


## JOB DESCRIPTION

### CONSULTANT IN 3.5 SERVICE CAMHS x Two posts

Post and specialty:	<p>Consultant Psychiatrist in 3.5 Crisis Team in Child and Adolescent Mental Health Service.</p> <p>The post is as consultant in acute Psychiatry to join a team providing comprehensive acute Child and Adolescent mental health services (Crisis Resolution Home Treatment Team) to the Coventry and Warwickshire localities; to participate in providing postgraduate training to the Coventry and Warwickshire Junior Doctor Training Scheme and undergraduate education for medical students from Warwick Medical School. You will require leadership and team building skills as well as clinical experience and educational ability.</p> <p>This post has arisen as a result of service expansion</p>
Royal College of Psychiatrists approval details:	<p>RCPsych Ref No:</p> <p style="text-align: center;">W MIDS-CO-NTH-2023-01057 </p>
Base:	Swanswell Point, Coventry & Warwickshire Hospital Stoney Stanton Road, CV1 4SH
Contract:	10 Programmed Activities
Accountable professionally to:	Medical Director (Dr Sharon Binyon)
Accountable operationally to:	<p>Associate Medical Director (Dr Nadia Saleem)</p> <p>Medical Lead (Dr Eleanor Dryhurst)</p>
Key working relationships and lines of responsibility:	<p>Medical Director &amp; Responsible Officer: Dr Sharon Binyon</p> <p>Deputy Medical Director: Dr Richard Onyon</p> <p>Associate Medical Director (CAMHS): Dr Nadia Saleem</p> <p>Medical Lead: Dr Eleanor Dryhurst</p> <p>Line Manager: Dr Eleanor Dryhurst</p> <p>Associate Director of Operations: Chris Evans</p>

<b>Contents</b>	<b>Page</b>
Background to the Trust	2
Brief Description of Services	2
The Post	4
Main Conditions of Service	12
Job Plan	14
Person Specification	16

## **BACKGROUND TO THE TRUST**

Coventry and Warwickshire Partnership Trust provides a range of physical, mental health and learning disability services to children and adults across Coventry, Warwickshire, and Solihull for a population of about 1 million.

The Trust has been involved in the development of Warwick University Medical School since its inception. It provides placements for medical students in their community and mental health modules. Professionals working with the Trust contribute to the academic programme.

The Trust has a strong tradition of involvement in postgraduate medical education and has many trainees, at all levels, on rotation from the West Midlands Deanery.

The Trust supports established consultants taking up external duties, such as Teaching, Management, Leadership and Quality Improvement Activities. It is of note that at the time of writing, two CWPT Consultant Child Psychiatrists have HEE responsibilities with the West Midlands Deanery (WMD); as the Training Programme Director (TPD) for WMD Child and Adolescent Psychiatry Higher Trainees and TPD for the West Midlands Deanery MRCPsych Course for the Core Trainees.

We are a forward-thinking Trust providing high quality services. We are constantly seeking to develop and improve. The Trust believes that high quality Consultant appointments are vital for the effective and safe delivery of clinical services; Consultant input into the process of development is essential.

## **BRIEF DESCRIPTION OF MENTAL HEALTH SERVICES**

The Trust provides comprehensive secondary care mental health services across the age range from children to older adults.

Child and Adolescent Mental Health Services in Coventry and Warwickshire are purchased by NHS Warwickshire and NHS Coventry in partnership with three local

Clinical Commissioning Groups (South Warwickshire, Coventry and Rugby, North Warwickshire) and the local authority.

CAMHS is part of CWPT RISE which is a family of NHS-led services providing emotional wellbeing and mental health services for children and young people in Coventry and Warwickshire.

RISE aims to build resilience and empower children and young people (as well as the adults in their lives) to know where to go for help and advice, to receive the right support at the right time.

RISE is made up of a number of different services, each led by mental health specialists.

## **Introduction**

Specialist CAMHS in Coventry is based clinically at the City of Coventry Health Centre, a purpose-built modern building in the city centre housing a number of different clinical services, including the Walk-in Centre. The administrative base is on the same site in the Pay body Building. There is an office and computer for the Consultant and various therapy rooms, including a well-equipped Family therapy suite.

The current team is multidisciplinary and has a long tradition of working with a collaborative and open multi-disciplinary focus. The disciplines represented include Medical, Nursing, and social worker. Trainees from Psychiatry, Paediatrics, Psychology and Nursing undertake placements within the service and there is involvement in both undergraduate and postgraduate medical teaching.

