

Consultant Psychiatrist Job Description and Person Specification

CAMHS Inpatient General Adolescent Unit Consultant Psychiatrist

Post and Specialty:	<p>Consultant Psychiatrist in CAMHS Inpatient General Adolescent Unit.</p> <p>This post is for the CAMHS Inpatient General adolescent ward at Hopewood.</p> <p>This is a full-time post in Child and Adolescent Psychiatry. It is a replacement post due to retirement.</p> <p>The Consultant is employed by Nottinghamshire Healthcare NHS Trust and will join the two other inpatient consultants, five community CAMHS consultants, six specialist CAMHS Consultants and two Academic Consultants in the CAMHS service.</p> <p>The successful candidate must have MRCPsych or CESR and be eligible for inclusion on the Specialist Register or anticipate being eligible within six months of the interview. He or she must be approved under Section 12 of the Mental Health Act 1983 and be able to travel readily as required.</p> <p>On-call responsibilities will consist of participating in the Child and Adolescent Psychiatry Consultant evening and weekend duty rota. This is currently a one in ten pro rata (Category B low frequency)(subject to change), at present, providing cover and advice to the duty Specialist Registrar for the whole County of Nottinghamshire for which there is additional remuneration of 1%.</p> <p>A daytime cross cover arrangement for emergencies exists between the inpatient and community CAMHS Consultants Nottinghamshire, and the post holder will contribute to this arrangement.</p> <p>The Consultants co-ordinate their annual and study leave to ensure sufficient cover is available for the wards.</p>
Base:	The Lookout, Hopewood, Foster Drive, Nottingham NG5 3FL
Royal College of Psychiatrist Approval Details:	<p>RCPSYCH reference number: TRENT-CO-NTH-2023-01150</p> 
Contract:	10 PA post: 7.5 Direct Clinical Care 2.5 SPA with a 30% Recruitment and Retention Premium
Accountable professionally to:	Executive Medical Director, Dr Sue Elcock
Accountable operationally to:	Clinical Director and General Manager of Mental Health Specialist Services Directorate

Key working relationships and lines of responsibility:	Line Manager/Clinical Director: Dr Lucy Morley & Rebecca Keating	
	Ward Manager:	Siobhan Perkins
	Service Manager:	Emma Corkhill
	Operational Manager:	Emily Shipman
	Responsible Officer:	Dr Sue Elcock
	General Manager:	Tracey Gilford
	Medical Director:	Dr Sue Elcock
	Associate Medical Director:	Kiran Jeenkiri
	Chief Executive:	Ifti Majid

1. Introduction

Nottinghamshire Healthcare is one of the largest mental health trusts in the country, serving a population of over one million people across Nottinghamshire, including the provision of healthcare services from Rampton Hospital, one of the country's three high-secure hospitals. This provides interested trainees with unique training opportunities in forensic psychiatry.

The Trust also has strong academic links with the University of Nottingham and the Institute of Mental Health, home of the Mental Health Research Network hub for East Midlands and South Yorkshire.

The Trust is supporting the Royal College of Psychiatry's campaign to encourage medical students to specialise in psychiatry. You can find out more by visiting [the College's website](#).

2. Trust Details

Nottinghamshire Healthcare provides integrated healthcare services, including mental health, intellectual disability and physical health services. Over 9000 dedicated staff provide these services in a variety of settings, ranging from the community through to acute wards, as well as secure settings. The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham, and the high secure Rampton Hospital near Retford. It also provides healthcare in prisons across the East Midlands. Its budget for 2020/21 is £470m.

The Trust is committed to a sustainable future and works hard to reduce its carbon footprint and environmental impact across all of its many services.

Board Level Directors

Chair of the Board	Paul Devlin
Chief Executive	Ifti Majid
Deputy Chief Executive:	Anne-Maria Newham MBE
Executive Medical Director:	Dr Sue Elcock
Executive Director: Finance and Estates	Alison Wyld
Executive Director: Forensic Services	Dr Sue Elcock
Executive Director: People & Culture	Jennifer Guiver
Executive Director: Nursing, AHPs and Quality	Tabetha Darmon
Executive Director: Strategy & Partnerships	Jan Sensier
Executive Director: Mental Health Services	Becky Sutton
Five other Non-executive Directors	

3. Service Details

The Trust invested in CAMHS services, opening a new facility providing expanded inpatient services for children and young people across Nottinghamshire and region in 2018. Phoenix ward is one of three

wards on the site alongside a Psychiatric Intensive Care unit (8 beds, Hercules ward) and Specialist Eating Disorder (12 beds, Pegasus Ward). There is a well-resourced hospital school onsite which provides education for young people on all three wards.

