	Sarah Leah
CAMHS Head of Quality	Rebecca Pack
CAMHS Lead Consultant Clinical Psychologist	Dr. Gordon Milson
CAMHS Directorate Manager for Inpatient Services, Crisis Care and Community Eating Disorders Service	Joanne Huddart
CAMHS Associate Directorate Manager	Joanne Whittingham

### **Medical structure for the Trust**

Medical Director – Dr. Simon Sandhu

Deputy Medical Director – Dr. Nilika Pereira

Network Associate Medical Director for Specialist Services – Dr. Saravana Subbian

Associate Medical Director for Oldham, Bury and Rochdale – Dr. Sarmad Nadeem

Associate Medical Director for Stockport and Tameside – Dr. Dipti Patel

CAMHS Clinical Director – Dr. Nojrul Chowdhury

Director of Medical Education (DME) – Dr. Ade Akinola

Research Lead – Professor Prathiba Chitsabesan

### **SPECIALIST SERVICES DIVISION**

The Specialist Services Division comprises:

- CAMHS Directorate
- Rehabilitation and High Support Services
- Learning Disability Services (Adult)
- Resilience Hub
- Military Veterans Service

The Division shares Business, Estates, Finance, and Governance support.

### **CAMHS DIRECTORATE ( Care Hub )**

The CAMHS Directorate has enabled greater focus on the CAMHS specialty, pooling of expertise, governance arrangements, and has strengthened Trust wide service developments such as Tier 4 CAMHS and enhanced Tier 3 CAMHS, and also CAMHS IAPT and service transformation initiatives.

CAMHS Directorate comprises:

- The Trust Tier 4 CAMHS inpatient services, CAMHS Home Treatment service and Rapid Response Teams.
- The 5 Borough community CAMHS Tier 3 services in Bury, Rochdale, Oldham, Tameside & Glossop, Stockport
- Community Eating Disorders Service

The CAMHS Directorate Management Hub has a Service Line Management Group comprising:

CAMHS Clinical Director	Dr.Nojrul Chowdhury
CAMHS Associate Director of Operations	Sarah Leah
CAMHS Head of Quality	Rebecca Pack
CAMHS Lead Consultant Clinical Psychologist	Dr. Gordon Milson
CAMHS Directorate Manager for Inpatient Services, Crisis Care and Community Eating Disorders Service	Joanne Huddart
CAMHS Associate Directorate Manager	Joanne Whittingham

Borough CAMHS Operational Managers, and the Inpatient Service manager Plus Governance, Finance, HR, Information, Business and Commissioning Support and Estates support personnel. This group leads the Work Programme for CAMHS, and receives the Service Line Report from across the Directorate.

The CAMHS Clinical Director, CAMHS Associate Director of Operations and Head of Quality work together as a triumvirate on all relevant strategic CAMHS developments, as well as operationally managing respectively the medical staff and all non-medical staff across the Directorate.

CAMHS Consultants report to the CAMHS Clinical Director. The CAMHS Clinical Director reports to the Network Associate Medical Director who in turn reports to the Medical Director.

### **The CAMHS Consultants group:**

Membership includes all Consultants in the directorate. The CAMHS Clinical Director chairs bimonthly consultant business meetings, and quarterly away

days. Issues are discussed which impact on consultants' practice and input towards service developments. The group is extremely dynamic and supportive. There is also proactive support from Trust Wellbeing and Resilience Hub , Occupational Health Service.

Consultant colleagues also support as appropriate with learning from critical incident reviews, Implementation and Audit of key Clinical Guidance, and support with clinical pathway development

Consultant colleagues also on planned and per case basis, participate as senior clinicians in review and learning from serious clinical incidents or from complaints involving other medical colleagues. They help support and disseminate wider learning from such events. They are currently many initiatives to promote staff wellbeing which include flexible working , daily huddles and Leadership development support , coaching and mentoring programs.

We are also proud to have within our Consultant group, the National Clinical Director for Children & Young People's mental health services for NHS England, Dr. Prathiba Chitsabesan and the Foundation Doctor Lead for the Trust, Dr. Sahana Olety.

