

# PENNINE CARE NHS FOUNDATION TRUST

## Job Description

### CONSULTANT IN ADOLESCENT INPATIENT PSYCHIATRY

#### **HOPE UNIT (CAMHS ADOLESCENT INPATIENT UNIT)**

FAIRFIELD GENERAL HOSPITAL  
ROCHDALE OLD ROAD  
BURY  
BL9 7TD

Tel: 0161 716 1168

CONSULTANT CHILD & ADOLESCENT PSYCHIATRIST OR  
CONSULTANT GENERAL ADULT PSYCHIATRIST WITH A SPECIAL  
INTEREST IN ADOLESCENCE

10 PROGRAMMED ACTIVITIES  
FULL-TIME/PART-TIME/JOB SHARE - SUBSTANTIVE CONTRACT

## **CONTENTS**

<b>Introduction</b>	<b>3</b>
<b>Service Model: CAMHS Inpatient Service</b>	<b>3 – 5</b>
<b>Staffing</b>	<b>6 - 7</b>
<b>Principle Duties of the post</b>	<b>7 - 11</b>
<b>Pennine Care Trust and management arrangements</b>	<b>12 - 15</b>
<b>CAMHS Care Hub</b>	<b>15 – 16</b>
<b>CAMHS Key Personnel</b>	<b>16 - 18</b>
<b>Relationships with Regional Tier 4 Inpatient services</b>	<b>18</b>
<b>Working Age Adult Mental Health Services</b>	<b>19</b>
<b>Person Specification</b>	<b>20 - 21</b>
<b>Sample Job Plan</b>	<b>22</b>
<b>Enquiries &amp; Visits</b>	<b>23</b>

## **INTRODUCTION**

**Post Title:** – Consultant in Adolescent Psychiatry. Replacement post due to current Consultant leaving.

**Location:** – CAMHS Acute Inpatient services - Hope Unit – Fairfield Hospital, Bury.

**Responsible to:** – CAMHS Clinical Director (Clinical & Managerial line manager).

This is an exciting opportunity for an enthusiastic, dynamic Consultant to join our organisation to work in a substantive position as a Consultant Adolescent Inpatient Psychiatrist.

This post is one of two Consultant Adolescent Inpatient Psychiatry posts for Pennine Care NHS Foundation Trust. This post holder provides clinical leadership for the Hope Unit, a general adolescent in-patient unit with a focus on assessment / short stay treatments, utilising an acute care pathway ( 6-8 week admissions).

The post holder is a key member of the CAMHS Inpatient Services management team, and will work alongside the Consultant Psychiatrist for the Horizon Unit, which functions as a general adolescent in-patient unit with a specialist focus on treatment of patients with eating disorders and patients with complex needs, requiring systemic care and treatment.

The Consultant in this post will assume key in-patient management responsibilities. These will include joining recruitment and selection of key senior inpatient staff, and supporting the development and adaptation of key service operational protocols in line with service developments.

## **PENNINE CARE CAMHS INPATIENT SERVICES**

The Pennine Care in-patient units are located at Fairfield District General Hospital in Bury. The 12 bedded Hope Unit opened in July 2008, to provide an acute admissions service for adolescents up to age 18 years with serious mental health disorders. The Horizon Unit opened in Autumn 2010 to compliment the Hope Unit, encompassing a 10 bedded unit for young people requiring longer hospital treatment, providing care for young people with eating disorders and care and treatment of young people with complex needs, within a therapeutic environment.

Since April 2013 all beds have been commissioned by NHS England and the services have primarily provided in-patient services to young people resident within Pennine Care NHS Foundation Trust. In recent years, the service has been the lead provider for Greater Manchester Tier 4 inpatient services, working closely with the Greater Manchester Assessment Centre, managing Tier 4 referrals across Greater Manchester, including neighbouring boroughs, Wigan, Bolton and across the North West, in a collaboration with other Tier 4 providers in the region and with NHS England.

