

PENNINE CARE NHS FOUNDATION TRUST

Job Description

**CONSULTANT IN CHILD AND  
ADOLESCENT PSYCHIATRY**

Oldham CAMHS

**10 PROGRAMMED ACTIVITIES**

**Oldham CAMHS**

**Reflections, Royal Oldham Hospital, Rochdale  
Road, Oldham OL1 2JH**

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## **Introduction**

This post has become available due to the relocation of the current post holder. It is a substantive Consultant post in Oldham CAMHS.

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

The post holder will have special responsibility for designated clinical pathways as per further discussions and areas of interest.

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 21 in number and growing.

This document describes a full-time post for which 7 programmed activities are available under the new Consultant Contract. Applications from candidates wishing to job-share 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 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.

### Northern Care Alliance

Northern Care Alliance NHS Foundation Trust was formally established in October 2021 and provides a range of hospital and community services to over 1 million people across Bury, Oldham, Rochdale and Salford. Within the trust there are 4 acute hospital sites – The Royal Oldham Hospital, Rochdale Infirmary, Fairfield General Hospital and Salford Royal Hospital.

The Children's Unit at the Royal Oldham Hospital is a 25-bed in patient unit. There is also an Observation and Assessment service providing 24 hour a day care for children requiring emergency observation and assessment. Children's outpatient services are also available at the Royal Oldham Hospital.

Lead Consultant Paediatrics - Dr Prakash Kamath

### Clinical Commissioning Group

NHS Oldham Clinical Commissioning Group  
CCG Commissioning Manager (CAMHS) – Clare Mc Ewan  
CCG Commissioning Manager (Adult) – Gary Flannigan

### Local Authority

Oldham Metropolitan Borough Council- Education and Social Services Departments

Education – Oldham is served by a number of mainstream schools, and Colleges. There are also a number of specialist educational provisions including special schools, pupil referral units and EBD schools.

## **OLDHAM SPECIALIST CAMHS – SERVICE DESCRIPTION**

Oldham CAMHS is a mental health service for young people with complex mental health needs. Services in Oldham are moving to align with the Thrive model with CAMHS managing complex, high risk presentations and providing specialised evidence –based treatments for young people requiring “more help”.

The core CAMHS team is commissioned to provide generic outpatient services for children from 5<sup>th</sup> - 16<sup>th</sup> birthday. There are ongoing discussions with local commissioners regarding providing a comprehensive CAMHS Service up to the age of 18.

The service maintains close links with Children’s Social Care, Education, Paediatric Team, Working Age Mental Health Services, Children with Learning Disabilities Team and Voluntary Community and Social Enterprise providers including Positive Steps, Youth Offending Services, Oasis (drug and alcohol service) and Tameside, Oldham and Glossop Mind.

The team is based at Reflections Child and Family Unit on the Royal Oldham Hospital site. There are observation/video facilities, interview and therapy rooms and offices. Some members of the CAMHS team also work from other bases.

The service has well established care pathways for common childhood disorders. A range of evidence-based assessments (ADOS, Qb test, WISC) are available. The service provides a range of evidence-based therapeutic interventions including CBT, family therapy, EMDR, a nurse led ADHD service, group work and psychopharmacological treatments. There are plans to re-establish the DBT team. 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 also a dedicated Transition team for 16-18 year olds with mild-moderate emotional disorder associated complexities’ or risk. It is delivered on a Needs-Led Interface model with Working Age Psychiatry and is led by Dr Roshelle Ramkisson.

**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. The 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 neuro-developmental disorders. The Consultant Psychiatrists provide targeted consultation, supervision and co-work when

required for MDT members on per case basis. The Consultant Psychiatrists also provide regular clinical supervision to the nurse-led ADHD clinic and any core or speciality trainees in the department.

### **Referrals**

Referrals for generic CAMHS are accepted on young people up to their 16<sup>th</sup> birthday from GPs, paediatrics, educational psychology, schools and social care. Since July 2016 all referrals (except urgent referrals from the paediatric ward) are processed through a Single Point of Access (SPA) run jointly with the Local Authority's Early Help Offer. This allows for cases to be directed to the most appropriate service (including community counselling services provided by MIND) at the point of referral.

