

Specialist Grade: Job description and person specification

Post and specialty:	<p>Specialist Grade in Child & Adolescent Psychiatry</p> <p>This is a newly developed post a newly established post as part of the trusts commitment to offering career development opportunities. The post holder will provide Specialty and Associate Specialist (SAS) doctor input to Children & Young People's Services in Brighton & Hove in a community setting.</p>
Base:	<p>Aldrington Centre 35 New Church Road Hove East Sussex BN3 4AG</p>
Contract:	Number of programmed activities: 10
Accountable professionally to:	Chief Medical Officer, Dr Claire Woolcock
Accountable operationally to:	Service Director Children and Young Peoples Services, Rachel Walker.
Key working relationships and lines of responsibility:	<p>Line Manager: Peter Joyce</p> <p>General Manager: Peter Joyce</p> <p>Head of Service: Rachel Walker</p> <p>Associate Medical Director and Lead Consultant CAMHS: Dr Sarah Jonas</p> <p>Clinical Lead: Kate Stammers</p> <p>Clinical Director: Alison Wallis</p> <p>Service Director: Jodie Olliver</p> <p>Chief Delivery Officer: John Child</p> <p>Chief Medical Officer: Dr Claire Woolcock</p> <p>Responsible Officer: Dr Aruna Wijetunge</p> <p>Chief Executive: Jane Padmore</p>

1.0 Introduction

Sussex Partnership NHS Foundation Trust is a large NHS organisation that offers clinical and social care services to children, young people, adults and older adults, with emotional and mental health problems or learning disabilities. Services are provided to the people of Brighton and Hove, East Sussex and West Sussex with Children & Young People's Services provided across Sussex and Hampshire. The Trust operates as part of a wider network of health and social care and works in partnership with both statutory and non-statutory agencies. The Trust benefits from a thriving Sussex-wide psychiatry training scheme where Health Education Kent, Surrey and Sussex provide foundation, GP, core and higher trainees. We work closely with Brighton and Sussex Medical School; a partnership between the Universities of Brighton and Sussex. In 2015 we became a member of the Association of UK University Hospitals, the representative body for university hospitals with major teaching and research interests across the UK and internationally. Our vision is *to improve the quality of life for the communities we serve*. The clinical strategy and organisational strategy we have developed underpin this by providing frameworks to enable sustained improvements in the quality of care we provide. With our partners in the Sustainability and Transformation Partnership, we have developed a compelling case for change in mental health services across the STP which is comprised of 24 organisations and strives to improve the links between health and social care to better serve our communities. In January 2018 the Trust was awarded an overall rating of *Good* by the Care Quality Commission (CQC) and was assessed as *Outstanding* for caring. This was maintained in February 2019.



2.0 Trust details

Sussex Partnership was formed in April 2006 as an NHS Trust and established as an NHS Foundation Trust with Teaching Trust status in August 2008. We employ approximately 5000 staff, serve a total catchment population of more than 2 million and generate an income of £250 million.

In 2015 the Trust reorganised the way it delivered services, establishing Care Delivery Services (CDS), tasked with providing overarching leadership for care groups and / or geographical areas. In 2018 we have 7 fully established CDS's. Overall leadership of each CDS is provided by a service director and/or a clinical director, with a multi-disciplinary leadership team (including a range of clinical professions as well as business, finance, HR, IT and estates and facilities support staff) providing additional leadership and governance oversight. The CDS model has helped us continue to improve services for patients and carers and is supported by Clinical Academic Groups and in keeping with our Vision, Clinical Strategy and Organisational Strategy. Work continues to provide consistently high quality services, working together in partnership with each other, the people who use our services and other organisations.

3.0	Service details
3.1	<p>Brighton and Hove is a vibrant city situated between the sea and the South Downs with a population of around 289,000. The city offers excellent access to London and is in close proximity to Gatwick Airport. Brighton & Hove is the 102nd most deprived local authority of the 326 in England according to the 2015 Index of Multiple Deprivation. In 2015, 45% of the population of the city lived in the 40% most deprived areas in England and only 7% in the 20% least deprived areas. The health of people in Brighton and Hove is varied compared with the England average. About 15% (6,600) of children live in low income families. Life expectancy for both men and women is similar to the England average.</p>
3.2	<p>The Trust is seeking a Specialist to join the Brighton CAMHS Service. This vacancy has arisen due to new development and the Trust regards this as an opportune moment to develop the functioning of the team. This post will be part of the CAMHS team in Brighton and also be the Named doctor for Safeguarding in Brighton and Hove.</p> <p>This post is one example of the commitment of the Trust to not only ensure career development for our SAS workforce but to also develop better provision and capacity for Brighton and Hove CAMHS Service and the families and carers using the service in challenging times. This post completes the medical establishment of the team providing a minimum of 1.0 whole time equivalent SAS doctor for the Brighton and Hove area.</p>
3.3	<p>Provide detail of the geographical area(s) the post covers</p> <p>The City of Brighton and Hove population is approximately 289,000 with approximately 20% being within the CAMHS age range of 0-18 years. Brighton & Hove is situated between the sea and the beautiful South Downs and is one of the most vibrant and unique cities on the South Coast.</p> <p>Brighton & Hove is a dynamic, cosmopolitan and diverse city. This diversity extends to its Children and Young People where many cultures are represented as well as differing SOCIO – Economic Status, ranging from affluent middle or higher income families in areas such as Hove to inner city less affluent housing estates and areas of real social and economic challenges.</p> <p>There are excellent road and rail links, with London City, Gatwick and Heathrow Airports all within easy reach. As well as an extensive bus network, Brighton and Hove also promotes healthy and environmentally friendly travel including cycle lane across the city.</p> <p>By joining Sussex Partnership NHS Foundation Trust, you would be able to reap the benefits of a varied lifestyle living along the South coast. Whether it is enjoying the beaches, taking in the outstanding natural beauty of the South Downs National Park, or a visit to the seaside town of Worthing, there is something for everyone to enjoy. Say goodbye to your long commute and come and join us, living and working in Sussex.</p> <p>This Specialist Psychiatry post is an integral part of a well-functioning, experienced multi-disciplinary Child and Adolescent Mental Health (CAMHS) team based in Brighton and Hove.</p>
3.4	The current multidisciplinary team establishment is as follows:

	<table> <tr> <th>WTE</th><th>*Subject to change*</th></tr> <tr> <td>1.0</td><td>General Manager</td></tr> <tr> <td>1.0</td><td>Locality Manager</td></tr> <tr> <td>4.6</td><td>Consultant including Speciality Doctor and this post</td></tr> <tr> <td>3.4</td><td>Clinical Psychologist</td></tr> <tr> <td>11.4</td><td>Nurses/Mental Health Practitioner/Duty</td></tr> <tr> <td>3.1</td><td>Psychotherapist /Psychotherapy</td></tr> </table>	WTE	*Subject to change*	1.0	General Manager	1.0	Locality Manager	4.6	Consultant including Speciality Doctor and this post	3.4	Clinical Psychologist	11.4	Nurses/Mental Health Practitioner/Duty	3.1	Psychotherapist /Psychotherapy
WTE	*Subject to change*														
1.0	General Manager														
1.0	Locality Manager														
4.6	Consultant including Speciality Doctor and this post														
3.4	Clinical Psychologist														
11.4	Nurses/Mental Health Practitioner/Duty														
3.1	Psychotherapist /Psychotherapy														
3.5	<p>Psychiatry doctor names associated with this team and areas they cover.</p> <ul style="list-style-type: none"> • Dr Rick Fraser, Consultant Child and Adolescent Psychiatrist (Adolescent Outreach/EIP) • Dr Nimet Key, Speciality Doctor (CAMHS) • Dr Oana Rus, Consultant Child and Adolescent Psychiatrist (CAMHS NDP) • Dr Liam Young Consultant Liaison Child and Adolescent Psychiatrist. • Dr Koshnaf Al-Kadi, Locum consultant Child and Adolescent Psychiatrist (CAMHS) <p>The team also has a core trainee post in psychiatry and at times benefits from a GP trainee core training post. There is also a Higher Specialist Training Post (CAMHS) within the team.</p>														
3.6	<p>Availability of other relevant local mental health services, e.g. CAMHS, OPMH</p> <p>The Brighton and Hove Service has personnel based within wider Brighton and Hove Services such as YOS (Youth Offending Service) and the RU-OK Service (Substance Misuses) offering us an excellent working relationship with our partners in Social Services.</p> <p>Brighton CAMHS also has colleagues based within the Royal Alexandra Children's Hospital, providing Mental Health liaison and this links in with the community service.</p>														
3.7	<p>Details of inpatient service facilities</p> <p>The post holder will provide input to the multi-disciplinary community team and has no responsibility for inpatients</p> <p>The Children and Young People Service has an Adolescent inpatient unit which is based at Chalkhill, Haywards Heath. All patients are overseen by the inpatient Consultant Psychiatrists.</p>														
3.8	<p>Teams that support the post holders' team and details</p> <p>There is an Early Intervention in Psychosis team, this post would provide sessional support to the EIP Team age range 14-35 year olds which covers the whole of Brighton and Hove. There is a positive history of the team working in partnership with Child Development and Acute Paediatric colleagues in the area.</p> <p>The service has an excellent reputation for supporting trainees across all disciplines.</p>														