The Hope and Horizon Units were rated as outstanding by the CQC, in 2016 and have maintained this rating. Both services have participated in the Quality Network for Improvement of CAMHS (QNIC) and are accredited.

The Hope and Horizon Units are co-located, thus ensuring robust medical staff cross cover, peer support, shared governance arrangements, and joint training and development opportunities.

Both of the CAMHS Inpatient Consultant posts are established and managed within the CAMHS Directorate, and maintain integral links with Working Age Psychiatry to match the needs of this age group, along with close working with Pennine Care NHS Foundation Trusts initiatives which include all age liaison teams, Home Treatment and rapid response teams. The post holder will join a dynamic and supportive Directorate and CAMHS Consultant peer group.

This is a full-time post for which 10 programmed activities are available under the new Consultant Contract. However, a flexible approach will be adopted to accommodate the wishes of the successful applicant, who may wish to work a less than full-time contract. Applications from candidates wishing to job-share are also welcomed.

The CAMHS inpatient services operate 24 hours per day, 7 days per week and accept emergency, planned and out of hours admissions.

The Hope Unit is the primary service accepting emergency referrals of young people Out of Hours via the acute care pathway.

Referrals to the CAMHS inpatient service are managed by the Greater Manchester Assessment & Inreach Centre (GMAIC), during their operating hours (Monday to Friday 8am to 8pm) and out of hours by the CAMHS on call Manager in collaboration with the CAMHS on call Consultant.

Referrals to the inpatient service are accepted ( via GMAIC) from:-

- Community CAMHS services.
- Mental Health Liaison Services across Greater Manchester.
- Home Treatment and Rapid Response Teams.
- Other Tier 4 inpatient providers, across the Region.
- Professionals seeking Tier 4 consultation / opinion.

Following initial assessment, in circumstances where the needs of the young person are best met within the Horizon Unit, the admission will be supported directly to the Horizon Unit, as a planned episode of care and treatment. This includes transfer from the Hope unit, when the needs of the young person would be best met in the Horizon unit. Admissions to the Horizon Unit are usually planned following preliminary assessment as the service is usually fully occupied.

The CAMHS Inpatient services also provides Tier 4 consultation, and advice to other professionals and the successful candidate will take a lead in providing their clinical expertise.

NHS England provide case management to the in-patient services, alongside the Greater Manchester Assessment & Inreach Centre.

### **Referral Rates & Bed Occupancy**

Between 01/04/21 and 31/03/22, 52 patients were admitted onto the Hope Unit. The bed occupancy rates are usually around 75%.

### **Guiding Principles**

- The in-patient services work in close collaboration with referring specialist mental health services, local authorities and with allied networks.
- The service uses a range of care pathways and interventions for assessment, care and treatment. This includes but not limited to: Physical health promotion; Sleep welfare; Pharmacotherapy, psycho-education, dietetic assessment/intervention; neuropsychological assessment; team formulation; individualised psychotherapeutic work ( utilising a range of therapeutic models including CBT; CAT; DBT), family therapy, group therapies, occupational therapy assessment and intervention and assessment of social needs.
- The Ofsted registered Education team provides an education service to both Hope and Horizon Units, working closely with community education providers
- Both units utilise 'my shared care pathway' which is a problem focussed and young person centred approach to care planning. Young people are involved in staff recruitment, staff training and service management and development.
- The service closely involves families, carers, and other key professionals in a network to support the care of the young person.
- The service uses an approach which draws on optimal strengths and goals of the young person and carers, to encourage independence and autonomy, and to achieve functioning to the best of their potential within family, social and educational / vocational areas of their lives.
- The unit environment provides a structured therapeutic milieu that is young person centred to promote living skills / recovery, in addition to therapeutic work.
- The service works closely with acute medical and paediatric services, to ensure that co-morbid physical health needs are attended to in a coordinated and safe way. Where necessary, patients needing acute physical care may need temporary transfer to a medical ward.
- Both CAMHS Inpatient Units work creatively as part of a regional network with other CAMHS Tier 4 Inpatient service providers, to ensure collaboration, clinical pathways and shared learning.