Phoenix ward is a 12 bedded adolescent unit (age 13-18) Inpatient General Acute Unit (GAU).

Phoenix ward receives referrals from Nottinghamshire, Lincolnshire, Derbyshire and Northampton and is part of the East Midlands Provider Collaborative.

The Consultant will be the Responsible Clinician for patients on Phoenix ward. The Consultant is responsible for the physical care and mental health treatment for young people on the ward. They will work with the team in undertaking pre-admission liaison and assessment where required before admission and in facilitating discharge. It will be expected that there will be close links with other inpatient units locally, regionally and some liaison nationally.

Hopewood is one of three provider units within the East Midland Provider Collaborative/New Care Model that took over regional service commissioning from NHSE England in April 2021.

The unit provides access assessments for children and young people in mental health crisis and who require admission to hospital for patients in Nottinghamshire, Derbyshire and Lincolnshire.

Phoenix ward manages young people experiencing acute mental health difficulties of a variety of natures who cannot be safely managed in the community. Presentations may include but are not limited to Psychosis, Bi-Polar disorder, OCD, Severe anxiety/ Depression, severe emotional dysregulation and young people within these presentations whom at times have difficulties maintaining food and fluid intake due to their psychological symptoms. Given the acuity of presentation young people can present with significant self-harm and at times they may present a risk to others.

The unit takes regional referrals and the New Care Model has commenced meetings of regional inpatient colleagues. The Consultant may be asked to undertake second opinions on cases held by community teams or within other adolescent units across the region.

The General Adolescent Unit receives around 4 admissions per month. The average length of admission is approximately 70 days.

With the catchment area being regional there are areas of affluence and areas of deprivation. Admissions are planned and are usually Short to medium term for acute treatment and stabilisation prior to step-down or discharge so the ward has a manageable turnover. The ward tends to operate at capacity most of the time due to the level of regional and national need for intensive psychiatric inpatient care.

4. Local Working Arrangements

Hopewood has a Service Manager (1 WTE) shared across the 3 wards and there is a Clinical Nurse Specialist (1 WTE) shared across Hercules and Phoenix ward. Shared across the site is a physical health nurse and a trainee ACP.

The ward has a comprehensive MDT comprising of:

Consultant Psychiatrist 1.0 WTE

F1/F2 – 1WTE

GPvts – 1 WTE

ST – 1 currently

Clinical Psychologist 0.8 WTE

Family therapist 0.4 WTE

Social worker 0.5 WTE

Occupational Therapy 1.0 WTE
 Dietician 0.5 WTE
 Speech and Language Therapist 0.2WTE
 Activity co-ordinators 2.0 WTE
 Band 7 Ward Manager 1.0 WTE
 Band 6 Clinical Team Lead 4 WTE
 Band 5 Nursing 9 WTE
 Band 3 Support workers 16 WTE
 Band 2 Support Workers 10.5 WTE

This is a replacement post due to retirement.

On-call responsibilities will consist of participating in the Child and Adolescent Psychiatry Consultant evening and weekend duty rota. This is currently a one in ten rota (Category B, low frequency) subject to change), at present, providing cover and advice to the duty Specialist Registrar for the whole County of Nottinghamshire and being responsible for the Adolescent Unit, this is remunerated at 1%.

A daytime cross cover arrangement for emergencies exists between CAMHS Consultants working across Nottinghamshire, and the post holder will contribute to this arrangement. The Consultants co-ordinate their annual and study leave to ensure sufficient cover is available for the locality.

The consultant is expected to be Section 12 approved and may have to undertake elective or emergency Mental Health Act assessments as required during the daytime. The Trust has two dedicated 136 suites one based in South County at Highbury Hospital and another at Millbrook in Mansfield. All presentations to 136 suites are audited by a multi-agency group for quality.

The post holder will carry responsibility for inpatients at Hopewood and will cover the unit on call out of hours and follow appropriate Trust and NHSE policies and procedures relevant to the unit when on call.

They may be called on with MDT colleagues to undertake assessments for the inpatient units within the regional Provider Collaborative during normal working hours.