	<p>There is a well-established peer group of Brighton and Hove CAMHS Consultant Psychiatrists who meet together to address business issues, provide peer support, CPD and learning. In addition, there is a monthly academic session for all CAMHS Consultant Psychiatrists.</p>
3.9	<p>Details of Trust-wide SAS network.</p> <p>Sussex Partnership is a large Trust covering West Sussex, East Sussex, Brighton and Hove and Hampshire. There is a wide Consultant network within the Trust. Consultants meet regularly both locally and in wider network meetings.</p> <p>Consultants and Speciality Doctors in the Children and Young People Service meet regularly (once a month) to discuss:</p> <ul style="list-style-type: none"> • Providing and developing excellent evidence-based services • Providing clinical leadership to MDT • Service transformation • A possibility for supervision of difficult clinical cases, • Development and training for consultant and SAS doctors in Children and Young People Service (ChYPS) Care Delivery Service (CDS). • Professional support <p>This meeting is for all Doctors to attend, details of this meeting will be emailed to you upon starting.</p>
3.10	<p>The operations of the local services to which this consultant post relates</p> <p>The Child and Young People Service (ChYPS) Care Delivery Service (CDS) provides a full range of outpatient and inpatient services for children and adolescents. The CDS's aim is to manage transition between outpatient and inpatient, and other services through outreach services. Currently there are integrated community teams working with young people with mental health, looked after and adopted children and there is a well-established inpatient service for adolescents based in Chalkhill, which is located in the grounds of the Princess Royal Hospital at Haywards Heath.</p> <p>The post holder will be expected to work in partnership with children, young people and their carers so that they are fully involved in and empowered to make decisions about their treatment and care. It remains a priority to establish and maintain good communication and effective working relationships with referrers and to work closely with other agencies e.g. Health, Children's Services, Police and YOS in relation to individual patients and service development. It will be important for the post holder to build a knowledge of and links with voluntary and independent service providers locally.</p> <p>All Consultant Psychiatrists, senior clinicians of other professions, and clinical managers will be expected to embrace the multi-disciplinary working culture of the Service. In addition the post holder will be expected to participate in integrated multi-disciplinary leadership development programmes which support multi-disciplinary team and inter-agency partnership working.</p>
3.11	<p>Care Delivery Service management and governance arrangements.</p> <p>The Consultant will be a member of the Sussex CAMHS Consultant group and will be expected to engage in specific locality meetings between managers and Consultants as agreed with the Lead Consultant.</p>

	<p>The Trust is committed to a strong management and professional partnership to manage and govern all services and this is reflected in the management structure at all levels within the organisation</p>
3.12	<p>Detail clinical input and service development time.</p> <p>A normal working week comprises of 8PAs of direct clinical care, 1 PA of additional NHS responsibility and 1PAs of supporting professional activities (this varies for part time employees). The post holder will be expected to act in a consultative capacity to other members of the multi-disciplinary team.</p> <p>The post holder's main objective would be to provide psychiatric input to the Child and Adolescent Mental Health Service and partnership agencies. Please see section 11.0 for a full list of duties.</p> <p><u>Special clinical interests:</u></p> <p>In partnership with the Clinical Director, General Manager and clinical colleagues, the post holder will be expected to develop a specialist clinical interest which contributes to the priorities of the care group.</p> <p><u>Clinical audit:</u></p> <p>Consultants are expected to participate actively in clinical audit, selecting relevant subjects for audit and supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>It is desirable that the post holder is registered as an approved clinician, and trained and registered for Section 12 (2) of the Mental Health Act. And it would be expected that S12 approval is achieved within 6 months of being in post and approved clinician approval within 2 years.</p>
3.13	<p>Detail summary patterns of referral and the systems in place for caseload flow.</p> <p>Referrals into Specialist CAMHS are triaged daily by the CAMHS duty worker. There is a weekly team meeting where they are also discussed. Referrals into Brighton & Hove CAMHS vary from 40-50. Consultants may be approached to discuss high risk or complex referrals into the team</p>
3.14	<p>Detail new referral numbers per week; how the team assesses and allocates referrals; expectation of team members and the Consultant including types of cases.</p> <p>Brighton & Hove referrals average 50 a week.</p> <p>All young people are allocated to the duty worker system unless they require an individual lead practitioner or specific care pathway. Young people are informed at the initial assessment should they require discussion whilst waiting for therapy or review that they contact the duty worker. This is written into their care-plans.</p> <p>Types of cases -</p> <ul style="list-style-type: none"> • Depression • Anxiety • OCD • Neurodevelopmental Disorders • Learning disability with co-morbid MH • Crisis response <p>Following assessment; young people are discussed at the weekly MDT meetings. Psychiatry</p>