Within the Trust, there is a separate Neurodevelopmental Team we work closely with.

The service is mainly out-patient and community based but we have access to the Regional Child and Adolescent Inpatient Units (Tier 4) at Parkview Clinic in Birmingham as well as private Tier 4 units commissioned through NHS England.

There are well-established networks within the wider Health services, Social Care and Education. Those within the health sector include the other community children's services within the Trust, Adult Mental Health, and Learning Disability Services (including CAMHS LD) and the Acute Paediatrics services based at the UHCW and Warwick Hospital. Social Care have specific services for children and young people in the area. Within Education, there is a range of Special Education Needs services that cover the catchment area, including CIASS (the autism support service), and some well-established specialist provisions for children and young people with learning disability and emotional/ behavioural disorders.

Acute Paediatric services across Coventry and Warwickshire are in the process of reconfiguration. Paediatric patients from Coventry and North Warwickshire who require overnight admission are admitted to the UHCW, although the George Eliot Hospital in Nuneaton also runs a daytime Paediatrics assessment unit. This focuses acute Paediatric liaison to two sites (the UHCW and Warwick General Hospital). We now have an Acute Liaison Team that provides self-harm and emergency CAMHS assessments to those admitted to the UHCW and Warwick General Hospital.

The team accepts referrals from GPs and other Health Professionals including Health Visitors, School Health Services, and Paediatricians. Referrals are also accepted from Social Workers, Educational Psychologists, and teachers. There are agreed referral criteria across the Trust. At present we are not in a position to accept self-referrals. The upper age limit is 16 years i.e., up until the young person's 17<sup>th</sup> birthday within CAMHS but may be up to 19 years for young people with LD in special school. We now have a single point of entry (the county-wide Navigation Hub).

## **THE POST(s)**

### **Position**

Replacement post - Consultant Psychiatrist: CAMHS 3.5 Service x two (2)

This is a strategically important post, as it enables dedicated consultant input into acute community care and treatment, with the facility for rapid assessment of referred patients, flexible review of complex patients and timely discharge in liaison with Acute/Community colleagues and/or General Practitioners.

The Post-holder will provide clinical leadership to the team that will provide acute and urgent medical care for functional and organic community patients (up to the age of 18) from Coventry and Warwickshire who present with mental health crisis issues that may result in hospitalisation.

### **Whole Time Equivalent**

1 WTE (job share or part time applications will be considered)

**Prospective cover will be arranged with CAMHS consultant colleagues**

## **Child and Adolescent Psychiatry**

### **Coventry and Rugby**

- Consultant, Coventry (1.0 wte)
- Consultant, Coventry (1.0 wte)
- Consultant, Coventry (1.0 wte)
- Consultant, Coventry (0.6wte)
- Consultant, Rugby (0.6 wte)
- ST4-6 in Child and Adolescent Psychiatry
- ST3 in Paediatrics
- GP VTS ST

### **South Warwickshire:**

- Consultant, Stratford (1.0 wte)
- Consultant, Kenilworth & Consultant in South Warwickshire LD CAMHS (1.0 wte)  
– Dr Nadia Saleem (also Medical Lead for CAMHS)
- Consultant, Stratford/ Coventry (0.6 wte)

- Consultant, Leamington Spa (1.0 wte)
- CT2 in CAMHS
- ST4 to 6 in Child and Adolescent Psychiatry

#### North Warwickshire:

- Consultant, Nuneaton/ North Warwickshire (1.0 wte)
- Nuneaton/ North Warwickshire (1.0 wte)

#### CAMHS Learning Disability

- Consultant, Coventry/ Brooklands(1.0 wte)
- Consultant, North Warwickshire/ Brooklands (0.9 wte)
- Consultant, South Warwickshire (0.2 wte)

#### Crisis 3.5 team

Consultant Psychiatrist	2
Nurse Band 7	3 (2 team leaders and 1 nurse specialist)
Nurse Band 6	6
Nurse Band 5	2 (none)
Healthcare Assistant Band 4	1
Healthcare Assistant Band 3	2
Admin Band 4	0.6
Admin Band 3	0.8
Advance non-medical px 8a	(1)

#### Eating Disorder Team

For each individual team the Consultants are responsible for agreeing the working arrangements for the supporting medical staff to ensure an equitable distribution.