## **Key Personnel - Pennine Care Trust Community CAMHS Services**

In each borough there are specialist CAMHS taking referrals up to the 16<sup>th</sup> birthday. There are also 16 – 17 years transitional services, with firm links into the borough CAMHS and Adult services.

### **Bury CAMHS**

Dr James Glass	Locum Consultant Child & Adolescent Psychiatrist & Lead Consultant
Dr Alex Cheung	Trust Consultant Child & Adolescent Psychiatrist
Dr Libby Knott	Specialty Doctor for ADHD
Paris Thompson	Operational Manager

### **Oldham CAMHS**

Dr Karen Campbell	Consultant Child & Adolescent Psychiatrist & Lead Consultant
Dr Misty Bhandary	Consultant Child & Adolescent Psychiatrist
Dr Katy Wilson	Consultant Child & Adolescent Psychiatrist
Dr Saira Tareen	Consultant Child & Adolescent Psychiatrist
Lisa Slater	Operational Manager

### **Rochdale CAMHS**

Dr. Nojrul Chowdhury	Consultant Child & Adolescent Psychiatrist & CAMHS Clinical Director
Dr Kay Harvey	Consultant Child & Adolescent Psychiatrist
Dr Ahad Aly	Transitional Service Consultant Psychiatrist & Lead Consultant
Jen O'Neill	Operational Manager

### **Stockport CAMHS**

Professor Prathiba Chitsabesan	Consultant Child & Adolescent Psychiatrist & Research Lead
Dr. Susan Barrett	Consultant Child & Adolescent Psychiatrist
Dr. Rachel Lightstone	Consultant Child & Adolescent Psychiatrist
Dr. Suhair Abbas	Consultant Child & Adolescent Psychiatrist
Dr Heinke Otto	Transitional Service Consultant Psychiatrist & Lead Consultant
Meryl Williams / Mandy Read	Operational Managers

### **Tameside & Glossop CAMHS**

Dr. Saravana Subbian	Consultant Child & Adolescent Psychiatrist & CAMHS Associate Medical Director
Dr. Coral Au	Consultant Child & Adolescent Psychiatrist & Lead Consultant
Dr. Sahana Olety	Consultant Child & Adolescent Psychiatrist
Dr Taryn Tracey	Transition Service Consultant Psychiatrist
Sonia Bradley	Advanced Clinical Practitioner
Amanda Harris	Operational Manager

### **CAMHS Inpatient Services**

Dr. Saravana Subbian	Consultant Adolescent Psychiatrist, Hope Unit
Dr. Vaishali Damle	Consultant Adolescent Psychiatrist, Horizon Unit
Lindsey Baucutt	Inpatient Services Operational Manager

### **Community Eating Disorders Service (CEDS)**

Dr. Alison Wood	Consultant Child & Adolescent Psychiatrist
Vicky Brown	Clinical Lead (North)
Lisa Lewer	Clinical Lead (South)

### **CAMHS Home Treatment Team**

Lindsey Baucutt	Service Manager
Cheralyn Bratley	Team Manager

Emma Bryant	Advanced Practitioner
Hayley Pearson	Senior Mental Health Practitioner
Julie Bancroft	Senior Mental Health Practitioner
Niamh McEvoy	Senior Mental Health Practitioner
Carl Duxbury	Senior Mental Health Practitioner
Emma Wilkinson	Administrator

The CAMHS Home Treatment Team is a newly commissioned service which was established in 2020. This service provides an alternative to general adolescent inpatient admission, to young people aged 13-18, who are open to CAMHS and / or Early Intervention Teams.

The Home Treatment service provides intensive Home Treatment and an Enhanced community care package for young people with complex needs who are at risk of hospital admission if they did not have an enhanced package of community care.

Intensive home treatment includes the option for the team to provide a patient with support via multiple home visits per day, 7 days per week. The service is commissioned to provide a service for young people for 4 to 6 week blocks. The hours of operation for the service is between 8am and 8pm, 7 days a week, 365 days per year.