	allocation is discussed in this forum and agreed.
3.15	<p>Expected caseload numbers per team member and the role expected of the psychiatrist within the team.</p> <p>An indicative workload for this post would be approximately 80-90 open cases at any one time and approximately 2 new cases seen per week. There are good multi-disciplinary team structures, to discuss referrals via formal and informal contact. There are also systems for team members to meet with Consultant colleagues to discuss risk and complexity, whilst care co-ordinating remains the responsibility of the clinician.</p> <p>There is also a commitment to attend the weekly specialist CAMHS discussion and allocation meeting shared between the three Consultants on a regular basis, as a part of the role.</p>
3.16	<p>Examples of good clinical Trust practice or local services that provide extra resource.</p> <p>In January 2018 we were awarded an overall rating of 'good' by the Care Quality Commission (CQC) and assessed 'outstanding' for being caring. This new rating follows an inspection of the Trust's services in Autumn 2017.</p> <p>The organisation had previously been assessed as 'requires improvement' in September 2016.</p> <p>The CQC said that patients and carers all gave positive feedback about the care they received, that they felt involved in decisions about their care and that staff considered their wellbeing and experience as a patient.</p> <p>They note that there were outstanding examples of practice such as clinical leadership and service user involvement. They also commented that our new leadership team brought an invigorated and open approach to the direction.</p>
3.17	<p>References to Trust, NHS England/CCG websites; for example, local specialist services and beacon sites.</p> <p>For further information on Sussex ChYPS please visit our website which can be accessed here: https://sussexcamhs.nhs.uk</p>
3.18	<p>Other teams and resources that relate to this service (to show how this post fits within the larger Trust service strategy).</p> <p>Sussex Partnership NHS Foundation Trust provides specialist CAMHS teams and for Looked After Children, Adopted Children, Children with a Learning Disability and young people in the Youth Justice System. There are also integrated Mental Health School Support Teams.</p> <p>The trust also provides a forensic CAMHS service, forensic services for adults, early intervention in psychosis (EIP) teams and Adult Mental Health Services.</p> <p>There are clear transition protocols for individuals moving between these services and teams collaborate to develop specific pathways or projects.</p>
3.19	<p>Involvement in strategic development of team and services.</p> <p>The Care Delivery Service regularly set and review clear service objectives. Teams are also encouraged to develop individual, locally focused projects.</p>

3.20	<p>Sussex Partnership is committed to participation, meaning that we involve service users, and their carers and supporters, in service decision-making and planning. All employees are expected to contribute to this shared value and to support services in the delivery of its participation strategy.</p> <p>Clinicians are encouraged to work in a participatory way so that shared decision making and conversations around formulation/diagnosis and ongoing care are a collaborative endeavour with the people who access our service.</p> <p>It is highly likely that at least one service user or carer will be on the interview panel for this role.</p>
4.0	<p>Continuing professional development (CPD)</p> <p>The post holder is expected to remain in good standing for CPD with the Royal College of Psychiatrists, <u>or</u> if not a member of the Royal College of Psychiatrists' CPD scheme, to have carried out an equivalent amount of CPD (i.e. at least 50 hours of CPD per year, at least 30 hours of which should be under the clinical domain if the doctor has clinical contact with patients) and to evidence this at their annual appraisal.</p> <p>The post holder will be expected to have a plan for such education as is deemed appropriate, considering his or her own needs and those of the service. Specialists are actively encouraged to take their study leave entitlement in line with Royal College Guidelines and to support the development needs identified in their PDP, Peer Group reviews and appraisal. The annual study leave entitlement for SAS doctors is £500 per year and up to 10 days per year (30 days every 3 years) subject to approval by the Clinical Lead/Director and the Director of Medical Education, Dr Michael Hobkirk.</p> <p>Clinical supervision is provided by peers at regular monthly psychiatry CAMHS meetings pan-Sussex and also monthly Psychiatry meetings within the Brighton area. The Trust is currently developing an individual supervision plan for consultants.</p> <p>The Specialist will be provided with clinical supervision by a Consultant in the service.</p> <p>All SAS doctors have a responsibility for ensuring their own continuing professional development and are expected to register for CPD with the Royal College of Psychiatrists. SAS Doctor peer groups are established which the post holder will be expected to join. The post holder can contact the SAS Tutor Dr Arun Kishore for more information when they have started in post. The Trust is committed to supporting CPD activities both internally and externally.</p>
5.0	<p>Clinical Leadership and medical management</p> <p>Medical management across the Trust is led by our Chief Medical Officer who is supported by Medical Directors, Associate Medical Directors, Clinical Directors, Clinical Leads and a Chief Pharmacist.</p> <p>The post holder will be expected to develop a medical leadership role within the multidisciplinary team and across the service as a whole which will include:</p> <ul style="list-style-type: none"> • Working with colleagues and managers to ensure that systems for maintenance of adequate quality standards, including waiting times, are in place. • Working with colleagues and managers to oversee patient pathways including case