## Staffing

### CAMHS INPATIENT TEAM :

This post - Consultant Adolescent Psychiatrist (Hope Unit)		1.0 WTE
Dr. Vaishali Damle - Consultant Adolescent Psychiatrist (Horizon Unit)		1.0 WTE
Dr Ayman Wafy - Specialty Doctor (Hope Unit)		1.0 WTE
Dr. Abhijeet Karegaonkar – Clinical fellow (Horizon Unit)		1.0 WTE
Psychiatry CT 1 – 3 Trainee on placement (Horizon Unit)		0.5 WTE
Lindsey Baucutt - CAMHS Inpatient Services Operational Manager		1.0 WTE
Ros Pye - Ward Manager (Hope Unit)		1.0 WTE
Rachelle Stassen - Ward Manager (Horizon Unit)		1.0 WTE
Kat Mullett – Manager, Greater Manchester Assessment & Inreach Centre (GMAIC)		1.0 WTE
Cheralyn Bratley – Manager, CAMHS Home Treatment Team		1.0 WTE
Dr. Holly Wells – Clinical Psychologist (Hope Unit)		0.5 WTE
Dr. Devorah Fabry – Clinical Psychologist (Hope Unit)		0.5 WTE
Vacant post – Clinical Psychologist (Horizon Unit)		0.5 WTE
Alex Engel – Assistant Psychologist (Hope Unit)		
Arifa Azmi – CAMHS Pharmacist		
Caroline Baker – Dietician		0.5 WTE
Robyn Holt - Clinical Nurse Specialist		1.0 WTE
Family Therapist	-	1.0 WTE
Social Worker	-	1.0 WTE
Occupational Therapists	-	1.0 WTE
Occupational Therapy Assistants	-	1.0 WTE

Also sessional input from an Art Therapist, Occupational Therapist & Activity Coordinator

Independent Advocacy - to both units from MIND

A full team of Band 7 Nurses, Band 6 Charge Nurses, Band 5 Staff Nurses and Band 2 / 3 Nursing Assistants.

**CAMHS Education team:**

Head Teacher	-	Caren Hayes
Teachers and Teaching Assistants	-	6 WTE's
Independent Advocate	-	15 hours per week

**Admin:**

Medical Secretary, Hope Unit	-	Karen Kivlin
Medical Secretary, Horizon Unit	-	Kathy Egan
Ward Clerk (Horizon Unit)	-	Deborah Middleton
Ward Clerk (Hope Unit)	-	Karen Cummins

**PRINCIPAL DUTIES OF THE POST**

**Clinical**

- To take clinical responsibility for young people who are inpatients on the Hope unit, and manage a caseload of clients who are receiving direct high intensity input from the unit.
- To lead the clinical team in a regional service, providing emergency, urgent and elective multi-disciplinary assessment and treatment for adolescent inpatients with complex and enduring mental health problems.
- Working with the multidisciplinary team, provide comprehensive psychosocial multi-axial diagnostic assessment; formulation and management; assessment of psychiatric and psychological comorbidity; care of comorbid physical health needs; psychoeducation; psychopharmacological interventions and management.
- To adhere to the policies and procedures in support of the caseload, maintaining appropriate clinical records, confidentiality and administration.
- To work effectively as part of a multidisciplinary team, participating in and helping to lead in management of referrals, admission and discharge

planning, CPA reviews and effective handover to Borough mental health teams and Local Authorities, and updates for commissioners.

