



**Cambridgeshire and
Peterborough**
NHS Foundation Trust

Job Description

Appointment of Consultant Psychiatrist in Child and Adolescent Psychiatry

Child and Adolescent Mental Health Service (CAMHS)

**Croft Child and Family Unit
Tier 4 inpatient Service**

8 Programmed Activities

Applicants wishing to work fulltime can be considered for other roles in CPFT

CPFT is supported by the **HeadtoToe Charity** – visit www.HeadToToeCharity.org for more details



INVESTOR IN PEOPLE

HQ Elizabeth House, Fulbourn Hospital, Cambridge CB21 5EF
T 01223 219400 **F** 01480 398501 www.cpft.nhs.uk

A member of Cambridge University Health Partners

JOB DESCRIPTION

Post:	Consultant in Child and Adolescent Psychiatry We are looking for an experienced clinician to move the unit forward into the new integrated Children's Hospital setting.
Base:	The Croft Child and Family Unit, Block 21 Ida Darwin Hospital, Cambridge CB21 5EE
Hours	8 Programmed Activities (32 hours)
Contract type:	Substantive
Accountable professionally to:	Chief Executive through the Chief Medical Officer
Accountable operationally to:	Dr Venkat Reddy, Clinical Director, Children's, Young People and Families Directorate
Key Working Relationships:	Consultant Paediatrician at the Croft Clinical Director Operational director Service Manager Team Manager Specialist national commissioning team Tier 4 CAMHS services in directorate (Phoenix and Darwin Centres) Tier 3 Teams – primarily across East of England Region Safeguarding team Partner agencies working with children – paediatric liaison teams, child health teams, children's services teams, SEN teams Other National Tier 4 children's units (Via weekly network meeting) Consultant CAMH colleagues in CPFT
Principle Job Purpose:	Deliver an effective, efficient, and evidence-based child inpatient mental health service in collaboration with multi-disciplinary colleagues. Working closely with colleagues to manage the referral, assessment, and treatment elements of care, ensuring appropriate use of resources
Other Responsibilities	Observe local and national employment directives, clinical governance policies and Health and Safety policies.

The Croft Child and Family Unit

The Croft Child and Family Unit is a specialist unit providing day and in-patient mental health services for children aged 0 – 12 years and their families. The unit has 8 beds for children and 8 beds for accompanying parent/carer. The service aims to offer flexible, child and family centred care. Most admissions are planned in advance, although crisis admissions are accepted if there is capacity. Most are for a period of 6 weeks although some stay longer. There are approximately 30 admissions a year.

The service is the only provider of inpatient tier 4 CAMH services for children in the East of England and the only children's tier 4 unit in the UK offering an inpatient family model where children and family members stay together. This provides the unique opportunity to work intensively with parents/carers and offer them therapeutic support as well as their children.

The unit is one of only 6 currently in England offering inpatient care for children up to 12. This network is commissioned by NHSE specialist commissioning services. There is a weekly network meeting to review all referrals into the network to ensure that children and families are offered timely care as close to home as possible.

The unit provides an assessment and treatment resource for children with complex and/or severe developmental, emotional, and behavioural disorders. Children are usually admitted with an accompanying parent/carer but can also be admitted on their own if this is in their best interests.

We provide a day patient service for children who live locally and do not require 24-hour treatment or assessment or who are transitioning back to their community services. The service also offers transition/outreach support for up to 3 months post discharge.

The service also offers second opinions and consultations to other teams. The service provides training for a wide variety of healthcare professionals and is a training post for Specialist Registrars in child psychiatry.

The service offers integrated mental and physical healthcare. Dr Nancy Bostock (Consultant Paediatrician) has been appointed to lead on physical healthcare issues and shares consultant responsibility for the service with the Consultant Psychiatrist.

The service (along with the adolescent inpatient services) will be relocating to the new Childrens Hospital (on the Cambridge University Hospital site) in the next few years. There is an exciting opportunity to develop the service further as it moves into this innovative integrated setting.

CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST

Research links

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 a newly appointment Professor in Child and Adolescent Psychiatry, Prof Tamsin Ford, and there is a University Lecturer (Paul Wilkinson) in Child and Adolescent Psychiatry, both based at the University.

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/

The Trust covers a mixed rural and urban area within the cities of Cambridge and Peterborough and market towns in Huntingdon, Fenland, East Cambridgeshire and South Lincolnshire; Services are delivered locally by multidisciplinary teams. Some services are provided regionally and nationally; this includes the three Tier 4 CAMH inpatient units commissioned by NHS England; a Children's unit, the Croft, a general adolescent unit, the Darwin Centre for Young People, and an adolescent eating disorders unit, the Phoenix Centre.

