

## Job Description

# Appointment of Locum Consultant in Paediatric Neurodisability

## Peterborough Integrated Children's Services

**Fixed Term – 6 months**

**10 programmed Activities**



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## JOB DESCRIPTION

<b>Title:</b>	Consultant in Community Paediatrics with special interest in Paediatric Neurodisability
<b>Hours:</b>	10 PAs. Fixed Term – 6 months
<b>Location:</b>	Based at City Care Centre, Peterborough, PE3 6DB
<b>Reports to:</b>	Dr Venkat Reddy, Neurodevelopmental Paediatrician, and Clinical Director of Children, Young People and Families Directorate.
<b>Accountable to:</b>	Chief Executive through Chief Medical Officer and the Clinical Director of Children, Young People and Families Directorate for all clinical and professional matters.
<b>Key Working Relationships:</b>	Community and Hospital Paediatricians, Child psychiatry colleagues, multi-disciplinary colleagues, the Team Manager, the Service Manager, GPs, Social Care, Education and Adult Mental Health Services.
<b>Principle Job Purpose:</b>	<p>In collaboration with the multi-disciplinary team, to deliver an effective Community Paediatric service in accordance with national guidance.</p> <p>To assist in providing medical leadership to the Community Paediatric team, helping to develop evidence-based services within frameworks determined nationally and organisationally.</p>
<b>Other responsibilities:</b>	To observe local and national employment directives with regard to medical personnel and ensure adherence to appropriate NHS and Trust policies.

## **CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST**

Cambridgeshire and Peterborough NHS Foundation Trust provides integrated community and mental health, learning disability and social care services to 891,000 residents. CPFT employs more than 3,400 staff. Our main bases are at Fulbourn Hospital, Cambridge and the Cavell Centre, Peterborough, but our staff are based in more than 50 locations.

There are three clinically facing directorates:

- Adult and Specialist Services
- Older People and Community Services
- Children, Young People and Families

Details of the Trust can be found at [www.cpft.nhs.uk/](http://www.cpft.nhs.uk/) and details of the Cambridge University of Developmental Psychiatry can be found at [www.psychiatry.cam.ac.uk/dev/](http://www.psychiatry.cam.ac.uk/dev/)

The Trust covers a mixed rural and urban area within the cities of Cambridge and Peterborough and market towns in Huntingdonshire, Fenland, East Cambridgeshire and South Lincolnshire; serving a population of about 800,000 within the administrative boundaries of Cambridgeshire County Council, Peterborough City Council, the Cambridgeshire and Peterborough ICS, and some GP practices in South Lincolnshire and West Suffolk. Services are delivered locally by multidisciplinary teams.

Some services are provided regionally and nationally; this includes three Tier 4 CAMH inpatient units, a Childrens unit, a general adolescent unit and a specialist adolescent eating disorders unit. CPFT is a designated Cambridge University Teaching Trust and a member of Cambridge University Health Partners, one of only five Academic Health Science Centres in England.

CPFT encourages its staff to work closely with the Cambridge University and the Medical School to pursue academic and teaching interests. We are committed to supporting all staff to integrate research into their roles, to enhance their professional development, benefit patients with evidence-based practice, improved care and treatment and advance medical and scientific knowledge.

Our Research and Development team works with CPFT staff and professionals from other organisations to deliver high quality research in physical and mental health, dementia and learning disabilities. [https://twitter.com/CPFT\\_Research](https://twitter.com/CPFT_Research)

### **OUR MISSION**

Our mission is to put people in control of their care. We will maximise opportunities for individuals and their families by enabling them to look beyond their limitations to achieve their goals and aspirations.

In other words: "To offer people the best help to do the best for themselves."

### **OUR VISION**

We become a top five UK mental and community health provider delivering best care, research and education.