**The Senior Management Team within the Oldham CAMH Service** comprises the Operational Manager, Lead Clinical Psychologist, and Lead Consultant Psychiatrist. They are supported by the CAMHS Team Leaders and the pathway leads. The Senior Management Team share responsibility for the operational and strategic management of the team. The management team has strong links with the other CAMHS departments within the directorate and is well supported by the directorate management structure.

### **Oldham CAMHS team:**

#### **Consultant Psychiatrists**

Dr Karen Campbell Lead CAMHS Consultant	0.7 WTE
Dr Misty Bhandary CAMHS Consultant & ND pathway Lead	1.0 WTE
Dr Roshelle Ramkisson CAMHS Consultant & Transition Team Lead	0.1 WTE
Dr Katy Wilson CAMHS Consultant	0.7 WTE
Consultant Psychiatrist * <i>this post</i>	1.0 WTE

#### **Non consultant grades**

CAMHS ST 4-6	rotating every 12 months
CAMHS trainee CT 2/3	rotating every 6 months
CAMHS FY1 or 2	rotating every 4 months

#### **Senior Management Team**

John Birch – Operational Manager	1.0 WTE
Dr Sarita Dewan – Lead Psychologist	1.0 WTE
Dr Karen Campbell – Lead Consultant	0.7 WTE

#### **Generic CAMHS Team**

Senior Mental Health Practitioners Team Leaders (band 7)	2.0 WTE
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### Clinical Psychologists

Dr Sarita Dewan Consultant Clinical Psychologist	1.0 WTE
Band 8b Clinical Psychologist	0.7 WTE
Band 8a Clinical Psychologist	1.0 WTE
Band 7 Clinical Psychologist	0.7 WTE
Assistant Psychologist (band 4)	1.8 WTE

### Psychological Therapies Staff

Band 7 CBT Therapist	1.0 WTE
Family Therapist	0.5 WTE
Psychodynamic Psychotherapist	0.5 WTE

### Mental Health Practitioners Initial Assessment Team

Band 6 Mental Health Practitioners	3 WTE
Band 5 Psychological Wellbeing Practitioner	1 WTE

### Mental Health Practitioners Core Team

Band 6 Practitioners	5 WTE
Band 5 Mental Health Wellbeing Practitioner	1 WTE
Band 4 Youth support Workers	1.8 WTE

### Neurodevelopmental Team

Band 7 Neurodevelopmental Lead Nurse	0.9WTE
Band 7 Senior Neurodevelopmental Practitioner	1.0 WTE
ADHD Nurse (Band 6)	1.0 WTE
Speech and Language Therapist (Band 8a)	0.3 WTE

### Transition Team

Dr Roshelle Ramkisson	0.5 WTE
Band 7 Transition Team Manager	1.0 WTE
Band 6 Mental Health Practitioner	0.6 WTE

### Admin Team

Admin Lead (band 4)	1.0 WTE
Medical Secretary (band 4)	1.0 WTE
Team Secretaries (band 3)	5.0 WTE
Team Clerk (band 2)	1.0 WTE

There are also a number of placements in the service for medical, social care and nursing students.

### **OLDHAM Paediatric Services**

#### **Northern Care Alliance NHS Foundation Trust**

#### Consultant Paediatricians – based at the Royal Oldham Hospital

Dr Prakash Kamath	Consultant Paediatrician and Clinical Director
Dr Nandhini Prakash	Consultant Paediatrician

Dr Egware Odeka	Consultant Paediatrician
Dr Beena Padmakumar	Consultant Paediatrician
Dr Pervaiz Mir	Consultant Paediatrician
Dr Abdul Rehman	Consultant Paediatrician
Dr Anindya Mukherjee	Consultant Paediatrician
Dr Alison Giles	Consultant Paediatrician

#### Consultant Community Paediatricians – based at Werneth Primary Care Centre

Dr Suhail Ahmad	Consultant Community Paediatrician
Dr Christine Howard	Consultant Community Paediatrician
Dr Divya Kishore	Consultant Community Paediatrician
Dr Adam Ship	Consultant Community Paediatrician

#### Links between CAMHS and Paediatric Department

The CAMHS team enjoys excellent working relationships with the hospital and community paediatric departments. There are Paediatric liaison forums, established protocols around DSH in children and joint ADHD/ ASD care pathways. There are quarterly meetings with Community Paediatrics to discuss cases on the neurodevelopmental care pathway.

