

Appointment of

Consultant in Child and Adolescent Psychiatry

Children, Young People and Families Directorate Child and Adolescent Mental Health Service (CAMHS)

> **Darwin Centre for Young People Inpatient Adolescent Psychiatry**

> > 10 Programmed Activities











Job Description				
Post:	Consultant in Child and Adolescent Psychiatry			
	We are looking for an experienced clinician to move the unit forward into the new Children's Hospital			
Base:	The Darwin Centre for Young People, Ida Darwin Hospital, Fulbourn, Cambridge, CB21 5EE			
Hours	10 Programmed Activities			
Contract type:	Substantive			
Accountable professionally to:	Dr Venkat Reddy, Clinical Director			
Accountable operationally to:	Chief Executive through Chief Medical Officer and the Clinical Director of Children, Young People and Families Directorate for all clinical and professional matters.			
Key Working Relationships:	Clinical Director Operational director Service Manager Team Manager CAMHS Consultants Tier 3 Teams Intensive support team Home treatment team Crisis Team Partner agencies working with children.			
Principle Job Purpose:	Deliver an effective, efficient, and evidence-based adolescent inpatient psychiatry service in collaboration with multi-disciplinary colleagues in community services and other inpatient wards.			
Other Responsibilities	Observe local and national employment directives, clinical governance policies and Health and Safety policies.			

THE POST

- The post-holder will provide medical leadership to the Darwin Centre for Young People working closely with MDT and nursing team colleagues delivering the service in line with the NHS England Service specification.
- The post-holder will provide Consultant Psychiatrist clinical assessment and treatment to adolescents with acute, high risk psychiatric disorders referred for admission to an inpatient ward. This may include telephone consultation to colleagues within and outside the CPFT, completion of access assessments from paperwork, pre-admission assessments, and rapid assessment after crisis admission.
- To be eligible to apply for or already approved under Section 12 MHA
- To be eligible to train for or already qualified as an Approved Clinician.
- Attend and help shape the team meetings in order to ensure robust clinical governance activities are maintained.
- Link with Intensive Support Team and community teams to formulate discharge plans.
- 2.5 Programmed Activities (or pro-rata) are allocated for CPD, audit, clinical governance, teaching, training, supervision, research, and other supporting professional activities. Of this, 1.5 PA (or pro-rata) is mandatory and an additional one PA (or pro-rata) is also allocated to supporting professional activities that benefit both the post-holder's professional development and the Trust's ability to deliver high quality and properly governed services. There is a termly CPD event. Examples of SPA activity include working within the Trust's governance structure e.g. participation in the Ethics Committee, Clinical Audit and NICE Implementation Group, the Medicines Management Committee or fulfilling the role of Lead Clinician. There are a great many CPD opportunities including lectures, case conferences and journal clubs.
- Training of Core and Specialty trainees including as their Consultant Supervisor. The Darwin Centre is a placement for CPFT's Core Training scheme and Specialty Trainees in Child & Adolescent Psychiatry who are on the East of England Higher Training Scheme
- Contribute to the daytime Duty Consultant rota. Together with consultant colleagues and ensure Consultant cover is available as needed to back up the Duty Practitioner.
- Participate in the Consultant Child and Adolescent Psychiatrist out of hours on-call rota
 (currently 1 in 8) providing Child Psychiatry, non-residential, third tier, on call
 advice/supervision to doctors in training grades and duty CAMH practitioners. This is a Trustwide rota covering all of Cambridgeshire and Peterborough, the three Tier 4 units and the
 three acute hospitals. There is an expectation that phone calls will be responded to promptly
 and that on occasion consultants may be required to attend a hospital site to assess patients.
- Contribute to the teaching and training of STs, CTs, medical students and MDT members.
- Provide consultation to multi-agency colleagues working with children and young people on an
 occasional basis and attend to any safeguarding needs that arise in accordance with local and
 national best practice standards.
- Maintain high quality clinical records and otherwise participate in the administrative duties associated with patient care and the running of the service.
- Collaborate with medical colleagues to maintain the service in the absence of departmental colleagues due to annual leave, study leave and short-term sickness.

Notes

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements, including the possibility of NHS England reviewing its commissioning arrangements leading to a change in the job role. Such a change would be discussed with the post holder and would form the basis of a revised job plan.
- The job plan is subject to annual review by the Clinical Director. All consultants participate in annual appraisal and will re-validate with the General Medical Council. Collection of 360degree feedback and patient feedback for these purposes is now routine.