- To utilise the Care Programme Approach, and also The Mental Health Act, The Children Act and The Mental Capacity Act when required.
- To work in partnership with other professionals/agencies involved in the care of young people, across departmental and organisational boundaries.
- To provide specialist consultation and advice to referring mental health teams, Local Authorities and CCG's across the Trust footprint and across the NW Region, pertaining to young people with complex mental health care needs, as and when required. Case load responsibility for community patients will remain with Community CAMHS clinicians and Consultants.
- To lead in the areas of medical practice in particular, and mental health practice in general using a clinical governance framework.
- To provide clinical supervision to junior medical staff, and to contribute to the clinical supervision of other practitioners within the department.
- To provide mutual prospective consultant leave cover with the Horizon Unit colleague.
- The Trust would support clinical practice development through teaching or research within the field of Adolescent Psychiatry.

### **Safeguarding and Governance**

- To practice within a clinical governance framework and ensure that Trust policies, procedures and protocols are adhered to.
- To contribute to an annual audit relevant to the post.
- Safeguarding Children - To be alert to, communicate and seek consultation around Child Safeguarding concerns, in line with Trust and Local Authority protocols. To maintain mandatory training needs including Safeguarding competency and awareness.

### **Management**

- To work closely with Trust colleagues and CAMHS Directorate Senior Leadership team and commissioners, to lead the strategic and operational development of the Complex Care Inpatient service.
- To ensure that national, local and professional policies, procedures and protocols are adhered to.
- To be an active member of the CAMHS Directorate and the CAMHS Consultants group. To undertake strategic managerial tasks as appropriate to

the post, including membership of the Greater Manchester CAMHS Network Tier 4 Group.

### **On-Call Responsibilities**

First response On Call cover to all the mental health specialties including CAMHS, is provided through the Borough Psychiatric CT on call. Middle Grade CAMHS Psychiatric on call cover is provided through CAMHS ST (ST4 – 6) at a Trust-wide level, and shared with the Greater Manchester ST rota.

The Consultant Child and Adolescent Psychiatrists provide a 3rd On Call Out of Hours service for emergencies regarding young people up to their 16<sup>th</sup> birthday, on a 1 in 17 Trust wide rota.

The successful applicant will join either the borough Adult Consultant Psychiatry on call rota (frequency 1 in 9) or the Trust Child & Adolescent Consultant Psychiatry on call rota (as above) depending on which sub-speciality the candidate has obtained his/her CCT. Additional remuneration will be provided for On Call availability.

### **Teaching and Training**

The post holder will participate in training, teaching and supervision as appropriate, including the teaching and training of junior medical staff and other health and social care professionals as required. For interested applicants, there are ample opportunities to engage in the MRCPsych teaching programme across the Trust and with Health Education England. We also actively encourage any interested Consultant Psychiatrists to become involved in medical student teaching via existing links with the University Of Manchester. The post holder will also have the opportunity to supervise the Specialty Doctor attached to the Hope Unit.

### **Audit and Clinical Governance**

The post holder will be expected to participate in clinical audit on a regular basis and required to participate fully in clinical governance activities. It is expected that all clinical staff will provide effective input into the Trust's clinical governance arrangements, and monitor their clinical practice through this process.

All the Consultant Child and Adolescent Psychiatrists in Pennine Care currently meet bi-monthly in order to address business and governance issues, and the post holder will be invited to join this forum.

### **Research**

The Trust has an established Research Unit which is active in undertaking numerous research projects. Within the bounds of a clinical job plan, the post holder can participate in research activities in consultation with the CAMHS Clinical Director, if they are interested. **Professor Prathiba Chitsabesan** is the Research Lead.

### **Continuing Professional Development**

The successful applicant will be expected to undertake continued professional development (CPD), join a peer CPD group and fulfil CPD requirements of the Royal College of Psychiatrists. The post-holder will be expected to attain and maintain good standing with respect to CPD, with The Royal College Of Psychiatrists. The Trust supports and will provide study leave and funding to enable the appointee to undertake CPD, in line with the Consultant's Personal Development Plan. Study leave entitlement is in line with national terms and conditions at 10 days per year.

The post holder will be able to seek a consultant mentor. Details of such mentors are available from the Regional Consultant's Group.