	<p>allocation and day to day standards of care.</p> <ul style="list-style-type: none"> • Monitoring clinical risks and supporting staff in detecting and managing such risks • Working with the team coordinator or leader, to ensure that adequate team functioning and communication take place <p>In particular this post includes the role of Named Doctor for Safeguarding for Brighton and Hove and includes leadership responsibilities for Safeguarding in the trust.</p> <p>The Trust has a comprehensive 1, 2 and 3 yearly audit programme and the post holder will be expected to participate in this. Audit time is factored into the job planning and administrative time is made available. There is a central director of audit within the Trust whose team provides support for the statistical analysis of data.</p> <p>The post holder is expected to take on a significant role in the strategic development of child and adolescent mental health services. Quality Improvement is the chosen improvement methodology for this organisation. It is anticipated that the increased national focus on children's services will continue to provide enhanced opportunities for funding service developments and the post holder will be expected to work in tandem with the consultant colleagues, clinical psychologists, nurses and managers in CAMHS team and to provide a high profile in the county wide representation within the working parties and task forces set up by the commissioners or the trust.</p> <p>The post holder will be encouraged to contribute to other relevant management activities within the Directorate and the Trust. This might include participation in clinical governance activities, relevant working groups, or a future medical management post.</p>
6.0	<p>Appraisal & Job Planning</p> <p>The Trust is committed to ensuring all Trust medical staff is licensed, up to date clinically and fit to practice, in line with national medical revalidation guidance.</p> <p>The revalidation process includes an annual appraisal and the Trust's Revalidation Policy clearly sets out roles and responsibilities to support this.</p> <p>The Trust's Revalidation Support office is well established and provides an excellent service in supporting doctors in all aspects of revalidation.</p> <p>Dr Rick Fraser, Chief Medical Officer is the Responsible Officer.</p> <p>Trust doctors are encouraged, if interested, to become appraisers themselves and training for this role is offered.</p> <p>Group and individual job planning is supported by a clearly defined Trust policy and in place not only to meet the contractual requirements of the role but also to provide opportunities for personal and professional development and to help drive quality improvement.</p> <p>The Trust offers a structured mandatory corporate induction programme to ensure staff feel supported and welcomed into their new role. Local induction will assist to further orientate the post holder to the workplace environment and to their team/service. Mandatory and statutory training is also undertaken as part of the induction process where the post holder will have access to e-learning modules.</p>

7.0 Teaching and training

Sussex Partnership has a strong and progressive Medical Education Team that supports high-quality patient-centred training across the Trust. We recognise that SAS doctors make significant contributions to the advancement of psychiatry in areas of education, leadership, research and governance.

SAS doctor continuing professional education is underpinned by robust Governance arrangements. Our dedicated SAS Tutor is a member of the Medical Education Team and the first point of contact for all SAS Doctors. The SAS Tutor is there to support and offer advice and guidance on career related issues, education and development and the use of SAS funding at a local level.

Everyone benefits from SAS doctors receiving appropriate supporting professional activity time and study leave for revalidation preparation and continuing professional development (CPD). The SAS Tutor works closely with the Medical Education Team to address SAS training needs locally and to offer formal training pathways where appropriate. All SAS doctors have access to internal and external CPD activities / training programmes (including our well established and highly regarded Trust Academic Programme) as well as study leave time and funding; this is equivalent to their consultant colleagues and encompasses 10 days of study leave per year and a study budget of £1,500 over a 3 year cycle. As an organisation we regularly organise cross cover or rotate attendance at training days to ensure that all SAS doctors have the opportunity to attend.

The Medical Education Team is proactive in enabling SAS doctors to assume extended Education Roles, such as Educational Supervisor and Simulation Facilitator, in support of our progressive Medical Education Strategy. SAS doctors are invited to collaborate with the Medical Education Department across all of its key work streams including understanding and reducing Differential Attainment in International Medical Graduates, developing and delivering multi-professional Simulation, teaching students from Brighton and Sussex Medical School, Leadership Development and developing innovative teaching strategies including a virtual patient experience.

The Medical Education Team is establishing a SAS Local Faculty Group chaired by the SAS Tutor and attended by the Director of Medical Education and this will focus on:

- Ensuring SAS doctors have access to support and guidance relating to application for Certificate of Eligibility for Specialist Registration (CESR)
- Supporting CESR Applicants to apply for additional funding for personal and professional development activities where available
- Supporting and allocating time to SAS doctors to enable their full participation in the SPFT annual appraisal process including access to appraisee training (and appraiser training where applicable) and the necessary CPD and study leave requirements, which naturally arise from appraisal
- Specialist Grade doctor involvement in extended roles (Education Roles, Management Roles; Appraisal Roles; Education Roles)
- The development of the roles of SAS Tutor, SAS Clinical Lead and SAS Mentors (who support professional and personal development needs as well as appropriate support and time to learn new skills)
- The systems and processes for SAS doctors to undertake secondments in line with