• If the appointee has Mental Health Officer status under the NHS Superannuation Scheme this will be retained.

INDICATIVE TIMETABLE AND WORKLOAD:

There are number of currently fixed commitments, although these could be altered over time. In addition to cross covering colleagues in Tier 4 the post holder provides daytime emergency cover approximately 3 times a month to the South CAMHS system, although usually, 3rd line to a CAMHS Practitioner and ST4-6.

There is an average of 1 admission every 1.5 weeks, and three CPA's each week. Patients are seen at least once each week in the ward round, there is flexibility to see patients more frequently and to meet with families.

Darwin Centre Timetable				
	Morning	Afternoon		
Monday	9.00-9.30 Team handover	Ward work		
	9.40 -10.00 morning community meeting	SPA		
	Ward work	CPA		
	12:30 – 13:30 SLT			
Tuesday	9.00-9:30 Team handover	Staff support		
	9.40 morning community meeting	1 hour ST supervision		
	10.00 - 13.00 Ward round	SPA		
	14.00 ward governance meeting monthly			
Wednesday	9.00-9.30 Team handover			
	9.40-10.00 morning community meeting	1.45-2.30 governance meeting monthly		
Thursday	9.00-9.30 Team handover	14.00- 15.00 Formulation		
	9.40-10.00 morning community meeting	group		
	10.00 -13.00 Ward round	СРА		
Friday	9.00-9.30 Team handover	SPA		
	9.40-10.00 morning community meeting	1 hour CT supervision		
	CPA/ ward work			
Day time	Cross cover for Tier 4 colleagues			
cover	3 rd tier daytime emergency rota for Brookside and Addenbrookes approx. 3 per month with CAMHS practitioner first call and ST second.			
Out of hours	3 rd tier 1:8 out of hours cover for CPFT area.			
	All speciality CT first on call and all speciality ST second oncall			

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Education/ Qualifications	 Full GMC registration and licence to practice MBBS or equivalent MRCPsych or equivalent qualification/certification Section 12 Approved Psychiatrist or willingness to obtain training. Approved Clinician Status or willingness to obtain training 	Therapeutic qualification
Entry criteria for the grade:	 Specialist Registration in Child and Adolescent Psychiatry or within 6 months of attainment of CCT at time of interview. Shall have equivalent experience and competencies as recognised by GMC 	
Experience	 Proven experience of good working relationships Experience of multi-disciplinary working Experience of training doctors in training. 	 A range of specialist and sub-specialist experiences relevant to this post Previous experience of leadership in an inpatient setting
Skills/Ability/ Knowledge	 Excellent knowledge in specialty Decision-making and problem-solving skills including children and young people Management skills. Excellent verbal and written communication skills. Ability to take a clinical lead. Able and willing to represent department at Trust wide meetings. Able to work and build relationships with others. Ability to travel 	 Training/skills in a relevant therapeutic modality e.g. CBT, Family Therapy, parenting programmes
Academic skills, lifelong learning abilities	 Able to deliver undergraduate or postgraduate teaching and training. Participated in continuous professional development. Participated in research or service evaluation. Able to use and appraise clinical evidence. Has actively participated in clinical audit. Clear-thinking (P) Enthusiastic 	 Published on a relevant subject in a peer reviewed journal. Reflected on purpose of CPD undertaken. Participated in quality/service improvement initiative. Led a clinical audit leading to significant change. Evidence of achievement in education, research, audit, and service improvement: awards, prizes, presentations, and publications
Qualities/ Attributes	 Able to demonstrate reflective practice. Approachable and flexible. Reliable. Ability to demonstrate/develop an understanding of service within the wider context of the changing NHS and Mental Health Services. Able to tolerate clinical complexity, uncertainty, and change 	Experience of developing services in a constantly changing environment within tight budgetary restraints
Equality	Demonstrate understanding of acceptance and commitment to the principles underlying equal opportunities.	

The Darwin Centre for Young People

The Darwin Centre is a 14-bed inpatient adolescent unit for young people from 13 to 17 years with severe mental health problems. It is commissioned regionally by the EoE Providers' Collaborative, but the principal catchment area is Cambridgeshire, Peterborough, and the surrounding counties.

We have a full multidisciplinary team with nurses, health care assistants, a clinical nurse specialist and a ward manager. We have a range of specialists, including psychologists, systemic family therapist, occupational therapist, social worker, art, and music therapy. The unit is an AMBIT informed service. We run a DBT programme and provide EMDR.