## OUR VALUES

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

## INTRODUCTION

### **Children's Services**

The Trust delivers Child and Adolescent Mental Health Services to Cambridgeshire, Peterborough, and South Lincolnshire. We also deliver Community Child Health Services in Peterborough.

### **Peterborough Community Child Health Services**

The trust has successfully bid for the Community child health services (Community Paediatrics, Community children's nursing, Therapy services, Health Visiting and School nursing) that used to be provided by the provider arm of NHS Peterborough.

The clinical and administrative base is co-located with the CAMH services. The Child Development Centre with full therapy and assessment facilities is in the City Care Centre.

The Community paediatric department provides the full range of services (Core community, pre-school Child Development, Physical Disability, Autism, ADHD, Learning Disability, Looked After Children, Sensory Impairment, and Special Educational Needs) in partnership with the local hospital paediatric department, CAMH, education and social care.

The clinics are held in the City Care Centre and Peterborough City Hospital (Botulinum toxin Injections).

### **Pre-school Child Development Service:**

This is provided by a multidisciplinary team (Community paediatrics, therapists, psychologist, and family support worker) that provides assessment and intervention for pre-school children with significant developmental problems.

### **Core Community Paediatric Service:**

All referrals (apart from looked after children) to the department are accepted through the Early Help process and seen by the community paediatricians in the clinics held at the City Care Centre.

### **Neurodevelopmental service (School age):**

The neurodevelopmental service (ADHD, ASD and LD) is a truly multiagency service with representation from community paediatrics, CAMH, education and social care (Paediatrician, Psychiatrist, Psychologist, Speech Therapist, Occupational Therapist, Specialist Teachers, Mental health practitioners and Family support workers). All referrals for suspected neurodevelopmental problems are seen by the community paediatricians for General Developmental Assessment (GDA) in keeping with the NICE guidance for ADHD and Autism Spectrum Disorders. School age

children with probable neurodevelopmental disorders are referred for multi-agency assessment and management after the GDA.

**Child Protection:**

There is a child protection clinic for elective cases of suspected child abuse in the neighbouring trust. There is no contribution to this rota at the moment, but this is likely to change in the future. This post holder will contribute to the child protection medical examination rota.

**Looked after Children:**

There is a multi-disciplinary team consisting of medical and nursing staff to provide care for looked after children and to provide medical advice to the adoption panel.

**Physical Disability:**

There is a multidisciplinary team providing specialist care for children with physical disabilities in clinics and schools. We have a neuro-orthopaedic clinic, physical disability multidisciplinary review clinics for children with physical disability (PDAR clinics) and Neuromuscular conditions with therapists. We are implementing Cerebral Palsy Integrated Pathway (CPIP) and Postural Care Pathway. We have an MDT tone management clinic and provide ultrasound guided Botulinum toxin injections to lower and upper limbs.

**Sensory Impairment:**

A multiagency team provides support for children with permanent hearing loss and significant visual impairment. There is good support from sensory support teachers in education setting.

**Child and Adolescent Mental Health Services:**

The Trust has implemented services in line with national policy: Children's Learning Disability Teams, 24/7 advice and next-day specialist assessment and transition arrangements for 16 and 17 year olds. We have implemented Choice and Partnership across the Trust.

CAMHS community services are in three teams South (Cambridge/Ely), Central (Huntingdon/Fenland) and North (Peterborough/South Lincolnshire). There are three in-patient units based in Cambridge on the Ida Darwin site; the Darwin Centre (for adolescent in-patients), the Phoenix Centre (for patients with eating disorders) and The Croft Children's Unit (for children and families). There are plans to modify this structure as part of our transformation programme.

Adult mental health services include an Early Intervention in Psychosis Team, CAMEO, with a south team working across Cambridge and Huntingdonshire and a north team working across Fenland and Peterborough. They provide joint work and specialist expertise for adolescents from 14 years of age.