#### **OLDHAM Working Age and Old Age Psychiatry** **Pennine Care NHS Foundation Trust**

Dr Daniel Kaitiff	Consultant Adult Psychiatrist (Inpatients)
Dr Nihal Fernando	Consultant Adult Psychiatrist (Home Treatment Team)
Dr Leon Francis	Consultant Adult Psychiatrist (Home Treatment Team)
Dr Anoop Mohan	Consultant Adult Psychiatrist (Community West Sector)
Dr Micheal Kurkar	Consultant Adult Psychiatrist (Community East Sector) and Clinical Lead
Dr Avijit Roy	Consultant Adult Psychiatrist (Community South Sector)
Dr Steve Warrington	Consultant Adult Psychiatrist Early Intervention
Dr Sarah Burlinson	Consultant Adult in Liaison Psychiatry
Dr Ankush Singhal	Consultant Adult in Liaison Psychiatry
Dr Julia Hose	Consultant Adult Liaison Psychiatry
Dr Seri Abrahams	Consultant in Older Adult Liaison Psychiatry
Dr Sol Mustafa	Consultant Psychiatrist in Intellectual Disability
Dr. Ruth Sanderson	Consultant Old Age Psychiatry (South Sector)
Dr J Palle	Consultant Old Age Psychiatry (North Sector)
Dr. Alex Theodossiadis	Consultant memory clinic
Dr. Jaco Nel	Old Age Psychiatrist senior staff grade

#### Links with Working Age Psychiatry



For adults of working age, Oldham has a full range of specialist services - including in-patient service, CMHT's, A&E Liaison Services, RAID, Crisis Resolution/ Home Treatment Service and Psychosis Early Intervention Services. Young people past their 16<sup>th</sup> birthday, who meet criteria for mental illness are eligible for these services. CAMHS have built excellent local links with Working Age Adult colleagues. Examples include transition for young people with enduring mental illness, and 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.

Post 16 ADHD follow up is provided by LANC (Learning, Assessment and Neurocare Centre) who are commissioned to provide adult ADHD and ASD services for Oldham, Rochdale and Bury.

## **PRINCIPLE DUTIES OF THE POST**

### **Clinical Duties**

- To provide a Child Psychiatric Service for young people up to the age of 16 years within generic CAMHS in Oldham is the main clinical focus. However when required on a per case or emergency cover basis, clinical support would be offered up to the age of 18. Working within the 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 take clinical responsibility for an overall caseload, and to see approximately 35 new cases per annum. The post holder would hold an open follow up case load of approximately 50 (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.
- The post-holder will have 7 sessions in generic CAMHS.
- 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.
- To contribute to the day time Consultant Duty Rota for Oldham CAMHS.
- With future job planning – further opportunity for other roles such as educational supervisor to junior doctor / pathway lead ect.
- To contribute to team supervision, through participation in weekly Team supervision meetings; to share supervision for senior members of the team and to provide 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 Oldham CAMHS consultant colleagues.

### **General Duties**

- As a senior member of the department, the post holder will be required to provide reports regarding the service to the CAMHS business and service line planning groups, 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.

### **Safeguarding**

- To be alert to, communicate and seek consultation around Child Safeguarding concerns, in line with Trust and Local Authority protocol.
- To maintain and update mandatory Safeguarding competence and awareness.

### **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.

### **Management**

- To work closely with consultant colleagues, Operational Manager, 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 working groups to develop strategies across Pennine care.

### **Accountability**

The post holder is accountable to the CAMHS Clinical Director, who reports to the Network Associate Medical Director for Specialist Services.

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

First Response On Call cover to all the mental health specialties including CAMHS, is provided through the All Age Mental Health Liaison Team and borough Working Age Psychiatric GP/FT/CT on call.

Middle Grade CAMHS Psychiatric on call cover is provided through CAMHS ST4 – 6 at a trust-wide level, and shared with the Manchester middle grade 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 19 rota that covers Pennine Care, Trafford and Wigan.

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 medical students, junior medical staff and other health and social care professionals as required.

Junior doctors are placed in the department and if eligible the successful candidate will be encouraged to become a Clinical or Educational Supervisor. This will be supported by the Medical Manager. Opportunities will also be provided to develop this role, form links with the Trust's Director of Medical Education (DME) Dr Roshelle Ramkisson, Dr Ade Akinola (Associate DME), Dr Neelo Aslam (Training Programme Director for the ST Child and Adolescent training scheme), HENW and School of Psychiatry. The successful candidate will also have the opportunity to attend the necessary mandatory training sessions, to maintain this role.