Consultant psychiatrist colleagues are as follows:

Dr Aislinn Choke	Consultant, Inpatient Eating Disorders Team
Dr Lucy Morley	Consultant, PICU - Hopewood
This post	Consultant, General Adolescent Unit
Dr P Majumder	Consultant, City CLA Team
Prof C P Hollis	Professor of Child & Adolescent Psychiatry/ Hon Consultant, Neuropsychiatry
Dr Aiesha Ba Mashmous	CAMHS Liaison Psychiatry
Dr Swetangi Ambekar	Consultant, South Community CAMHS
Dr Parveen Chand	Consultant, South Community CAMHS
Dr Deepa Joseph	Consultant North Team Community CAMHS
Dr Rebekah Redwood	Consultant North Team Community CAMHS
Prof K Sayal	Professor/Hon Consultant, Neurodevelopmental Psychiatry
Dr C De Sousa	Consultant, Children with Learning Disability
Dr A Taylor	Consultant, FCAMHS and Clayfields Secure Childrens Unit
Dr S Vohra	Consultant West Community CAMHS
Dr M Kulkarni	CAMHS Eating Disorders Community Team
Dr S Nair	CAMHS LAC and Head2Head
Dr Ranjitha David	CAMHS Crisis and Home Treatment Team

The Service is also supported by a Crisis and liaison service commissioned to work 24 hours a day 7 days a week.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and service manager in helping to steer the development of the service in line with the strategic direction of the organisation.

5. Continuing Professional Development (CPD)

Trust support for CPD activities, including study leave arrangements and appropriate funding. The Consultant will be supported to join a peer group as appropriate to their needs. Each Consultant will have a personal development plan for the year, formulated within their peer group. The appointee would be expected to undertake continuing professional development in line with the recommendations of the Royal College of Psychiatrists and the Trust will undertake to allow time and fund such educational activities as required.

Continuing Professional Development (CPD) is highly valued within the Trust. The post holder is expected to comply with the requirements for CPD, appraisal and revalidation as set by the Royal College of Psychiatrists and General Medical Council. The post holder would be expected to undertake continuing professional development in line with the recommendations of the Royal College of Psychiatrists and the Trust will undertake to allow time and fund such educational activities as required. The Consultant will be expected to have an annual statement of CPD from the Royal College. Appropriate study leave will be supported and there is an annual budget of up to £1,200 per Consultant for approved CPD activities. The current provision is for 10 days of study leave in a year. Supporting activity sessions are included in each Consultant's job plan to support this.

The consultant will be supported in joining a peer group, there are a number running within CAMHS and supervision will be available with senior colleagues in an informal basis but formal arrangements can be made if needed.

6. Clinical Leadership and Medical Management

The Consultant is accountable to the Clinical Directors, Associate Medical Directors and Executive Medical Director. Day to day management and ward matters will be managed alongside the Senior Leadership team on the ward and Service and Operational manager for Hopewood.

The Consultant will participate in business planning for the ward and, as appropriate, contribute to the broader strategic and planning work of the trust and the Provider Collaborative.

The consultant will be expected to lead improvements in the quality of care within the ward and contribute to improving quality across the system with the ward manager and unit and ward teams.

The inpatient CAMHS general adolescent consultant will be expected to provide clinical leadership and expertise in the field of psychiatric general adolescent care to the wider service and consultants.

7. Appraisal and Job Planning

The Trust is committed to the implementation of annual consultant appraisal. Annual appraisal and revalidation are arranged by the Medical Appraisal and Revalidation team within the Medical Directors Office. The Trust uses an electronic platform for appraisal and Job Planning called SARD (Strengthened Appraisal and Revalidation). The Executive Medical Director is the named Responsible Officer.

There is annual Job Planning with Clinical Directors. In addition to this an initial meeting will take place on commencement of role to agree an indicative job plan which can be informally reviewed quarterly or as any changes or potential changes to the job plan are put forward prior to the formal job planning meeting if required to ensure positive working conditions.

There is a new starter Trust induction programme for all staff and a new Consultant Induction Programme and mentoring scheme/ arrangements. All new consultants will be offered an induction meeting with the Executive Medical Director at which mentoring will be discussed. Mentoring will also be available for any Consultant in the Trust on request. Those individuals requiring a mentor should contact the Executive Medical Director who will facilitate the appointment of a mentor. The Trust has a policy on Mentoring consultants.

8. Teaching and Training

The Trust is committed to teaching and training and has a higher training scheme. The post holder would be encouraged to become a clinical and/or educational supervisor.