## **THE POST**

### **Main Duties**

1. This is a 10 Programmed Activity post. The post holder will provide Consultant Paediatric input to the North integrated community paediatric and CAMH Team. Together with the existing Consultant Community Paediatricians and alongside the team leader, they will provide medical leadership to the team. Clinical duties will be predominantly in pre-school and school age Neurodisability pathways with opportunity to undertake any special interest clinic. Together with consultant colleagues, there is a general commitment to ensure Consultant cover is available as needed across the Community paediatric services.
2. 2.5 Programmed Activities (or pro-rata) are allocated for CPD, audit, clinical governance, training and teaching, research, management, as agreed in your specific job plan. (1.5 for core activities to support revalidation and additional PA for specific lead roles)
3. To participate in supervision, teaching, and work-place based assessment of doctors in training.
4. To contribute to the training and CPD of multi-disciplinary colleagues.
5. To contribute to the training of medical students attached to the department.
6. To assist with the ongoing development of Children's Services operated by CPFT with, other multi-disciplinary team colleagues, the Service Managers and in line with the Trusts strategic direction.
7. To comply with the outline Consultant work programme (under provisions of circular HC90/16) and the weekly timetable of fixed commitments (ie regular scheduled NHS activities in accordance with paragraph 30b of the Terms and Conditions of Service).
8. To participate in the administrative duties associated with patient care and the running of the department, including the collection of routine data and outcome monitoring as specified by the Division management team.
9. To collaborate with medical colleagues to maintain the service in the absence of departmental colleagues in cases of annual leave, study leave and short-term sickness.
10. To contribute to Clinical Governance and related activities together with consultant colleagues.
11. Study leave is as per Whitley Council Terms and Conditions of Service. However, the budget per consultant, per annum, is limited to £600 at present.
12. The job plan is subject to review annually by the Consultant, Clinical Director and Service Manager. All consultants must participate in annual appraisal.

### **Working Arrangements**

The post holder will have shared secretarial support, office space with PC at Winchester Place, Thorpe Road, Peterborough. Remote access facilities are also available, including a laptop.

### **Mentoring**

The Trust encourages new consultants to have a mentor.

## Indicative timetable for a 10 PA post

	AM		PM
<b>Monday</b>	GDA / Pre-school Autism /Neurodevelopmental Clinic (1.0 PA)		Patient Admin (1.0 PA)
<b>Tuesday</b>	MDT Meeting (0.5 PA) Clinical Governance Meeting and SPA (0.5 SPA)		SPA (1.0 PA)
<b>Wednesday</b>	Physical Disability Annual Review clinic (1.0 PA)		Patient Admin (1.0 PA)
<b>Thursday</b>	Physical Disability / Vision / Hearing Clinic		Patient Admin (1.0 PA)
<b>Friday</b>	Safeguarding / Child Protection Clinic (0.5 PA) and Patient Admin (0.5 PA)		SPA (1 PA)

The Job Plan as set out is open to negotiation with the successful candidate.

### Arrangements for Leave

This is arranged with and requires the approval of the supervising consultant, in accordance with standard Trust/NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments. This includes all forms of leave.

So far as it is consistent with the proper discharge of the above duties the post holder undertakes to deputise from time to time for absent colleagues. The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.

### Study and Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose. The appointee will be entitled to apply to the Trust Study leave Committee for a contribution to fund this activity.

### Pension and Life Insurance

NHS contributory pension scheme. Life Insurance covered with NHS superannuation scheme. There is an alternative scheme available, and employees have the option to have their own arrangements.