### **Job Plans**

The post holder will agree a Job Plan under the terms of the new Consultant Contract, with the CAMHS Clinical Director. Appended to this document is a specimen Job Plan, based on full-time employment for 10 PA's. However, should the successful applicant wish to work less than this, the job plan would be amended accordingly, with the distribution of 'Direct Patient Care' and 'Supporting Activities' PA's (programmed activities) remaining proportionate.

### **Appraisal and Job Plan Review**

The post holder will undertake annual job plan review with the CAMHS Clinical Director and participate in annual appraisal, in line with the terms and conditions of the new consultant contract, and Revalidation requirements. Timely bespoke job planning meetings will also take place with the Clinical Director if the post holders job plan changes in between the annual job planning meetings.

### **Facilities Supporting the Post**

The Hope Unit has a designated office for the post holder, which is appropriately equipped for clinical and administrative work. A mobile device (Trust laptop) with appropriate word processing, spreadsheet and database software is provided. This supports remote working and supports access to Trust Intranet and electronic services, email access and Internet.

There is access to suitable diagnostic and recording equipment, which is maintained in good order.

Administrative support is coordinated and provided through a dedicated medical secretary. The medical secretary is line managed by the CAMHS Inpatient Services manager and the Divisional admin manager.

Full library, Internet and Post-Graduate medical facilities are based at the Post-Graduate Medical Centre on the Fairfield General Hospital site. There is also an arrangement for library services to be provided by the library at Prestwich Hospital to Pennine Care staff.

Facilities for necessary work travel will be provided for those candidates who do not drive.

## **Leave and Cover**

The post-holder will be entitled to 32 days annual leave per annum, with enhancements as per Consultant terms and Conditions.

Hope and Horizon Unit Consultant peers mutually coordinate their annual and study leave, provide each other mutual prospective cover and have this approved through the Clinical Director.

Sickness leave and Special leave entitlement is subject to Terms and Conditions of Employment, and also outlined in Trust HR Policy on Managing Attendance – both available on Trust Intranet.

## **Other Duties**

As a senior member of the department, the post holder may be required to provide reports regarding the service to the Senior Leadership Team, the Trust Board and the Commissioners as and when appropriate. The post holder will also be expected to attend regular quality improvement meetings, business meetings and quarterly NHSE contract meetings.

The post holder will be responsible for general health and safety awareness and his or her own health and safety.

Consultant Psychiatrists in our organisation are actively supported and encouraged in developing special interests and taking on additional duties including external duties such as RCPsych roles etc.

## **Staff Wellbeing**

The Trust is dedicated to maintaining the wellbeing of all of its staff. We offer a confidential staff wellbeing service which all employees can access and self refer to. We also have an Occupational Health service which employees can access via a managerial referral if required. We also have a Freedom to speak up guardian who is accessible to all staff.

**Freedom to speak up Guardian: Phil Gordon.**

**Contact: [speakingup.pcft@nhs.net](mailto:speakingup.pcft@nhs.net)**

## **Terms and Conditions of Appointment**

These are under the new Consultant contract. A satisfactory Enhanced DBS Check is compulsory.

## **BACKGROUND INFORMATION**

### **PENNINE CARE NHS FOUNDATION TRUST**

Pennine Care NHS Foundation Trust is a large Mental Health and Community Trust serving a total population of 1.3 million across Greater Manchester. We are an ambitious organisation aiming to improve the care and well-being of our local communities with excellent links with partner agencies. The Trust provides Specialist Mental Health Services covering Working Age Psychiatry, CAMHS, Learning Disability, Old Age Psychiatry and Forensic / High Support Services.

We are committed to providing high quality, evidence-based care and believe strongly in investment in our staff and workforce to achieve this. We have received high ratings in national staff surveys as a great place to work. In 2016, Pennine Care Community CAMHS services were rated as "Good" by the CQC and the CAMHS Inpatient Units (Hope & Horizon) Units were rated as "Outstanding." Our Inpatient units, including the Horizon Unit are therefore very proud of this outstanding achievement.