The Trust is going through some exciting and innovative transformation work and looking to move to a hub and spoke service across Coventry & Warwickshire Partnership Trust. The post worker will have opportunity to lead and participate in service improvement projects.

**Reporting to:** Medical Lead, Child & Adolescent Mental Health Services and Associate Medical Director for Community Mental Health.

### **ROLE OF THE CONSULTANT AND THEIR MEDICAL TEAM**

To provide assessment, diagnosis, and supervision of management for acute community patients from Coventry and Warwickshire Area [population 345,000 approx.]. It is anticipated that the CAMHS 3.5 team (both crisis and home part of the team) will have 880 total assessments a year. 70 Crisis assessments a month. Home treatment is expected to have 108 referrals for young people a year which is 2 people a week and 8 a month new case. Which is a case load of 12 home treatments at a

time but with potential of some staying on slightly longer I would say about 15 home treatments at a time. The consultant psychiatrist will input these case as and when needed.

Responsibilities include:

- Assessment of risk of self-harm, harm to others or risk of neglect
- diagnostic assessment particularly where there is diagnostic uncertainty or complexity
- Assessment where the interaction of potential illness and personality factors need to be evaluated
- To supervise patient treatment on the care pathways prescribed for the patient's diagnostic pathway.
- The urgent assessment may be conducted, and interventions delivered in various settings such as patients' homes, emergency department and hospital, 136 unit and occasionally in police station.

To evaluate and give advice on the interaction between physical/organic factors and other factors, including co-ordinating any necessary examination, investigation and referral as required.

To take a lead role in multidisciplinary reviews in keeping with care pathway requirements.

To assess the need for, initiate and review the prescription of medication used to treat mental health problems, to monitor progress and provide guidance to acute/ community teams and/or GPs about continued prescribing after discharge.

To work in liaison with community consultants and mental health teams over after-care and discharge plans for acute-care patients, especially for patients eligible for early discharge assisted by CRHT.

To ensure that there is adequate liaison and communication with patients' Carers.

### **Direct Clinical care**

CAMHS 3.5 services pertaining to this post are provided from the Swanswell Point, Coventry.

This will include the assessment and home treatment of patients with a wide range of mental health problems in keeping with CAMHS 3.5 policy.

The Post-holder, in conjunction with supporting medical and other staff, will ensure regular effective review of the care of patients in home treatment – via individual assessments and review meetings. The post holder and his/ her consultant colleague will attend/ lead at least one of the twice daily team handovers and will attend/ lead the weekly clinical review open cases with the wider team.

The Post-holder will make them self-available to CAMHS 3.5 Service workers for consultation regarding patients being assessed and in home treatment. The post-

holder will be expected to play a major role in supervision of clinical work by other team members.

The Post-holder is expected to be available daily for patient consultation and follow up. The consultant will have a daily (Monday to Friday) presence in the team base and be contactable by the team during working hours (unless formalised cover arrangements are in place).

The Post-holder will delegate duties to and supervise the work of the junior doctor/s and will be expected to play a role in supervision of clinical work by other team members.

The Post-holder will take part in Mental Health Assessments and out of hours duties. In addition, the postholder will provide consultant support (shared with the other CAMHS 3.5 Service consultant) to the community Psychiatric colleagues with CAMHS.

The Post-holder will be expected to work closely with the other consultants as together they will be responsible for the treatment of community patients often of a complex and challenging nature.

The CAMHS 3.5 consultants will be charged with developing their ways of working and it is expected that the post would be an evolving one, with the postholder actively involved in service planning and development, liaising with other services and agencies as appropriate.

## **Responsibility and Leadership**

Doctors are expected to follow the Professional rules and guidance as set out by the General Medical Council including Good Medical Practice and Maintaining High Professional Standards. In addition, doctors will practice in accordance with the Royal College of Psychiatrists Report CR 154, Good Psychiatric Practice which can be located at

[www.rcpsych.ac.uk/publications/collegereports/cr/cr154](http://www.rcpsych.ac.uk/publications/collegereports/cr/cr154)

## **ROLE**

- The responsibilities will be agreed in the Job Plan after appointment. It is anticipated that approximately 7.5 PAs of time will be devoted to Direct Clinical Care and typically 2.5 PAs to Supporting Professional Activities.
- The Post-holder will provide Consultant Psychiatric input to the assessment and management of community patients from Warwickshire and Coventry.
- The Post-holder in conjunction with supporting medical and other staff, will ensure regular effective review of the care of patients.
- The Post-holder will participate in the training and supervision of junior medical staff and medical students.
- The Post-holder will provide senior medical input to the multidisciplinary team and work closely with the managers, service leads and community care co-ordinator.