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
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

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, and 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 which provides Child Protection clinics with the Community Paediatricians.

CPFT provides a health in-reach team 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.

Referrals come into all the Tier 3 CAMHS teams via new front door called Younited who triage and assess all new referrals., this is described further below. Following assessment patient are booked into partnership appointments.

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.

Younited

This is a new initiative to bring NHS and third sector agencies together and work in collaboration. The service has been commissioned to enable smooth transition between services in the Getting Help and Getting more help quadrants of the THRIVE model. There is now a single Trusted assessment for all children's mental health referrals which

is delivered through the Younited hub, staffed by health and third sector employees. This then passes referrals on to the correct treatment service using the THRIVE grids. The Younited hub accepts around 600 referral a week.

First Response Service

FRS is a 24/7, self-referral via 111, telephone triage service for all young people and adults in crisis. The service aims to provide a rapid response to crises and to

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. The IST is currently being re-formulated as pathway within the new crisis and home treatment teams.

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. The crisis team opened in April 2021 and the home treatment team has begun taking a small number of referrals while the full team is recruited.

The Eating CAMHS Disorders Team

CPFT has an enhanced Trust-wide specialist Eating Disorders Pathway. The pathway comprises a single eating disorders team which assesses and treats patients to the age of 18. The pathway initially had 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. Its funding has recently increased to double the size of the team to meet a higher need and offer home treatment.

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.

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.

MAIN DUTIES OF THE POST

1. The post-holder will provide psychiatric medical leadership to the Croft Child and Family Unit alongside the Consultant Paediatrician working closely with MDT and nursing team colleagues delivering the service in line with the NHS England Service specification.
2. The post-holder will provide Consultant Psychiatrist clinical assessment and treatment to children with complex or high-risk presentations that have not responded to community interventions or have presented very acutely. 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.
3. To be eligible to apply for or already approved under Section 12 MHA
4. To be eligible to train for or already qualified as an Approved Clinician.
5. To lead on case management and the CPA process alongside other senior colleagues.
6. To work with senior colleagues to maintain high standards of clinical governance throughout the service.
7. Up to 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.
8. Training of Core and Specialty trainees including as their Consultant Supervisor. The Croft is a training placement for Specialty Trainees in Child & Adolescent Psychiatry who are on the East of England Higher Training Scheme.
9. Contribute to the daytime Duty Consultant rota, together with consultant colleagues to ensure Consultant cover back up for the Duty Practitioners.

10. Participate in the Consultant Child and Adolescent Psychiatrist out of hours on-call rota (currently 1 in 9) paid at Band A, 3% supplement, providing Child Psychiatry, non-residential, third tier, on call advice/supervision to doctors in training grades and duty CAMH practitioners. This is a Trust-wide 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.
11. Contribute to the teaching and training of STs, CTs, medical students and MDT members.
12. 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.
13. Maintain high quality clinical records and otherwise participate in the administrative duties associated with patient care and the running of the service.
14. 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

- a) 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.
- b) 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.
- c) The job plan is subject to annual review by the Clinical Director or Associate Clinical Director. More frequently if requested. All consultants participate in annual appraisal and will re-validate with the General Medical Council. Collection of 360-degree feedback and patient feedback for these purposes is now routine.
- d) If the appointee has Mental Health Officer status under the NHS Superannuation Scheme this will be retained.

Working Arrangements

There is secretarial support based at the Croft Unit from the Admin Hub and a shared 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.

Wellbeing

The Trust wellbeing team provide a range of services.

One-to-one support:

Workstation assessments

Musculoskeletal (MSK) physiotherapy for pain and movement difficulties

Support with managing long-term conditions including fatigue at work

Support managing mental health conditions and emotional wellbeing

If applicable, assessment and referral onwards to other services as appropriate, including Occupation Health.

To complete a referral, you can either download a version or use the online referral form

Group support

We run a variety of courses that can be accessed from the event calendar. The following four courses are run regularly:

Stress management, Managing fatigue, Mindfulness

Mind Your Moves – mindful exercise for those who finding starting with exercise challenging.

We can also provide team talks on a range of topics. Contact

StaffWellbeingService@cpft.nhs.uk with your requirements.

There is a medical Balint group

In addition the Trust has a confidential, self-referral mental health service for NHS staff.