### **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.

### **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 meet monthly in order to address business and governance issues, and the post holder will be invited to join this 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 Lead Consultant in Child and Adolescent Psychiatry. 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 Trust Lead CAMHS Consultant or the Associate Lead Consultant, in line with the terms and conditions of the new consultant contract, and Revalidation requirements. If there should be a change to the pre-agreed workload there will be a timely job plan review to ensure the changes are reflected.

### **External duties, roles and responsibilities**

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Manager and Medical Director.

### **Other duties**

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected

that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

### **Facilities Supporting the Post**

The post holder will have a designated office space at the team base at Reflections, which is appropriately equipped for clinical and administrative work. A mobile laptop computer with appropriate word processing, spreadsheet and database software is provided. Work mobile phone is available and the portable device is equipped with dictation software. The Trust uses a digital Patient Record Information System platform ensuring access to patient information from all trust locations at all times. The accommodation is supplied with Trust Intranet, internet and email access.

There is access to suitable diagnostic and recording equipment, which is maintained in good order. Administrative support is coordinated and provided through team medical secretary. Each consultant has a named secretary to manage diaries and support non-clinical activities. 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 Prestwich Hospital to Pennine Care staff. Facilities for necessary work travel will be provided for those candidates who are non-car-drivers.

### **Work programme**

It is envisaged that the post holder will work 7 programmed activities over 3.5 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 5.25 PA to be devoted to direct clinical care and 1.75 PA to supporting professional activities (as per The Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and Associate Medical Director or Clinical Manager three months after commencing the post and at least annually thereafter.

### **Contract agreement**

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**

The 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.

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.

### **Staff Wellbeing**

Pennine Care is committed to improving mental and physical staff well-being through a dedicated Wellbeing Hub providing direct access via the Trust intranet to Occupational Health, Staff Wellbeing Service and the Greater Manchester Resilience Hub, including staff support following serious incidents. The Occupational Health team accept referrals from managers but no self-referrals. The service is delivered at 6 clinics across the Pennine Care footprint for easy accessibility. Apart from appointments with Occupational Health Advisors and Physicians the service also provides immunisation clinics, ill health retirement clinics, physiotherapy and therapeutic services. The Occupational Health department will obtain consent to compile a report to be shared with the employer. All information in the report will be shared with the staff member first. All staff has the right to withhold their consent or to withdraw their consent even after they have given consent providing that the report has not been sent out. If consent is withheld Occupational Health will inform the employer but will not take any further action.

Staff can self-refer to the Staff Wellbeing Service (therapy service) and the Resilience Hub who offer confidential support. Staff received an additional Wellbeing Day off as part of the recovery plan following the pandemic. The Trust has Flexible Working and Menopause Policies in place and runs a Men's Wellbeing Network. Regular Health and Wellbeing Conversations with staff are encouraged and the Trusts supports a biking to work scheme. The Trust has received funding to provide support to staff affected by long covid.

### **Equality, Diversity and Inclusion**

As an organisation, Pennine Care NHS Foundation Trust wants to make bold changes to ensure greater equality, supported by a statement which makes it clear that we take a stand against all forms of discrimination, exclusion and intolerance. The Trust has a dedicated Equality & Diversity hub. All new or amended policies, protocols and service development includes an Equality Impact Assessment to ensure no groups are discriminated against. The Trust is part of a national collaborative called Advancing Mental Health Equalities,

working with the Royal College of Psychiatrists, a Quality Improvement approach designed to identify key populations suffering from health inequalities. Service User Engagement champions across the trust ensure that the voices of service users are heard in service developments, recruitment and policy changes. The Trust offers an easily accessible Interpretation & Translation Service. The EDI hub offers Anti-Racism training and Inclusive Teams Workshops promoting conversations about equality and inclusion on Team level. A Freedom to Speak Up Guardian is supported by a team of FtU Ambassadors to promote an open and transparent culture and support staff in sharing their concerns and views in a confidential way. Six staff networks (Men's Wellbeing, Women, Interface, Race Equality, LGTB+ and Positive Ability) are open to all staff, students and volunteers and they have a critical role to ensure people's voices are heard, provide peer to peer support and hold the organisation to account for its commitment to equality, diversity and inclusion.