## THE PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>• Medical qualification MBBS or equivalent MRCP or MRCPCH or equivalent</li> <li>• Eligibility for Full GMC Registration plus eligibility for inclusion on the Specialist Register plus a licence with the GMC.</li> </ul>	<ul style="list-style-type: none"> <li>• Higher Qualification like MSc or diploma in Paediatric Neurodisability</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• 2 years Higher Specialty Training in Community Paediatrics / Neurodisability / CCT in Community Child Health / or within 6 months of attaining CCT at time of interview.</li> <li>• Expertise and experience in community child health and neurodevelopmental Paediatrics.</li> <li>• Level 3 (or equivalent) training in safeguarding and experience of safeguarding work</li> <li>• Experience of team working in a multi-disciplinary team.</li> <li>• Special Educational Needs</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of first-hand experience of developing services in a constantly changing environment and to tight budgetary restraints.</li> <li>• Complex Physical Disability</li> <li>• Botulinum Toxin administration</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>• Management Skills</li> <li>• Basic computer skills, including ability to use e-mail/Internet and electronic patient record (System one)</li> <li>• Communication skills – to be clear, fluent, and articulate in communication in English.</li> <li>• Ability to work and build relationships with other agencies and departments.</li> </ul>	
<b>Knowledge/ Understanding</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate/develop an understanding of wider NHS and Local Authority services.</li> </ul>	<ul style="list-style-type: none"> <li>• Quality Improvement methodology</li> </ul>
<b>Physical requirements</b>	<ul style="list-style-type: none"> <li>• Ability to Travel independently.</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Willingness to represent department at Trust wide meetings and for Trust wide developments.</li> <li>• Available to cover for absent colleagues when necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in the field of paediatrics</li> <li>• Membership of a Medical Defence Organisation</li> </ul>

## APPENDIX 1

### General Conditions of Appointment

The appointment will be subject to the Terms and Conditions of Service of the New Consultant Contract 2003. Full NHS income subject to post being held on whole time basis. Income (including clinical excellence awards if applicable) is paid on a pro rata basis for part time employees.

The person appointed to this post will be expected to cover for colleagues' absence from duty based on mutually agreed arrangements with the Department and with the Employing Trust. The Trust requires the successful candidate to have and maintain full registration and licence with the General Medical Council and take part in continuing professional development. Study leave is 30 days in 3 years. The budget per consultant, per annum, is up to £600. There are local CPD activities available weekly. The community paediatricians have a peer group for CPD.

Dependent upon the date of the last medical examination for a post within the NHS, the appointee may be required to undergo a medical examination. The Trust is a non-smoking Trust.

This post is subject to the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for any previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff, or users in line with its equal opportunities policy and policy statement on the recruitment of ex-offenders. The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

The Trust makes no specific limitation on the distance a consultant travels to work, so long as the post-holder fulfils the job plan.

### Interview expenses

Reimbursed interview travel and subsistence expenses are limited to two preliminary site visits, provided the successful candidate accepts an offer of employment if one is made.

### Contacts for visiting:

Anyone interested in applying can contact any of the following for information or to arrange a visit:

Dr Venkat Reddy, Clinical Director

venkat.reddy@cpft.nhs.uk

## APPENDIX 2

**Staff:**

Ms Lucy Brumpton	Service Manager
Ms Kat Youngs	Team Manager
Dr Venkat Reddy	Clinical Director Autistic Spectrum Disorders
Dr Jo Coghill	Neurodisability Physical Disabilities
Dr Reneva Petersen	Neurodisability Autism
Dr Ana Merino Elia	Looked After Children and Adoption Neurodisability
Dr Tania Haynes	Neurodevelopment Down Syndrome Children in Care
Dr Suganya Palaniswamy	Neurodevelopment
Dr Becky Webster	Clinical Psychologist
Ms Sharon Daniels	Clinical Nurse Specialist
Ms Carol Robertson	Neurodisability Nurse
Ms Denise Garner	Child and Family Support Worker
Ms Jo Yews	Specialist Practitioner
Ms Ruth Atkins	Specialist Practitioner
Ms Bruna Goncalves	Healthcare Assistant

**Child & Adolescent Psychiatrists in Peterborough**

Dr M Basher	Core
Dr N Curtis	Core and ADHD
Dr E Weisblatt	Neurodevelopmental Psychiatry