- To support and participate in Clinical Governance and Audit – particularly as it relates to acute care.
- The Post-holder will be actively involved in shaping and improving the services offered in secondary care mental health services to best meet the needs of users and carers.
- The Post-holder will be a key point of liaison between the CAMHS 3.5 and Inpatient and Community CAMHS Teams in planning leave and early discharge.
- The Post-holder would be expected to provide cross-cover (emergency and prospective) for consultant colleagues in the service – by mutual agreement.
- The Post-holder will work with senior managers and the medical leadership team in order to drive through improved service delivery and to enhance patients' and carers' experience of using Trust services.
- The Post-holder will utilise the Trust IT systems as appropriate to enable them to fulfil their duties.
- The Post-holder will also be expected to comply with all Trust policies including Equal Opportunities policies and to promote equality of access to healthcare at all times.
- The Post holder will be expected to provide telephonic support to single point of entry on a regular rota basis the details will be confirmed later.

## **Leadership and Management**

The Trust expects consultants to take a leadership role and be involved with management within their clinical teams and that they should work with other senior clinical team members to ensure that:

- Colleagues understand the professional status and specialty of all team members, their roles, and responsibilities in the team, and who is responsible for each aspect of patient care.
- That staff are clear about their individual and team objectives, their personal and collective responsibilities for patient and public safety, and for openly and honestly recording and discussing problems.
- All team members have an opportunity to contribute to discussions and that they understand and accept the decisions taken
- Co-operative and effective communication is encouraged within the team
- The skills and contributions of team colleagues are respected; not making unfounded criticisms of colleagues, which can undermine patients' trust in the care provided
- Each patient's care is properly coordinated and managed, and that patients are given information about whom to contact if they have questions or concerns; this is particularly important when patient care is shared between teams
- Systems are set up and maintained to identify and manage risks in the team's area of responsibility
- The team's performance is regularly monitored and reviewed and take steps to correct deficiencies and improve quality
- The Post-holder's team and the organization have the opportunity to learn from mistakes.



The Post-holder will provide senior medical leadership to the community mental health team and work closely with the team manager and service leads to enhance effective service delivery.

The Community Consultants will be charged with developing their ways of working and it is expected that the post would be an evolving one, with the post-holder actively involved in service planning and development, liaising with other services and agencies as appropriate.

All Consultants are members of the Medical Advisory Committee (MAC) and have the opportunity to stand for election to the Local Negotiating Committee, thereby giving high level input into various Trust decision-making processes.

### **Education and Training:**

The Trust has a strong tradition of involvement in postgraduate medical education and has many trainees, at all levels, on rotation from the West Midlands Deanery. These include Core and Higher Speciality Trainees from the West Midlands School of Psychiatry, trainees from the West Midlands GP training scheme and Foundation trainees. Coventry CAMHS are also the sole provider in the West Midlands of six-month Child Psychiatry placements for Paediatrics trainees at the ST3 level. The Director of Medical Education for the Trust is Dr Binyon, and the Lead Clinical Tutor is Dr Malik.

The substantive post-holder's role will be expected to:

- Carry out any 'work based placed assessments' for Core and Higher Trainees attached to the team that may be relevant.
- Participate in the educational meetings held within CAMHS and, to participate occasionally in the local postgraduate academic meetings.
- Participate in the medical audit cycle.
- Contribute to the trust-wide Introductory and MRCPsych teaching programmes held at the local training programme (St Michaels Hospital, Warwick/ Caludon Centre Coventry).

### **Undergraduate Training**

The Trust is a teaching Trust for Warwick and Buckingham Medical Schools. We have medical students on placement in Psychiatry attached to all the adult teams for most of the teaching year and we also have specialist placements in Child & Adolescent Mental Health services (CAMHS).

The post-holder's role will be

- To participate in the supervision and teaching of medical students on placement in the team.
- To contribute to the local lecture programme for medical students.