Pennine Care NHS Foundation Trust is a specialist Mental Health Trust, originally formed in April 2002. Foundation Trust status was awarded in July 2008. The Trust covers the East Manchester footprint consisting of five metropolitan boroughs: Bury, Rochdale, Oldham, Tameside/Glossop and Stockport, with a total population of 1.3 million.

### **ROCHDALE**

#### **Metropolitan Borough of Rochdale, Heywood & Middleton**

Rochdale is a former cotton town in the North-Eastern area of Greater Manchester, approximately 10 miles from the City of Manchester and adjacent to the Pennine Hills. The Metropolitan Borough of Rochdale is composed of the towns of Rochdale, Heywood and Middleton. Rochdale is well linked to the rest of the Greater Manchester conurbation and beyond, by the extensive motorway network, as well as the Trans-Pennine railway line linking Manchester with Halifax, Bradford, Leeds and York. There is easy access to the city of Manchester, and the surrounding Pennine countryside all of which provide attractive housing, as well as a rich variety of cultural and outdoor activities.

#### **Population**

212,962 total: with 50,586 aged below 18 years. Rochdale has some of the highest levels of socio-economic disadvantage in the Greater Manchester area; and has considerable ethnic diversity. 14% of the population originate from South Asia, mainly from Pakistan and Bangladesh. There are also a significant number of refugees and asylum-seekers. 26% of 16 and 17 year olds are 'non-white'.

### **OLDHAM**

## **Metropolitan Borough of Oldham**

The Metropolitan Borough of Oldham covers a mixed urban and rural setting on the East side of Manchester at the foot of the Pennines. Oldham Borough is well linked to the rest of the Greater Manchester conurbation and beyond by the extensive motorway network, as well as the Trans-Pennine railway line linking Manchester with Huddersfield, Bradford, Leeds and York. There is easy access to the city of Manchester, with a direct line on the Metro-link tram system, and the surrounding Pennine countryside all of which provide attractive housing, as well as a rich variety of cultural and outdoor activities.

### **Population**

228,765 total of whom 57,671 are aged below 18 years. 11% of the population come from ethnic minority communities mainly Indian, Pakistani and Bangladeshi. There is a small population of Polish and African-Caribbean people. 50% of Bangladeshi and Pakistani communities are aged 0 -16 years.

## **TAMESIDE & GLOSSOP**

### **Metropolitan Boroughs Of Tameside & Glossop**

The Metropolitan Boroughs of Tameside and the High Peak area of Derbyshire (Glossop) cover a mixed urban and rural setting on the East side of Manchester at the foot of the Pennines. Tameside and Glossop are well linked to the rest of the Greater Manchester conurbation and beyond by the extensive motorway network, as well as the trans-Pennine railway line linking Manchester with Halifax, Bradford, Leeds and York. There is easy access to the city of Manchester, and the surrounding Pennine countryside.

### **Population**

220,771 with 48,760 aged below 18 years. 5% of the population come from ethnic minority communities mainly Indian, Pakistani and Bangladeshi. The 5 –19 years population is gradually decreasing as the birth rate falls, except within the Bangladeshi and Pakistani communities.

## **STOCKPORT**

Stockport constitutes one of ten metropolitan boroughs in Greater Manchester and is immediately south-east of Manchester itself, with its Universities and excellent cultural facilities. The general environment of Stockport and surrounding countryside is very scenic with the Cheshire plain to the south-west, and the High Peak of Derbyshire to the south-east. There are numerous pleasant residential areas, and facilities for all types of education are good, both in Stockport and Manchester.

### **Population**

286,755 with 61,507 aged below 18 years and of these 60,000 aged 16 and under.

Stockport is a relatively 'affluent' borough in the North West and about average nationally in terms of deprivation and social exclusion. However, there are very wide differences between the wards, with Brinnington 157/8414 most deprived in England and East Bramhall 8163/8414, i.e. very low in deprivation.