	<p>SPFT policy</p> <ul style="list-style-type: none"> The breadth and depth of clinical work and relevant professional activities to enable the SAS doctors to achieve and maintain relevant competencies and develop as clinicians <p>Our Medical Education website is updated regularly and provides a valuable resource which covers all aspects of Medical Education. SAS doctors also have access to our full range of virtual and in person Library and Knowledge Services.</p>
8.0	<p>Research</p> <p>Sussex Partnership is committed to the design, delivery and translation of high quality research in order to improve our services and the experience of our patients. We are consistently one of the most active mental health research organisations in England and were ranked second out of 57 specialist mental health trusts for the number of people involved in research by the National Institute for Health Research (NIHR) in 2018-19. The Trust achieved a 62% increase in the number of people involved in research studies within the last year, having recruited 3,932 research participants in 2018/19 compared to 2,427 in 2017/18. We have strong academic partnerships with Brighton and Sussex Medical School, University of Sussex and University of Brighton particularly, and our reputation for clinical excellence is attracting leading clinical practitioners and researchers to Sussex. We attribute this success to our patients who take part and to staff and clinicians in the Trust, by paying attention to all aspects of the research process, from design of new studies, to delivery of existing research and to the translation of findings into practice.</p> <p>The Trust academic centre offers first class facilities and is based at the Sussex Education Centre in Hove. The universities provide access to statistical support and advice. At any given time, there are several major studies being undertaken within the Trust. Smaller individual projects are subject to standard screening as well as local ethics committee approval before sign off. The Trust's Chief Medical Officer is the Deputy Chair for the regional Clinical Research Partnership Board.</p> <p>The post has no specific teaching or research responsibilities other than those which are inherent in clinical duties. However, there are opportunities to use SPA time for teaching or clinical and other basic research through Sussex University and Brighton and Sussex Medical School, where Professor Hugo Critchley is Chair of Psychiatry.</p>
9.0	<p>Mental Health Act and Responsible Clinician Approval</p> <p>The post holder will be expected to be approved as a Responsible Clinician or be able to achieve this in the first 2 years of the post.</p> <p>The post holder must be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.</p>
10.0	<p>Secretarial Support and office facilities</p> <p>The Trust strives to maximise clinical time for doctors by reducing the amount of time they spend on administrative duties as far possible and a clear structure for admin support has been developed.</p>

	<p>The service benefits from an established administrative support team and the post holder will have access to administrative support.</p> <p>The Specialist will have access to their own laptop and mobile phone; the functioning of both devices is supported by a centralised IT service.</p> <p>The Specialist will have access to a shared office, shared with other Psychiatrists in the team.</p> <p>Private bookable rooms are available for supervision.</p> <p>The post holder has access to the use of clinical rooms and separate administrative office space, as well as a locker.</p>
11.0	<p>Clinical duties of post holder</p> <p>The post holder is required to:</p> <ul style="list-style-type: none"> • To provide medical psychiatric assessment and intervention, including pharmacology and mental health act assessments to the CAMHS in Brighton and Hove ensuring best quality and most effective psychiatric care, working within a multi-disciplinary team. The Trust is committed to implementation of New Ways of Working. • To provide neuro-developmental assessments i.e. ASD, ADHD in partnership with multi-disciplinary team colleagues working within the agreed care group wide care pathways. • To provide medical psychiatric advice and consultation to colleagues in CAMHS, health, social care, education and other staff across a range of agencies. • To deliver training across care groups and agencies, as agreed, to improve the knowledge and capacity of other professional colleagues. To engage in improving the quality of mental healthcare locally. • To work as part of the multi-professional team providing high quality specialist CAMHS clinical advice, assessment and intervention to children and young people in the area in a range of settings. • To engage families/carers in planning and provision of care. • To provide timely advice and consultation to GP's, social services and other referrers, facilitating appropriate access to services. • To be available to colleagues within the multidisciplinary team to provide advice and assistance on both routine and urgent clinical matters. • To participate in the team's referral and allocation system. • To participate in the multi-professional rota available to administrative staff to advise on suitable care pathways for referrals screened/received daily. • To participate in the CAMHS Consultant Psychiatrists rota (see below). • To operate within guidelines, policies and procedures relevant to the post. • To engage in the monthly consultation meetings with colleagues in social services and education to facilitate partnership working for the benefit of the children and young people known to both services. • To provide clinical leadership in partnership with other senior colleagues to the multidisciplinary team, contributing to supervision and care management systems within the team. • In collaboration with the multidisciplinary team, the post holder will endeavour to

	<p>assess all emergencies referred to them on the same day of referral. When necessary this will include responsibility for Mental Health Act assessments of young people.</p> <ul style="list-style-type: none"> • To participate in planning and developing local Mental Health Services and to contribute constructively to improving the standards of mental health care offered by Sussex Partnership NHS Trust. • To engage in the future development and planning of services for children and young people.
12.0	<p>Clinical governance and quality improvement</p> <p>The post holder will contribute to the Trust's delivery of its integrated clinical governance and quality improvement agenda along with the National Service Framework modernisation agendas. Specific responsibilities will be agreed in collaboration with colleagues of the multi-disciplinary community and inpatient teams, the general manager, lead consultant and clinical director.</p> <p>The post holder will be expected to select relevant subjects for audit and achieve data collection targets in line with Care Group objectives and record timely clinical activity data whilst supporting junior medical staff and members of the multi-disciplinary team in undertaking and presenting relevant audit projects.</p> <p>Participation in service/team evaluation and the planning of future service developments is a key responsibility. The Trust has a Quality Improvement strategy, A Quality Improvement Support Team, an active QI training programme and partnerships with other organisations including QI Life. The post holder will be expected to be involved in using QI locally and organisationally to improve quality and safety.</p> <p>The post holder will be expected to maintain responsibility for the setting and monitoring of quality standards including but not limited to; overseeing patient pathways including case allocation and day to day standard of care; monitoring clinical risk and supporting staff to detect and manage risk.</p>
13.0	<p>General Duties</p> <ul style="list-style-type: none"> • To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant. • To undertake the administrative duties associated with the care of patients. • To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department. • To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service. • To engage in medical appraisal and revalidation as set out in the Trust policy on this area. • To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme. • To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval (if appropriate), and to abide by professional codes of conduct. • To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to