The Director of Medical Education is Dr Kehinde Junaid and the school of medicine also has links with China and Malaysia and has a base at Queens Medical Centre as below:

School of Medicine
University of Nottingham
Medical School
Nottingham,
NG7 2UH

One CT1-3s is placed within CAMHS and there is opportunity to offer training placements. There are currently an F1/2 trainee and a GPvts attached to this post. The Higher Specialist Training Scheme has five NTN, and provides training opportunities in Nottingham, Derby and Lincoln. The postholder will be expected to offer training opportunities to ST4-6s, once College approval has been sought.

The Consultant will be encouraged to take part in supervision and teaching of Junior Medical staff in Hopewood and across the Trust, as well as ensuring that junior medical staff have an appropriate induction into the wards.

The Consultants meet as a group on a monthly basis for peer learning, teaching and business functions.

The Consultant will be encouraged to participate in undergraduate and postgraduate clinical teaching and in the training of other disciplines.

Teaching space and time can be made available to the consultant and there is access to a vast number of journals and research papers through the Trust's library system that can be used in support of teaching. The service is able to utilise electronic platforms such as MS Teams and Zoom for providing training electronically in addition to face to face learning opportunities. SPA activities can also include research and collaboration with the clinical academics within the Institute of Mental Health. There is a service research and development group that meets monthly to discuss research and audit across CAMHS. There is a research and development department within the Trust that is able to support as well as a Quality Improvement Team and an Audit Team who are all available to support and advise on research and service development.

9. Research



We have close links with the Institute of Mental Health (IMH) and the University of Nottingham. Since its formation in 2006, the Institute has established a track record of success, with achievements in pioneering education provision and innovative, service-facing, inter-disciplinary research.

The IMH currently receives approximately £46 million in external research grants and is one of the UK's prime locations for interdisciplinary research in mental health with 33 full time and associate professors.

Particular strengths of the Institute are reflected in its eight Centres of Excellence:

- ADHD and neurodevelopmental disorders across the lifespan – advancing the translation of research into practice;
- Dementia – tackling one of the biggest health challenges facing the population;
- Education – providing accredited and non-accredited training delivered by experts in their field;
- Health and Justice – improving the understanding of and provision for mentally disordered offenders;
- Mental Health and Human Rights – officially launched in 2018;
- Mood Disorders – advancing leading edge research into conditions such as depression and bipolar disorder;
- Social Futures – transforming how service users, carers and professionals work together in a new community of understanding;
- Translational Neuroimaging – building on recent advances in neuroscience, diagnosis and treatment.

The Institute also hosts:

- The Cochrane Schizophrenia Group for the evaluation of the prevention, treatment and rehabilitation of people with psychotic illnesses;
- MindTech – a National Institute for Health Research (NIHR) Healthcare Technology Co-operative focused on the development of new technology for mental healthcare;
- The NIHR Collaboration for Leadership in Applied Health Research and Care East Midlands (CLAHRC-EM).

There are a number of clinical lecturer posts for those wishing to pursue a career in academic psychiatry.

The Trust has a high quality research environment for its entire staff and has a close relationship with the University of Nottingham. The post-holder will be encouraged and supported to be involved with research with the academic Child & Adolescent Psychiatry department. Depending on the post-holder's interest and experience, involvement will be welcomed on a range of current studies, led by the two professors of Child & Adolescent Psychiatry. The post-holder will also be encouraged and supported to apply for Honorary Assistant/Associate Professor status (as appropriate) within the University of Nottingham.

The University Division of Psychiatry and Applied Psychology (part of the School of Medicine) is an interdisciplinary group of psychiatrists and applied psychologists based within the Institute of Mental Health (IMH; Jubilee Campus). The IMH (Director: Professor Martin Orrell) reflects a thriving and well-established Trust-University collaboration. There are a number of IMH Centres of Excellence, bringing together a range of clinicians and academics, including the Centre for ADHD and Neuro-developmental Disorders Across the Lifespan (CANDAL) and the Centre for Mood Disorders (Young People Theme lead: Professor Kapil Sayal)

Within the Division, the Academic Section of Developmental Psychiatry reflects a partnership between the University, IMH and the Trust. The Section of Developmental Psychiatry aims to improve knowledge

and practice in child and adolescent mental health through high quality clinical research, teaching and training. The Section is located jointly at the Queen's Medical Centre and the IMH. It consists of two Professors of Child and Adolescent Psychiatry, a Professor of Psychological Intervention and Behaviour Change, two Associate Professors in Psychology, an Honorary Assistant Professor in Child and Adolescent Psychiatry and an NIHR-funded ACF in Child and Adolescent Psychiatry.