Continuous Professional Development (CPD) and Study Leave

In order to comply with CPD requirements, the post-holder will join a Consultant PDP Peer Group and be in good standing for CPD. 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 made prospectively; 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 the local consultant group in accordance with standard Trust/NHS regulations. It is essential that six weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments. This includes all forms of leave. Consultants within the directorate 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. There is prospective cover for leave. The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.

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

INDICATIVE TIMETABLE AND WORKLOAD:

There are a number of currently fixed commitments, although these could be altered over time by job plan review. In addition to cross covering colleagues in Tier 4 the post holder provides day-time 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 2 weeks, and 1 CPA each week. Consultants and senior MDT lead on parent meetings at least weekly linked to the ward round to ensure collaborative working with families on goal based care.

Croft Unit Timetable		
	Morning	Afternoon
Monday	8.30-9.00 Team handover 9.30 to 1.00 ward round	13.00 – 16.30 Ward round family feedback sessions
Tuesday	Non-working day	
Wednesday	8.30-9.00 Team handover 9-11 SPA time 11-12.30 team meetings (audit/teaching /clinical governance)	12.30-13.30 Referrals meeting 14.00-16.30 CPAs/Assessment slot/ward work
Thursday	Ward Work	
Friday	8.30 – 9.00 Team handover Family meetings Weekend planning/admin	SpR clinical supervision (DCC) 14.00-15.00 team support group 15-17 SPA time
Day time cover	Cross cover for Tier 4 colleagues 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 1:9 out of hours cover for CPFT area. All speciality CT first on call and all speciality ST second on call	

1Note that SPA time includes CPD-related activity, supervision of self or others, teaching, participation in governance within the trust such as clinical audit, research, quality assurance and the development of services – note there are lunchtime CPD events at Ida Darwin Hospital, Fulbourn and Friday lunchtime CPD events at The Cavell Centre, Peterborough. Team meetings are count as direct clinical work insofar as patient care is discussed and planned but also count as supporting professional activities in the business and CPD elements.

PERSON SPECIFICATION

	Essential Criteria	Desirable Criteria
Education/Qualifications	<ul style="list-style-type: none"> – 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 	<ul style="list-style-type: none"> – Therapeutic qualification
Entry criteria for the grade:	<ul style="list-style-type: none"> – Specialist Registration in Psychiatry or within 6 months of attainment of CCT/CESR at time of interview. – Shall have equivalent experience and competencies as recognised by GMC 	<ul style="list-style-type: none"> – Registered as a specialist in Child and Adolescent Psychiatry or within 6 months of attainment of CCT
Experience	<ul style="list-style-type: none"> – Proven experience of good working relationships – Experience of multi-disciplinary working – Experience of training doctors – Experience of teaching a range of professionals 	<ul style="list-style-type: none"> – A range of specialist and sub-specialist experiences relevant to this post – Previous experience of leadership in an inpatient setting – Experience of managing complex neurodevelopmental conditions – Experience in working with parents with mental health problems including complex trauma – Experience in working with attachment issues in children – Experience of assessing and managing complex safeguarding issues including assessing parental capacity – Experience of writing reports for child protection meetings/family courts
Skills/Ability/Knowledge	<ul style="list-style-type: none"> – Excellent knowledge in specialty – Decision-making and problem solving skills. – 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 positive relationships with others. – Ability to travel 	<ul style="list-style-type: none"> – Training/skills in a relevant therapeutic modality e.g. CBT, – Family Therapy, parenting programmes
Academic skills, lifelong learning abilities	<ul style="list-style-type: none"> – Able to deliver undergraduate or postgraduate teaching and training 	<ul style="list-style-type: none"> – Published on a relevant subject in a peer reviewed journal

	<ul style="list-style-type: none"> – 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 – Enthusiastic 	<ul style="list-style-type: none"> – 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	<ul style="list-style-type: none"> – 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 – Emotionally astute and robust – Ability to support others under stress 	<ul style="list-style-type: none"> – Experience of developing services in a constantly changing environment within tight budgetary restraints
Equality	<ul style="list-style-type: none"> – Demonstrate understanding of acceptance and commitment to the principles underlying equal opportunities. 	

GENERAL CONDITIONS OF APPOINTMENT

The appointment is subject to the Terms and Conditions of Service of the current Consultant Contract. 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 [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 EoE NIHR Applied Research Collaboration [Home](#) | [ARC east of England \(nihr.ac.uk\)](#)

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. Tamsin Ford is Professor of Child and Adolescent Psychiatry in the Developmental Psychopathology department.

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. Dr Paul Wilkinson, a child psychiatrist is Dean of the School. 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.
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.