	<p>take into account changes in service configuration and delivery associated with modernisation.</p> <ul style="list-style-type: none">• To work with local managers and professional colleagues in ensuring the efficient running of services, and share with medical colleagues in the medical contribution to management.• To comply with the Trust’s agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the Chief Medical Officer and other managers in preparing plans for services.• Recognises and takes responsibility for safeguarding children, young people and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.• Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care and maintains up to date knowledge regarding Equality and Diversity• Understanding and utilisation of the relevant legal framework provided e.g. MHA 1983 and the MCA 2005 is essential. A Specialist Grade postholder in psychiatry would need as a minimum to be section 12(2) MHA 1983 approved, if not have Approved Clinician (AC) status/approval and be on the AC register.														
14.0	<p>External duties, roles and responsibilities</p> <p>The Trust actively supports the involvement of the SAS Doctor body in regional and national groups subject to discussion and approval with the Chief Medical Officer and, as necessary, the Chief Executive Officer.</p>														
15.0	<p>Other duties</p> <p>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.</p>														
16.0	<p>Work Programme</p> <p>It is envisaged that the post holder will work x programmed activities over x days. Following appointment a meeting will take place no later than three months from appointment 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 9 to be devoted to direct clinical care and 1 to supporting professional activities The 1.0 programmed activity for SPA can be used for CPD, audit, teaching, research, management and service development which will be identified through job planning. Specific programmed activity may be agreed in line with both individual and service need.</p> <table><tr><th></th><th>AM/ PM</th><th>LOCATION</th><th>TYPE OF WORK</th><th>DCC/SPA</th></tr><tr><td rowspan="2">Mon</td><td>AM</td><td>Team Base</td><td>Clinics</td><td>DCC</td></tr><tr><td>PM</td><td>Team Base</td><td>SPA Activity</td><td>SPA</td></tr></table>		AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA	Mon	AM	Team Base	Clinics	DCC	PM	Team Base	SPA Activity	SPA
	AM/ PM	LOCATION	TYPE OF WORK	DCC/SPA											
Mon	AM	Team Base	Clinics	DCC											
	PM	Team Base	SPA Activity	SPA											

	Tues	AM	Team Base	Clinics	DCC
		PM	Team Base	Named Doctor for Safeguarding (Brighton and Hove)	NHS
	Wed	AM	Team Base	Team Meeting/Admin	DCC
		PM	Team Base	SPA Activity	SPA
	Thurs	AM	Team Base	Clinics	DCC
		PM	Team Base	Admin	DCC
	Fri	AM	Team Base	Clinics	DCC
		PM	Team Base	Clinics/Admin	DCC
<p>Note: It must be accepted that the resources available to the Trust are finite and that changes on workload and developments requiring additional resources must have prior agreement through Trust management arrangements.</p>					
17.0	<p>On call and leave cover arrangements</p> <p>The post holder will take part in the team based daily rota for emergencies, together with the rest of the Consultants and the speciality doctor in the team. For this daily rota, a member of the multidisciplinary team is first on duty and the doctor will be approached if needed.</p> <p>There is no out of hours on call responsibility.</p> <p>A Trust operational manager is on call each day.</p>				
18.0	<p>Leave and cover arrangements</p> <p>The post holder is entitled to 32 days of annual leave plus bank holidays for the first 7 years of their service and the Trust has agreed locally that SAS Doctors will be eligible for 34 days plus bank holidays thereafter and 30 days of study leave over three years. This will be calculated pro-rata for less than full time posts.</p> <p>Annual leave, study and special leave will be covered within the pool of local Doctors and is agreed and authorised using electronic unavailability management software.</p>				
19.0	<p>Contract Agreement</p> <p>The Specialist Grade (2021) national terms and conditions of service available from the NHS Employers website will apply. Any future nationally agreed amendments would also apply. Any local amendments to the nationally agreed terms will be negotiated through the Trust's Medical Negotiating Committee.</p>				