### **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**

These are under the new consultant contract and are appended.

## **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	Donan Kelly
Executive Director of Nursing & Deputy CEO	Clare Parker
Medical Director	Dr. Simon Sandhu
Director of Strategy & Performance	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

Associate Director of Medical Education – Vacant

Research Lead – Professor Prathiba Chitsabesan

### **SPECIALIST SERVICES DIVISION**

The Specialist Services Division comprises:

- CAMHS Clinical Care Hub
- 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**

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	Angela Howarth
CAMHS Lead Consultant Clinical Psychologist	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.

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.

We are also proud to have within our Consultant group, a number of colleagues in high profile positions including the Associate National Clinical Director for Children & Young People's mental health services for NHS England, Prof. Prathiba Chitsabesan; the Trust Director of Medical Education, Dr. Roshelle Ramkisson 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 Suhail Rafiq	Consultant Child & Adolescent Psychiatrist & Lead Consultant
Vacant	Consultant Child & Adolescent Psychiatrist
Dr Misfar Hassan	Locum Consultant Child & Adolescent Psychiatrist
Tony Ryan	Operational Manager

### **Oldham CAMHS**

Dr Karen Campbell	Consultant Child & Adolescent Psychiatrist & Lead Consultant
This post	Consultant Child & Adolescent Psychiatrist
Dr Roshelle Ramkisson	Transitional Service Consultant Psychiatrist & DME
Dr Misty Bhandary	Consultant Child & Adolescent Psychiatrist
Dr Katy Wilson	Consultant Child & Adolescent Psychiatrist
John Birch	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
Ben Rogers	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 Heinke Otto	Transition Service Consultant Psychiatrist
Meryl Williams	Operational Manager

### **Tameside & Glossop CAMHS**

Dr. Saravana Subbian	Consultant Child & Adolescent Psychiatrist & Network Associate Medical Director
Dr. Sahana Olety	Consultant Child & Adolescent Psychiatrist
Dr Taryn Tracey	Transition Service Consultant Psychiatrist
Steve Hand	Interim Operational Manager

### **CAMHS Inpatient Services**

Dr. Wasim Ashraf	Trust Consultant Adolescent Psychiatrist, Hope Unit
	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 Rapid Response Team**

This is a new service which was established to help manage crisis presentations and emergencies and provide support for children and young people up to the age of 18 for up to 3 working days. They accept referrals from CAMHS professionals and the All Age Mental Health Liaison Team.

### **CAMHS Home Treatment Team**

Lindsey Baucutt	Service Manager
Cheralyn Bratley	Team Manager
Sonia Bradley	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 team also supports home leave and discharge from the inpatient unit.

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 Karen Campbell (Oldham Borough Lead Consultant) 0161 716 2020

Dr Nojrul Chowdhury (Clinical Director for CAMHS ) 01706 676000

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:** Oldham

**Completed by:** Dr Karen Campbell

**Date:** November 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		Professional 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
Job Training	Section 12 Approval under Mental Health Act 183, or be eligible for approval.  Demonstrable competency across the PMETB approved curriculum for higher training in Child and Adolescent psychiatry	Experience in the use of the Mental Health Act (1983)  Area of special interest and expertise.
Job Experience	Registered for CPD with the RCPsych	

<b>3. Circumstances</b>		
Domicile	Within ten 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 Psychiatry or partner agencies</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	Sociable personality and supportive colleague.
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 Lead 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.

	Location	Activity	Activity Type
Monday AM	Oldham CAMHS	Outpatient clinic (3-4 patients)	DCC
PM		Team Consultation/Duty responsibilities & Emergencies	DCC
Tuesday AM	Oldham CAMHS	New Patient clinic (1 patient) Follow up clinic (1-2 patients)	DCC
PM		CPA, TAC & Multi-agency meetings, consultation and liaison	DCC
Wednesday AM	Oldham CAMHS	Consultants meeting/ peer supervision, Service Development & Management meetings	SPA
PM		ADHD clinic	DCC
Thursday AM	Oldham CAMHS / Flexible	CPD	SPA
PM	Oldham CAMHS/ Flexible	Clinical Admin	DCC
Friday AM	Oldham CAMHS	Autism Assessments / Junior Doctor clinical supervision	DCC
PM	Oldham CAMHS	Teaching / Training / Audit	SPA
	Oldham CAMHS	Clinical consultations	DCC