### **Continuing Professional Development (CPD)**

As a substantive consultant, the post-holder will be expected to keep registered and in good standing for the CPD Programme of the Royal College of Psychiatrists, as informed both by their annual appraisal, the PDP process and revalidation. Within our Trust there are regular Child Psychiatry CPD & PDP sessions linked to the CAMHS medical staff meetings. In addition to these, there are also multidisciplinary CAMHS CPD meetings. The Trust supports both internal & external study leave & these are approved by the AMD/ Lead for CAMHS according to local Trust arrangements. Study leave equates to 30 days over 3 years. PDP peer groups are held at a variety of venues across the Trust and the post-holder will be expected to join a group.

Strong links exist with Warwick Medical School and opportunities exist for collaborative research with academic partners at the University of Warwick and other universities within the region. The Trust encourages this.

Revalidation requires doctors to complete annual appraisals and maintain a portfolio of supporting information. Revalidation occurs every 5 years and is dependent on satisfactory annual appraisals supported by an evidence-based portfolio.” The post holder will be required work with the Associate Medical Director – Appraisal & Revalidation in respect of collecting and storing data in order to achieve revalidation.

## **AUDIT**

Consultants are required to generate ideas, supervise audit work, and take responsibility, along with Management, for the implementation of recommendations. Audit findings are presented at appropriate forums within the Trust.

The Trust benefits from a dedicated audit team.

## **MENTORING**

Support is available on a formal and informal basis for newly appointed Consultants by existing Consultant colleagues and medical managers.

Furthermore, the Trust endorses the Royal College of Psychiatrists West Midlands Division Mentoring scheme for newly appointed Consultants and recommends the post-holder consider participation. Further details of this scheme can be accessed at [https://www.rcpsych.ac.uk/docs/default-source/members/divisions/west-midlands/wmids-mentoring-scheme-guideee302813ada4344d88f38070b166cef8d.pdf?sfvrsn=3e41c56f\\_4](https://www.rcpsych.ac.uk/docs/default-source/members/divisions/west-midlands/wmids-mentoring-scheme-guideee302813ada4344d88f38070b166cef8d.pdf?sfvrsn=3e41c56f_4)

## **WELLBEING**

The Trust supports a range of wellbeing activities and opportunities for staff, including workshops covering various topics, such as Financial Wellbeing, Stress Management and Sleep. There are regular Trust invites to initiatives and a monthly wellbeing magazine driven through a dedicated team at [well.being@covwarkpt.nhs.uk](mailto:well.being@covwarkpt.nhs.uk). A range of resources are available to support staff including NHS Choices, MIND, Don't Panic, Buddy Service, Recovery Academy, Occupational Health, IAPT and COPE.

As part of the immediate management review (IMR) process following serious untoward incidents staff wellbeing and support is considered and staff are signposted to support as needed.

## **SAFEGUARDING**

As a Trust employee, the post holder is required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. The post holder will have level 2 and level 3 child protection training and will attend regular training and updates in accordance with trust policy. The post holder will liaise with the CAMHS Safeguarding Liaison Doctor and the Named Doctor for Child Protection when necessary for support and guidance regarding safeguarding concerns.

## **APPRAISAL & REVALIDATION**

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with an allocated trained appraiser and supports doctors through the revalidation process.

The post holder will be expected to participate in annual appraisal and 5 yearly revalidations in keeping with GMC requirements. As part of the appraisal process the postholder will be required to identify any development needs to enable them to fulfil the roles and responsibilities of this post.

## **ACADEMIC AND RESEARCH OPPORTUNITIES**

The Trust is keen to encourage research and development of academic interests which can be discussed through the job planning process.

Strong links exist with Warwick Medical School and opportunities exist for collaborative research with academic partners. Several consultant colleagues are honorary associate professors at the University.

## **AUDIT**

There are a number of forums to present and discuss Clinical audit projects and agree recommendations across the Trust. The Trust audit department supports doctors and other clinicians in planning and completing Audit projects. Consultant Psychiatrists will play an active part in generating ideas and supervising trainees in completing these projects. Training in Quality Improvement Methodologies will be encouraged as will participation in QI projects.

## **BASE, SUPPORT AND FACILITIES**

The Consultant team and their administrative support for this area are based at the Caludon Centre Coventry.,

The Trust is committed to the use of technology to support staff in their work including technology to support agile working (laptops and iPhones), digital dictation (iPhones), Microsoft Teams (video conferencing) and Attend Anywhere (video consultation).