### **Visiting arrangements**

Interested candidates are encouraged to contact to arrange an informal visit, and will be welcomed by key personnel within the Trust

The following may be contacted directly:

Dr. Coral Au (Tameside Borough Lead Consultant)	0161 716 3600
Dr. Nojrul Chowdhury (Clinical Director for CAMHS )	01706 676004
Dr. Saravana Subbian (AMD for Specialist Network )	0161 716 3600
Mrs Sarah Leah (CAMHS Associate Director of Operations)	01706 676005
Dr. Simon Sandhu (Trust Medical Director)	0161 716 3025

**PERSON SPECIFICATION****Post:** Consultant in Child and Adolescent Psychiatry**Borough:** Tameside & Glossop**Completed by:** Dr. Nojrul Chowdhury**Date:** May 2023**Note:** Only items relevant to the post should be included.  
Boxes should be left blank if not relevant.

	Essential for Job	Desirable for Job
<b>1. Physical</b>		
General Health (State any disabilities which could not be accommodated)	Good general health. Satisfactory Occupational Health screening prior to taking up appointment	
Self-presentation		Smart presentation
<b>2. Attainments</b>		
Educational Qualifications	Full GMC Registration	Published research MRCPsych
Professional/Occupational Qualifications	Possession of CCT in Child & Adolescent Psychiatry, or be within 6 months of achieving this or entered on the GMC Specialist Register	Other postgraduate degrees e.g. MSc, MD etc
	Approved Clinician Status including Section 12 Approval under Mental Health Act 1983, or be eligible for approval.	Experience in the use of the Mental Health Act (1983)
Job Training	Demonstrable competency across the PMETB approved curriculum for higher training in Child and Adolescent psychiatry	
Job Experience	Registered for CPD with the RCPsych	

<b>3. Circumstances</b>		
Domicile		Within twenty road miles of main work place (unless otherwise agreed with the Trust)
Car Driver/Owner/Other		
<b>4. Special Aptitudes/Skill</b>		
Job Specific	<p>Qualities essential to make a good educational supervisor of trainees in psychiatry</p> <p>Commitment to training and teaching</p> <p>Strong Leadership skills Clarity, Commitment to share ideas with colleagues, to develop and improve the service</p> <p>Ability to work clearly and effectively across organisational boundaries</p> <p>Ability to work creatively with teams around complex and challenging client groups</p> <p>Evidence of audit activity</p>	<p>Current or past education supervisor of basic trainee and a specialist registrar</p> <p>Evidence of previous experience in teaching</p> <p>Evidence of leading the development of services elsewhere</p> <p>Experience of effective work with Adult Psych or partner agency</p> <p>Experience of leading creative team work with complex clients, or those in emergency/ mental health crisis</p> <p>Published audit</p>
Communications	Excellent communication skills	Good sense of humour, team player
Knowledge	Cultural competency	
	Awareness of key legislation NSF, NICE, MHA, MCA, Children Act	Evidence of using these to inform practice

**JOB PLAN – SAMPLE TIMETABLE**

This timetable is purely indicative and a plan will be mutually agreed between the successful applicant and the Clinical Director as soon as the applicant takes up post. The underlying principle for the distribution of Programmed Activities is for 7.5 PA's Direct Clinical Activities/ 2.5 PA's Supporting Activities split for a full time post.

Approximate allocations suggested:-

7.5 DCC = 4 PA's clinics, 1 PA clinical consultation/ liaison /outreach to partner agencies, 1 PA team supervision and referral meetings, 1- 1.5 PA clinical admin and phone calls. 2.5 SPA = 1 PA for CPD, 1.5 SPA's for service development activity, audit & teaching, consultant and interface meetings.

	Location	Activity	Activity Type
Monday AM	CAMHS Tameside	New patient clinic & Referrals meeting	DCC
PM		Follow up clinic	DCC
Tuesday AM	Flexible	CPD	SPA
PM	CAMHS Tameside	Outpatient clinic / CPA meetings	DCC
Wednesday AM	CAMHS Tameside	Clinical Admin session	DCC
PM		Follow up clinic / multiagency meetings	DCC
Thursday AM	CAMHS Tameside	Team supervision and case discussions / Clinical Admin	DCC
PM		Service development / Consultant meetings/CCG meetings/Medical student supervision	SPA
Friday AM	CAMHS Tameside	ADHD clinic	DCC
PM		Audit / Teaching / Training	SPA
		Clinical consultations / liaison	DCC