Key areas of research expertise include developmental epidemiology, healthcare technology, Health Services Research and RCTs across several areas of Child and Adolescent Mental Health, spanning neuro-developmental and emotional disorders. Professor Chris Hollis (NIHR Senior Investigator) leads the Nottingham Biomedical Research Centre (BRC) Mental Health & Technology Theme and the NIHR MindTech co-operative which supports a thriving research programme in the area of digital technology and mental healthcare. Professors Hollis and Sayal lead a number of national multi-centre NIHR HTA-funded trials including ORBIT (<https://www.institutemh.org.uk/research/projects-and-studies/current-studies/orbit>), STADIA (<https://www.institutemh.org.uk/research/projects-and-studies/current-studies/stadia>) and SATURN (stimulant medication for ADHD and tics). The Trust is also the lead NHS partner within the East Midlands Applied Research Collaboration (ARC) – this is a wide-ranging programme of applied health research, including the “Far away from Home” study about young people admitted far from home or to adult wards (<http://arc-em.nihr.ac.uk/research/far-away-home>)

10. Mental Health Act and Responsible Clinician Approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

11. Secretarial Support and Office Facilities

The Consultant will have a laptop and mobile phone provided and will have access to a desktop computer or docking station.

The Consultant will have an office to allow for confidential conversations and supervision of staff. They will have a named medical secretary for administrative support. There is a wider admin team for the unit that provides cross cover as necessary.

12. Clinical Duties of Post Holder

This is a full time post based at Hopewood with responsibility for the 12 bed inpatient general adolescent ward. The service has been established for the last five years and has a comprehensive treatment programme and there are opportunities for further development of the service. There are no outpatient responsibilities directly associated with the role although second opinions/ consultation and support for mental health act assessments for young people in community settings may be requested on occasion where clinically appropriate.

The Consultant will work with the other inpatient consultants to ensure the delivery of a high-quality evidence based service to children and young people at Hopewood. Currently ward round takes place once a week, ward rounds are co-ordinated between the wards to facilitate equitable provision of resources across the wards.

The Trust is committed to ensuring the use of The Care Programme Approach to ensure continuity of care and identification of needs for all children and young people in services as required by clinical need. The Consultant will not be expected to act as care co-ordinator.

The post holder will be encouraged to continue to act as clinical supervisor for GPVTS trainees in post or will be supported by specialty doctors. If the appointed doctor is trained as a clinical supervisor and

eligible for trainees then they may have trainees in post. The post is approved for CT and for ST placements. ST's rotate between in-patients and community to give a diversity of experience to trainees.

The post-holder is expected to consult to the multidisciplinary team to offer psychiatric expertise and direct involvement in the areas of: assessment and diagnosis, pharmacological treatments, use of the Mental Health Act and other relevant legislation in the management of children and young people, and the management of complex and/or risky presentations and severe symptomatology.

The Consultant will work with the Senior leadership team at Hopewood to provide as consultation and support as part of the pre-admission pathway for patients' access assessed as likely to need admission to a GAU.

The Consultant will provide clinical leadership to the team.

The Consultant will have regular supervision with the Ward Manager and peer supervision from within the Consultant group as required. 1-1's with Clinical Directors can also be arranged as required.

13. Training Duties

The post holder would be encouraged to act as clinical supervisor for doctors in training and to participate in undergraduate and post graduate training programmes.

The Consultant is encouraged to participate in teaching and training of medical students from the University of Nottingham, to offer them a unique insight into the treatment of young people requiring psychiatric intensive care, and into CAMHS services.

The Consultant should be active in working with all the disciplines on the ward to ensure that staff are working to provide evidence-based practice and high standards of care.

There is a F1/2 and GPs attached to this post currently.

14. Clinical Governance and Quality Assurance

The consultant would be expected to contribute to effective clinical governance within the team and alongside the team manager and service leads to take responsibility for setting and monitoring standards.

All consultants are expected to participate in clinical audit and quality improvement activities within the team and to engage in service/team evaluation and the planning of future service developments.

Line management is provided by Clinical Directors in collaboration with the Ward Manager and Service Manager who can support with day to day issues.