The Unit has been twice accredited by QNIC and received positive CQC reports. We have low rates of physical restraint, good patient and parent feedback and outcomes. We have active patient and parent involvement in recruiting and training staff.

We are currently planning for the move to Cambridge Children's, the new East of England Children's hospital. This is an exciting development bringing mental and physical health inpatient services for young people together with research on the Cambridge University Hospital's campus.

CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST

1. CPFT's Mission

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

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

NHS Values

We are committed to the core NHS values which we underpin in all that we do -

- Working Together for Patients
- Compassion
- Respect & Dignity
- Everyone Counts
- Improving Lives
- Commitment to Quality of Care

CPFT Values

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

SERVICE PROVISION

Children's Services

Our two Tier 4 CAMHS inpatient services are: The Darwin Centre for Young People, and The Croft Children's Unit. These are commissioned by NHS England to provide a national resource for young people needing admission to hospital, although the usual catchment is Cambridgeshire, Peterborough, and surrounding counties.

There is a nurse led CAMHS Intensive Support Team in CPFT to support children at home and assist with discharge.

The ICS has recently funded development of crisis and home treatment teams.

The Trust also delivers community Child and Adolescent Mental Health Services to Cambridgeshire, Peterborough and South Lincolnshire and community Child Health Services in Peterborough. These include specialist services such as Community Paediatrics and associated specialist therapies, Universal Services (Health Visiting and School Nursing), Nurse-led specialist services - Family Nurse Partnership to support vulnerable young mothers, Children's Community Nursing to support children needing nursing support in their own homes. We have a well-developed team for Children who are Looked After and Children's Safeguarding Team based in Peterborough.

CPFT provides a health in-reach team is now also provided to Clare Lodge, Peterborough, a 16 bedded 'welfare only' secure children's home for girls.

THE CHILD AND ADOLESCENT MENTAL HEALTH SERVICE

The three community CAMH Teams

CPFT Tier 3 CAMH services are provided by three teams:

- South Team Based at Brookside Family Consultation Clinic, Cambridge.
- Central Team Based at Newtown Centre, Huntingdon
- North Team Based at City Care Centre, Peterborough

The South and Central teams work closely together with joint CPD events and some staff working across both sites.

The Central team also provides a satellite clinic to the Fenland area based at Doddington Hospital.

The North CAMH team is fully integrated with other children's services – both specialist services including Community Paediatrics and universal services including Health Visiting/School Nursing. These services are all co-located at the City Care Centre, Peterborough.

The services are delivered through Core CAMH and Neurodevelopmental CAMH care pathways, the latter comprising ADHD, ASD, and LD services. The teams include psychiatrists, psychologists, therapists, and mental health practitioners all of whom work flexibly across sites as necessary. Some staff are work across pathways and others work specifically in one or other service or pathway.

CPFT is a second wave adopter of Children and Young People's Improving Access to Psychological Therapies (CYP IAPT) and has embedded the key principles of CYP IAPT – use of Routine Outcome Measures in supervision, training in evidence-based therapies, service user involvement in own care and the design of services. Young people are currently involved in work on improving Transitions between CAMHS and adult services. The transition is currently after 17th

birthday, but commissioning intentions are for services to be extended to the 18th birthday in the future.

The Eating Disorders Pathway

The pathway comprises a single eating disorders team which assesses and treats patients to the age of 18. The pathway has capacity to see 100 patient per year and is working with those YP with predominantly restricting pattern eating disorders. The team works closely with the adult Community Eating Disorders Service and acute paediatrics.

The Intensive Support Team (IST)

The IST is a highly regarded CAMH team which aims to provide an alternative to hospital admission by enabling young people to receive intensive support in the community.

Crisis Team and Home treatment team

These are new developments to support young people with rapid access in crisis and intensive home-based treatment to maintain them out of hospital. These teams are in development.

Cambridgeshire Child and Adolescent Substance Use Service (CASUS) provides specialist drug and alcohol treatment to young people and children living in Cambridgeshire. The team are also able to address the mental health needs of many of the substance using young people it works with. The team uses the treatment model AMBIT, a manualized framework designed for engaging with difficult to reach and socially excluded young people.

Cambridgeshire Centre for Paediatric Neuropsychological Rehabilitation is a highly specialist team offering outpatient assessment and treatment to children and young people with acquired brain injury in need of neuropsychological treatment. This innovative outpatient service works supra-regionally and is actively involved in research and collaboration with paediatric neurological and trauma teams.