The Trust is a 'Global Digital Exemplar' and has been a finalist in the HSJ Awards for its use of technology.

### **Secretarial Provision**

Appropriate dedicated medical secretarial support will be provided to the Consultant.

### **Library Facilities**

For South Warwickshire clinicians, library facilities are located at St Michaels Hospital, other libraries in the trust are located at the Caludon Centre, Coventry, Jepson House in Nuneaton, and Brooklands site. It is accessible out of hours and staff are available during office hours to give any assistance required. Library services can be accessed through the Intranet with links to a wide range of journals and a document request service.

## **MANAGEMENT**

As a consultant you will have a line management responsibility for junior doctors who may work in your team.

You will also participate in local Consultant meetings and monthly MAC meetings.

You will be encouraged to give clinical input to groups considering service issues or developments commensurate with your timetable and particular areas of expertise

### **Medical management arrangements**

The Trust Medical Director, Dr Sharon Binyon, is supported by a by a Deputy Medical Director for Mental Health as well as a team of Associate Medical Directors.

This post will relate to the Associate Medical Director for CAMHS, Dr Nadia Saleem, through the Medical Lead for CAMHS (Dr Eleanor Dryhurst).

Operational management is co-ordinated through the Service Leadership Team.

Professional advice is provided by the Medical Advisory Committee

Governance is co-ordinated by the Mental Health Directorate Safety and Quality Team.

## **MAIN TERMS AND CONDITIONS**

- Appointment will be subject to the national terms and conditions of service under the Terms and Conditions – Consultants (England) 2003 contract. In addition to the annual leave the postholder will also receive two additional days in lieu of the two NHS Statutory leave days to be taken as annual leave.

- The post is based upon 10 PAs a week, 7.5 for DCC and 2.5 for SPA.
- Additional PAs may be negotiated for additional workload or responsibility as required through the job planning process in accordance with the consultant terms and conditions
- The postholder must be fully registered with the GMC and included on the Specialist Register in Mental Health
- The postholder must also be approved under Section 12(2) of the Mental Health Act and eligible to be an Approved Clinician at the time of appointment.
- This post will include participation in the CAMHS Consultant on call rota at an approximate frequency of 1:8. This currently attracts the low frequency high intensity additional payment of 5%. Junior medical staff work a shift system to cover the out of hour's period 1<sup>st</sup> on call. On some days middle tier staff provide cover. There is a clear protocol for the out of hours on-call service. The on-call is for urgent psychiatric assessments for South Warwickshire, North Warwickshire (including Rugby) and Coventry. The on-call commitments are not onerous. The main components of this are:
  - Supporting and advising junior doctors when they request this.
  - Urgent out of hours domiciliary assessments in the context of a Mental Health Act assessment
  - Assessments at local police stations

The post holder will be required to make appropriate arrangements to be contactable during your on-call periods.

- The post holder is expected to provide reciprocal cover for Consultant Psychiatrist colleagues over periods of annual leave, study leave and short-term sick leave.
- The post holder will require an appropriate means of independent transport commensurate with the travelling required to fulfil the role.
- To fulfil obligations when on call, the post-holder is contractually obliged to reside within a distance of thirty minutes or ten miles, whichever is the greater, by road from their principal place of work unless the Chief Executive or Medical Director agrees to their residing at a greater distance.
- The Post-holder is responsible to the Medical Director through the Associate Medical Director and the Medical Lead for CAMHS. The Medical Lead for CAMHS is responsible for agreeing and reviewing the job plan, ensuring that regular appraisal takes place and for other issues that might arise in conjunction with the execution of the job plan on a day-to-day basis.
- The Trust has a no smoking policy and staff are required to be a non-smoker during working hours

- The postholder will be expected to adhere to Trust policies and procedures including clinical and research governance requirements.
- The post holder will be required to attend:
  - Governance meetings for the service and any relevant team meetings such as team business meeting or meetings regarding outcomes, serious incidents, and other such matters.
  - Service development / Quality improvement / Data and outcomes meetings.
  - Job planning meetings with Medical lead and Service manager.
  - Any other Trust meetings where your attendance is required.
- In relation to Service delivery the post holder will be required to:
  - Carry a Trust mobile smart phone during work hours provided and paid for by the service and be contactable by members of the team or other colleagues by phone and email during work hours.
  - Maintain a contemporary Microsoft Outlook diary that is shared with relevant parties including medical lead, and service lead.