The Consultant would be expected to contribute to effective clinical governance within the team and alongside the Ward Manager and service leads to take responsibility for setting and monitoring standards.

All Consultants are expected to participate in clinical audit and quality improvement activities and to engage in service/team evaluation and the planning of future service developments.

There is opportunity to participate in incident and complaint investigations, support can be offered with this and there is a Clinical Governance lead for the division who leads on these.

There are regular inpatient audits including areas such as Mental Health Act compliance, Medication prescribing and administration, infection prevention and control.

15. Quality Improvement

The Consultant and ward manager offer leadership and management of the team in a way that supports the development of a culture of continuous improvement and learning.

The Consultant utilises a quality improvement approach to think systemically about complex problems and to develop potential change ideas and test these in practice using a systematic QI methodology. There is a QI team within the trust that can offer support and guidance with this.

The Consultant empowers the team to resolve local issues on a daily basis using the tools and methods of quality improvement without staff having to seek permission.

The Consultant Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

16. General Duties

To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the Executive Medical Director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.

To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.

To undertake the administrative duties associated with the care of patients.

To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.

To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.

To participate in annual appraisal for consultants.

To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.

To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, and to abide by professional codes of conduct.

To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.

To work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.

To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the Executive Medical Director and other managers in preparing plans for services. The Consultant has a continuing responsibility for the care of patients. The consultant will liaise with the General Practitioners, hospital and community specialists and other agencies wherever relevant.

The Consultant will also undertake the appropriate administrative duties associated with the care of patients and the running of the clinical department, including the prioritization of the case load according to need.

The Consultant will be expected to provide leadership to the wider team, alongside the Ward Manager and other senior team members. They will liaise with the wider CAMH service and other agencies to ensure that the health and care needs of patients are met. The post holder will be required to work in partnership at both strategic and operational levels with relevant and external stakeholders. The post holder will need to ensure that people who use services, carers and advocates are treated with respect and dignity in conjunction with team and service requirements.

The Consultant will contribute to the development of clinical expertise for the benefit of patients and the Service as a whole and will be responsible for offering expert advice on clinical issues, together with the maintenance of case work with individual patients until their safe discharge elsewhere.

These duties are an outline of the main duties of the post. The post holder may be required to undertake other duties commensurate with the grade and is encouraged to develop special interests in agreement with the Ward Manager, Clinical Directors and Service Manager. Any changes to clinical commitments would include a review of the job plan and would take account of the experience of the post holder and the need for any additional training. It is expected that the post holder will participate in peer supervision - necessary and appropriate arrangements for this will be negotiated with the post holder.

The content of this post will be reviewed in consultation with the post holder when necessary and in line with changing service needs.

There are 2.5 SPA sessions that can be utilised for special interest clinical activities. Time for other areas can also be negotiated in line with clinical needs and interests of the consultant around areas such as teaching/ training and supervision, governance and audit, research and academic time and any external duties.

17. External Duties, Roles and Responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Executive Medical Director and, as necessary, the Chief Executive Officer.

The Consultant on Hercules ward would be encouraged to develop links with other PICUs nationally and to work within the Provider Collaborative promoting the best outcomes for Children and Young People.

18. Other Duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

19. Work Programme

The post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation).

The timetable is indicative only. A formal job plan will be agreed between the post holder and Associate Medical Director or clinical manager three months after commencing the post and at least annually thereafter.

20. On-call and Cover Arrangements

On-call responsibilities will consist of participating in the Child and Adolescent Psychiatry Consultant evening and weekend duty rota. This is currently a one in ten rota (subject to change), at present, providing cover and advice to the duty Specialist Registrar for the whole County of Nottinghamshire. There is a CT post covering Hopewood out of hours. The wider service is covered by a 24/7 Crisis Home treatment service based at Hopewood. Participation in the on-call rota attracts a 1% availability supplement and is a 1 in 10 rota (Low Frequency, Category B rota).

A cross cover arrangement between consultants for annual leave, study leave and short unplanned leave is in place and is endorsed by the LNC and in line with Trust Policies and Consultant National Terms and Conditions. The post holder will be expected to contribute to this on a pro rata basis. It is the responsibility of the medical staff committee with support from management to ensure that adequate cover is always in place to manage services and supervision of trainees safely. The post holder is expected to adhere to the Trust Policies when applying for study and annual leaves. The arrangements are regularly reviewed at the CAMHS senior medical staff committee and with the divisional management.