First Response Service

Cambridge is a vanguard site to pilot an innovative way of delivering crises services which allows care nearer to home and avoid unnecessary A and E attendance. The First Response Team has been quite successful with Adult Patients and are now expanding to provide similar service to young people presenting in Crises. This is an exciting phase of development, and the post holder will have opportunities to work with this service and be at the fore front of development of this service.

Research links (see also appendix 1)

CPFT is a University of Cambridge Teaching Trust and member of Cambridge University Health Partners (Academic Health Science Centre). The Trust works collaboratively with the University of Cambridge Clinical School and is a partner in the local Collaborations for Leadership in Applied Health Research and Care (CLAHRC).

The School of Clinical Medicine is situated on the Addenbrooke's Campus in Cambridge. The Department of Psychiatry (Head of Department: Prof Ed Bullmore) is one of the departments of the clinical school. The department has bases on the Addenbrooke's site, at Douglas House and on the Downing site. There is currently a recruitment process for the vacant Professor in Child and Adolescent Psychiatry, and there is a University Lecturer (Paul Wilkinson) in Child and Adolescent Psychiatry, both based at Douglas House.

The Psychiatry, Neuroscience and Clinical Psychology assessment unit was the one of the highest ranked in the UK in the 2014 Research Excellence Framework. It carries out a range of world-leading research including neuroimaging, epidemiology, neuroendocrinology, neuropsychology, and treatment studies.

The candidate will be encouraged to pursue Research interests, both related the inpatient services and more widely. The Trust has close working relationship with Developmental Psychiatry and the appointment of Prof Paul Ramachadani as Chair for the Department of Education will create exciting opportunities for research for those interested.

Clinical services

The Trust provides integrated community and mental health, learning disability and social care services to 997,000 residents. Of these, 150,000 are children and young people under the age of 19 in Cambridgeshire and 55,000 children and young people under the age of 19 in Peterborough.

CPFT also is a designated Cambridge University Teaching Trust and a member of Cambridge University Health Partners, one of only five Academic Health Science Centres in England. CPFT encourages its staff to work closely with the Cambridge University and the Medical School to pursue academic and teaching interests.

CPFT employs more than 3,400 staff. Our main bases are at the Cavell Centre, Peterborough and Fulbourn Hospital, Cambridge, but our staff are based in more than 50 locations. There are three clinically facing directorates:

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

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

Work with other agencies

CPFT maintains good and collaborative relationships with partner agencies including commissioners, the local authority, other providers and the third sector. Clinicians are engaging in the THRIVE commissioning framework with other agencies, and it is expected that this work will presage further transformations. We have clinical interfaces with a wide range of other services – the Youth Offending Service, Local Authority Locality Teams and WFF (see below), Child Health Services provided by CCS (see below), and Multi-Systemic Therapy.

- There are 14 Locality Teams in Cambridgeshire providing support services for children, young people and families where needs do not reach threshold for Child in Need.
- Child health services are provided by Cambridgeshire Community Services NHS Trust (CCS) – the directorate has increasing collaboration with CCS, particularly in relation to Neurodevelopmental pathways.

Working Arrangements

There is secretarial support based at the Darwin Centre from the Admin Hub and consultant office space with access to PC. Remote IT access facilities are available, including mobile phone and remote working laptop.

Mentoring

The Trust encourages new consultants to have a mentor and a list of names is available from the Chair of the Royal College Regional Development Group.

Continuous Professional Development (CPD) and Study Leave

In order to comply with CPD requirements, the post-holder will join a Consultant PDP Peer Group. The post-holder will be entitled to 30 days study leave every 3 years. The budget per Consultant, per annum, is up to £600.

The post holder will have access to many locally organised academic events, both within the Children, Young People and Families Directorate, the wider trust and through the university department of psychiatry.

All requests for leave, whether funding is requested or not, are considered by the Medical Staff Study Leave Committee, in keeping with the terms and conditions of service. Applications must be signed by the appropriate clinical director or their deputy before submission. Study leave is not granted retrospectively. If leave is approved, the Committee will authorise an appropriate contribution towards expenses. The current maximum allowance for reimbursement of expenses by the Study Leave Committee is £600 per annum. While there is some flexibility about the allocation of time, money cannot be carried over from one year to the next.

Arrangements for Leave

This is arranged with and requires the approval of the Clinical Director, or their delegate, in accordance with standard Trust/NHS regulations. It is essential that six weeks notice is given to allow for proper planning and allow reorganisation of planned activities. This includes all forms of leave. Consultants within the Tier 4 units work together to provide cross cover for annual leave and study leave.