<p>20.0</p>	<p>Wellbeing</p> <p>You work hard to support the health and well-being of patients and service users. We believe you should have access to excellent Occupational Health to improve and maintain your health and well-being.</p> <p>The aim of Occupational Health is to work with managers and staff to promote and improve health and well-being of staff.</p> <p>Contact Information and services provided by Occupational Health can be found on the Trust intranet.</p> <p>The Trust has recruited to a newly created SAS Advocate post, who will promote and improve support for SAS doctors' health and wellbeing.</p>
<p>20.1</p>	<p>The Trust recognises that being involved in a serious incident can have a significant impact on a clinician's wellbeing. The following wellbeing systems are available to doctors in such an event:</p> <ul style="list-style-type: none"> • Discussion with Team Leader/Service Manager • Discussion with the Clinical Lead or Clinical Director • Team Debrief • All Trust Consultants are encouraged to join a local peer group that meets regularly; serious incident cases can be discussed and peer support sought during such meetings • Reflective discussion during the annual appraisal meeting
<p>20.2</p>	<p>The Trust's Job Planning Policy is based on guidance set out by the BMA and NHS Employers, as well as the relevant sections of the national Terms and Conditions for the Consultant Contract. It emphasises a partnership approach being taken by the doctor and their manager in this process. Job Planning is part of an annual review cycle but it is recognised that an interim job plan review may be requested (by the doctor or their manager) if duties, responsibilities and accountability arrangements have changed or need to change significantly within the year.</p>
<p>20.3</p>	<p>A list of our ongoing wellbeing activities across the Trust can be found on the Trust intranet.</p>
<p>21.0</p>	<p>Visiting arrangements</p> <p>Candidates are welcome to visit our services and meet the team using the below contact details.</p> <p>Peter Joyce - General Manager Peter.joyce@spft.nhs.uk</p> <p>Dr Sarah Jonas - Associate Medical Director and Lead Psychiatrist Sussex CAMHS 07880 182941 Sarah.jonas@spft.nhs.uk</p> <p>Further details about our Trust can be obtained via our website www.sussexpartnership.nhs.uk</p>

Person specification/selection criteria for Specialist Grade

ASSESSMENT STAGE	SCR Screening prior to short-listing	IP Interview Panel
ABBREVIATIONS	SL Short-listing from application form	REF References

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	SCR	Qualification or higher degree in medical education, clinical research or management.	SL
			MRCPsych	SCR
			Additional clinical qualifications.	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment.	SCR	In good standing with GMC with respect to warning and conditions on practice	SCR
	Completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification	SL		
	A minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted.	SL		
	To be section 12(2) MHA 1983 approved (or achieve within 6 months of appointment), if not have Approved Clinician (AC) status/approval and be on the AC register.	SL		

TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	SCR		
-----------	---	-----	--	--

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
Professional Values and Behaviours, Skills and Knowledge	Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists).	SL, IP	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, IP
	Demonstrates the underpinning subject-specific competences i.e. knowledge, skills and behaviours relevant to the role setting and scope.	SL, IP		
	Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.	SL, IP		
	Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior and independent/ autonomous practitioner. <i>(All senior doctors/dentists (including consultants and GPs) work independently/autonomously to a level of defined competencies, as agreed within local clinical governance frameworks.)</i>	SL, IP		
	Critically reflects on own competence, understands own limits, and seeks help when required.	SL, IP		
	Communicates effectively and is able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.	SL, IP		
	Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g. using interpreters and	SL, IP, REF		

	making adjustments for patients with communication difficulties.			
	Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.	SL		
	Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.	SL		
	Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. Understanding and utilisation of the legal framework provided by both the MHA 1983 and the MCA 2005	SL, IP, REF		
	Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.	SL		
Leadership and Teamworking	Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex or unpredictable and seeking to build collaboration with, and confidence in, others.	SL, IP		
	Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.	SL, IP		
	Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary	SL, IP		

	and interprofessional team working.			
	Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.	SL, IP		
	Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development.	SL, IP		
	Demonstrates ability to challenge others, escalating concerns when necessary.	SL, IP		
	Develops practice in response to changing population health need, engaging in horizon scanning for future developments.	SL, IP		
Patient Safety and Quality Improvement	Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.	SL, IP	Leads new practice and service redesign in response to feedback, evaluation and need, promoting best practice.	SL, IP
	Applies basic human factors principles and practice at individual, team, organisation and system levels.	SL, IP	Critically appraises and synthesises the outcomes of audit, inquiries, critical incidents or complaints and implements appropriate changes.	SL, IP
	Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.	SL, IP		
	Advocates for, and contributes to, organisational learning.	SL, IP		
	Seeks feedback and involvement from individuals, families, carers, communities and colleagues in safety and quality service improvements reviews.	SL, IP		
	Evaluates and audits own and others' clinical practice and acts on the findings.	SL, IP		

	Reflects on personal behaviour and practice, responding to learning opportunities.	SL, IP		
	Implements quality improvement methods and repeats quality improvement cycles to refine practice; designing projects and evaluating their impact.	SL, IP		
	Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes.	SL, IP		
Safeguarding Vulnerable Groups	Recognises and takes responsibility for safeguarding children, young people and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.	SL, IP		
	Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.	SL, IP		
Education and Training	Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and the relevant generic capabilities to lead and develop services.	SL, IP	Creates effective learning opportunities and provides developmental feedback, both verbally and in writing, to learners and doctors/dentists in training, as required by the role.	SL, IP
	Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.	SL, IP	Plans and provides effective teaching and training activities as required by the role.	SL, IP
	Identifies and creates safe and supportive working and learning environments.	SL, IP		
	Can act as a role model, educator, supervisor, coach or mentor for medical and non-medical practitioners.	SL, IP		
	Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership).	SL, IP		

	Takes part in patient education.	SL, IP		
Research and Scholarship	Keeps up-to-date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.	SL, IP	Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation.	SL, IP
	Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.	SL, IP		
	Locates and uses clinical guidelines appropriately.	SL, IP		
	Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.	SL, IP		