21. Wellbeing

Wellbeing support and 1-1s are available and encouraged with the Clinical Directors and with team leads. The trust has a staff wellbeing team and a robust occupational health and staff counselling offer. These services are confidential and are accessible via self-referral or referral from line managers.

The service promotes a positive, open and engaging culture that is supportive and facilitative, there are clear communication channels and escalation processes should support be needed that is not felt to be forthcoming. If workload changes in relation to Job Plans this can be discussed and scheduled job planning meetings can be brought forwards to support these discussions. We recognise the importance of ensuring a healthy work/ life balance in supporting positive well-being and where appropriate to service need flexibility around working hours/ clinic times can be negotiated. Where these changes happen when there isn't a job planning meeting scheduled we are able to bring these meetings forwards as needed.

There are monthly Consultant group meetings for peer support, supervision and learning.

The trust offer regular mindfulness courses to staff and have regular wellbeing 'pop up' events offering a range of holistic therapies. The trust also operate a trauma informed way of working and as such offer diffusion and debriefing to staff involved in critical incidents which is available and accessible to consultant colleagues.

The trust is committed to supporting the development of staff and if requested development mechanisms such as mentoring and coaching can be facilitated in addition to the supportive measures mentioned above.

22. Contract Agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All employees should attend Trust mandatory training and comply with the Trusts policies in relation to Equality and Diversity.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

23. Leave

The post-holder is entitled to 32 days of annual leave per year rising to 34 days after seven years' service. There is an allowance of 30 days study leave over three years for approved courses for which appropriate expenses up to £1200 a year are paid.

24. Visiting Arrangements

Interested candidates should contact:

Dr Lucy Morley & Rebecca Keating CAMHS Clinical Directors on 0115 9691300 ext 14048 (LM) or 11323 (RK)

25. Suggested Timetable-

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Hopewood	Direct Clinical Care	DCC	1
	PM	Hopewood	Peer Supervision / SPA / CPD / Audit	SPA	1
Tuesday	AM	Hopewood	Ward Round	DCC	1
	PM	Hopewood	Ward Round	DCC	1
Wednesday	AM	Hopewood	Direct Clinical Care	DCC	1
	PM	Hopewood	Clinical Administration	DCC	1
Thursday	AM	Hopewood/ Highbury	SPA including monthly case conference, journal club & SMSC	SPA	1
	PM	Hopewood	SPA	SPA	1
Friday	AM	Hopewood	Direct Clinical Care	DCC	1
	PM	Hopewood	Direct Clinical Care	DCC	1

Unpredictable / emergency on-call work					
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

Approval of this Job Description by the Royal College of Psychiatrists

26. This job description and person specification was approved by the Royal College of Psychiatrists' Regional Advisor on [Click or tap here to enter text.](#)



Appendix 1: Person specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

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

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification	Scr	Qualification or higher degree in medical education, clinical research or management	SL
			MRCPsych	Scr
			Additional clinical qualifications	SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment	Scr	In good standing with GMC with respect to warning and conditions on practice	Scr
	Included on the GMC Specialist Register OR within six months	Scr		
	Approved clinician status OR able to achieve within 3 months of appointment	Scr		
	Approved under S12 OR able to achieve with 3 months of appointment	Scr		
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr		



	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty	SL, AAC, Ref	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL, AAC
	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge	SL, AAC, Ref		
	Excellent oral and written communication skills in English	SL, AAC, Ref	Experience of working within a CAMHS PICU or GAU	SL, AAC
	Able to manage clinical complexity and uncertainty	AAC		
	Makes decisions based on evidence and experience including the contribution of others	AAC		
	Able to meet duties under MHA and MCA	AAC		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	SL, Pres, AAC	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	SL, AAC
	Ability to work in and lead team	SL, AAC		
	Demonstrate commitment to shared leadership & collaborative working to deliver improvement	SL, AAC	Reflected on purpose of CPD undertaken	SL, AAC
	Participated in continuous professional development	SL, AAC		
	Participated in research or service evaluation	SL, AAC	Experienced in clinical research and / or service evaluation	SL, AAC
	Able to use and appraise clinical evidence	SL, AAC, Pres	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications	SL
	Has actively participated in clinical audit and quality improvement programmes	SL, AAC, Pres	Has led clinical audits leading to service change or improved outcomes to patients	SL, AAC