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

Study and Training

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

Pension and Life Insurance

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

POSTGRADUATE CHILD AND ADOLESCENT PSYCHIATRY TRAINING IN CAMBRIDGESHIRE

The Eastern Region has a strong tradition of providing specialist training in Child and Adolescent Psychiatry, which has benefited from close links with the Cambridge University Department of Psychiatry. The scheme is organised into three sub-rotations: one based principally in CPFT, one based primarily in Hertfordshire and the other Norfolk-Suffolk Mental Health Trust. There is a maximum of eight training posts in CPFT at any one time. The Eastern Region higher training programme in Child and Adolescent Psychiatry is governed by a training committee within the Health Education England in the East.

The scheme is able to offer a very wide range of experience including:

- General Community Child and Adolescent Psychiatry
- Neuropsychiatry
- Learning Disability
- Substance misuse
- Specialist eating disorders.
- Paediatric Liaison
- Parent-infant psychotherapy

Inpatient experience

GENERAL CONDITIONS OF APPOINTMENT

The appointment is subject to the Terms and Conditions of Service of the Consultant Contract, 2003. The on-call availability supplement is paid at 3% of the basic salary. Income (including clinical excellence awards if applicable) is paid on a pro rata basis for part time employees.

The person appointed to this post will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust.

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council and take part in continuing professional development. Study leave is 30 days in 3 years. The budget per consultant, per annum, is up to £600. There are local CPD activities available weekly. The CAMH Psychiatrists have a peer group for CPD.

Dependent upon the date of the last medical examination for a post within the NHS, the appointee may be required to undergo a medical examination.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions, which for other purposes are "spent" under the provision of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

The Trust makes no specific limitation on the distance a consultant travels to work, so long as the post-holder can discharge on-call duties. The Trust is a non-smoking organization.

Equality and Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

All staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to;

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those
 who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

Interview expenses

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

Appendix 1

University of Cambridge: School of Clinical Medicine and Department of Psychiatry

CPFT is a University of Cambridge Teaching Trust and member of <u>Cambridge University Health</u> <u>Partners</u> (Academic Health Science Centre). The Trust works collaboratively with the University of Cambridge Clinical School and is a partner in the local <u>Collaborations for Leadership in Applied Health Research and Care</u> (CLAHRC).

The School of Clinical Medicine is situated on the Addenbrooke's Campus in Cambridge. The Department of Psychiatry (Head of Department: Prof Ed Bullmore) is one of the departments of the clinical school. The department is based on the Addenbrooke's site. There is currently a Professor (Tamsin Ford) and (until January 2021) there is also a University Senior Lecturer (Paul Wilkinson) in Child and Adolescent Psychiatry.

The Psychiatry, Neuroscience and Clinical Psychology assessment unit was the one of the highest ranked in the UK in the 2014 Research Excellence Framework. It carries out a range of world-leading research including neuroimaging, epidemiology, neuroendocrinology, neuropsychology and treatment studies.

The School of Clinical Medicine admits around 260 students annually to the Clinical Course. The University established a 4-year Graduate entry programme in 2001, which accepts an additional 20 students annually. The clinical course has recently undergone a major transformation, with more emphasis on a smaller set of core teaching, essential for all doctors, and more opportunity for students to select specialist placements, including child and adolescent psychiatry. The post holder may be involved in providing some community-based teaching to medical students. From January 2021, the Clinical Medicine Course will be led by a child and adolescent psychiatrist (Paul Wilkinson). use.

The department undertakes a wide range of research and grants have been awarded from a number of research bodies. The developmental psychiatry section houses the Autism Research Centre, the Centre for the Research of Learning Disability and a Developmental Affective Disorders research programme. Currently the section has funded research programmes in affective disorders; cognitive development; pervasive developmental disorders; Down's syndrome; Disruptive Behaviour Disorders; health service utilisation; psychiatric aspects of learning disabilities and neurogenetics and complex behavioural phenotypes. These research programmes within development psychiatry occur across the lifespan and involve genetic, hormone, psychophysiological, social and executive cognition, clinical trials, neuro-imaging and public health services research.

Research funds include grants from the Medical Research Council, the Wellcome Trust; The Health Foundation, The NHS Executive and a number of other charitable Trusts.

The adult department has a wide range of research in general psychiatry including studies on epidemiology of early onset psychoses, functional neuroimaging, cognitive neuroscience, cognitive decline and Alzheimer's disease, neuropsychiatry and public health services research.