**JOB PLAN** - A detailed Job plan will be agreed between the post-holder and the Medical Lead for CAMHS to reflect their circumstances and interests.

The post-holder will have 7.5 programmed activities for direct clinical care and 2.5 sessions for supporting professional activities teaching and training, audit and research and appropriate participation in management and service development.

A provisional timetable of fixed commitments would be as follows and can be modified subject to negotiation. Any external duties will have to be agreed, including cover arrangements, before taking up the duties.

#### INDICATIVE TIMETABLE

	MON	TUES	WED	THUR	FRI
AM	Trust wise Psychiatric referral meeting And/or Handover	Handover	CRHT Clinical review	SPA/Audit/ Management	Handover
PM	Admin	Patient review /admin	CRHT Clinical review	Patient review	
	Patient review	Consultant meeting(monthly)	Teaching		SPA/Academic Meeting
	Handover	Handover	Handover	Handover	Handover
	Patient review	CPD/ SPA	Peer Supervision/ Medical Advisory	Patient review/ Admin	Patient review/ Admin

			Committee/ PDP Group/ CPD CPD		
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Further information available from: Dr Nadia Saleem, Associate Medical Director, [Nadia.Saleem@covwarkpt.nhs.uk](mailto:Nadia.Saleem@covwarkpt.nhs.uk) or, Dr Dryhurst, Medical Lead, Child, and Adolescent Psychiatry, [eleanor.dryhurst@cwpt.nhs.uk](mailto:eleanor.dryhurst@cwpt.nhs.uk)

**Coventry and Warwickshire Partnership Trust**  
**PERSON SPECIFICATION**  
**CONSULTANT PSYCHIATRIST – GENERAL ADULT PSYCHIATRY**

<b>JOB REQUIREMENTS</b>	<b>WEIGHTING</b>
<b>Qualifications and Training</b>	
A postgraduate qualification in Psychiatry e.g., Membership of the Royal College of Psychiatrists	<b>H</b>
GMC registration and inclusion on the specialist register in Mental Health, or Speciality Trainees within 6 months of completing CCT	<b>H</b>
Eligible for Approved Clinician status and Approval under section 12 of the Mental Health Act	<b>H</b>
A minimum of 6 years postgraduate experience in psychiatry including substantial training/experience in Child and Adolescent Psychiatry in acute/ CRHT settings.	<b>H</b>
<b>Skills and Knowledge</b>	
Able to assess a person presenting with suspected mental illness, including appropriate risk assessment consistent with a consultant level appointment	<b>H</b>
Able to design, implement and supervise appropriate management plans, including appropriate risk management for people who are diagnosed with a mental illness consistent with a consultant level appointment	<b>H</b>
Able to provide consultancy and leadership to other members of the mental health team to aid the delivery of such management plans	<b>H</b>
Able to ascertain and incorporate the views of patients and carers in management plans	<b>H</b>
Have a working knowledge of the Mental Health Act consistent with that required to undertake the duties of an AC / RC for the purposes of the Act.	<b>H</b>
Able to demonstrate an understanding of the principles of evidence-based practice, and participation in continuous professional development.	<b>H</b>
Able to act as an educational supervisor as approved by the Royal College of psychiatrists to trainees attached to the team.	<b>H</b>
Able to contribute to educational training programmes for junior medical staff	
Able to participate in the provision of clinical attachments and teaching for undergraduate medical students	<b>H</b>
Able to participate in Clinical Governance and Medical Audit.	<b>H</b>
Able to demonstrate a knowledge of current policy direction in mental health services and participate in service development	<b>H</b>
Able to demonstrate a working knowledge of IT packages to be effective in this role	<b>H</b>



<b>Personal Qualities</b>	
Good communication skills, demonstrating an ability to adapt style and method of communication as needed	<b>H</b>
Able to form good working and professional relationships and work as a member of a team.	<b>H</b>
Have a flexible approach to working in the interests of the smooth running of the service	<b>H</b>
Able to support, motivate and lead other members of the mental team	<b>H</b>
<b>Other Requirements</b>	
Willing to participate in on-call rota	<b>H</b>
Must have an appropriate means of independent transport commensurate with the travelling required to fulfil the role	<b>H</b>
Non-Smoker during working hours	<b>H</b>
Willing to undertake CRB Disclosure Check	<b>H</b>