## **BURY**

Bury is a town in Greater Manchester, England, on the River Irwell. It lies 5.5 miles (8.9 km) east of Bolton, 5.9 miles (9.5 km) west-southwest of Rochdale and 7.9 miles (12.7 km) north-northwest of Manchester. Historically part of Lancashire, Bury emerged in the Industrial Revolution as a mill town manufacturing textiles. Bury is known for its open-air Bury Market and the traditional local dish, black pudding. The Manchester Metrolink tram system terminates in the town.

### **Population**

187,474 with 42,557 aged below 18 years. Bury is a relatively affluent town compared to neighbouring towns like Rochdale & Oldham, with lower rates of deprivation.

### **MANAGEMENT ARRANGEMENTS IN PENNINE CARE**

Key personnel:

Chairperson	Evelyn Assante-Mensah OBE
Chief Executive	Anthony Hassell
Director of Finance	Nicky Tamanis
Chief Operating Officer & Deputy CEO	Donan Kelly
Executive Director of Nursing & Deputy CEO	Clare Parker
Medical Director	Dr Nihal Fernando
Director of Service Development & Delivery	Judith Crosby
Director of Workforce	Nicky Littler
Specialist Services Network Director of Operations	Sarah Preedy
Specialist Services Network Director of Nursing & Quality	Cha Power
Specialist Services Network Associate Medical Director	Dr. Saravana Subbian
CAMHS Clinical Director	Dr. Nojrul Chowdhury
CAMHS Associate Director of Operations	Sarah Leah
CAMHS Head of Quality	Jade Buckley
CAMHS Lead Consultant Clinical Psychologist	Dr. Gordon Milson
CAMHS Directorate Manager for Inpatient Services, Crisis Care and Community Eating Disorders Service	Joanne Huddart
CAMHS Associate Directorate Manager	Joanne Whittingham

### **Medical structure for the Trust**

Medical Director – Professor Nihal Fernando

Deputy Medical Director – Simon Sandhu

Network Associate Medical Director for Specialist Services – Dr. Saravana Subbian

Associate Medical Director for Oldham, Bury and Rochdale – Dr. Sarmad Nadeem

Associate Medical Director for Stockport and Tameside – Dr. Dipti Patel

CAMHS Clinical Director – Dr. Nojrul Chowdhury

Director of Medical Education (DME) – Dr. Roshelle Ramkisson

Associate Director of Medical Education – Dr. Ade Akinola

Research Lead – Professor Prathiba Chitsabesan

### **SPECIALIST SERVICES DIVISION**

The Specialist Services Division comprises:

- CAMHS Business Unit
- Rehabilitation and High Support Services
- Learning Disability Services (Adult)
- Resilience Hub
- Military Veterans Service

The Division shares Business, Estates, Finance, and Governance support.

### **CAMHS CARE HUB**

The CAMHS Care Hub has enabled greater focus on the CAMHS specialty, pooling of expertise, governance arrangements, and has strengthened Trust wide service developments such as Tier 4 CAMHS and enhanced Tier 3 CAMHS, and also CAMHS IAPT and service transformation initiatives.

The CAMHS Care Hub comprises:

- The Trust Tier 4 CAMHS inpatient services, CAMHS Home Treatment service and Rapid Response Teams.
- The 5 Borough community CAMHS Tier 3 services in Bury, Rochdale, Oldham, Tameside & Glossop, Stockport
- Community Eating Disorders Service

The CAMHS Care Hub has a Service Line Management Group comprising:

CAMHS Clinical Director	Dr. Nojrul Chowdhury
CAMHS Associate Director of Operations	Sarah Leah
CAMHS Head of Quality	Jade Buckley
CAMHS Lead Consultant Clinical Psychologist	Dr. Gordon Milson
CAMHS Directorate Manager for Inpatient Services, Crisis Care and Community Eating Disorders Service	Joanne Huddart

Borough CAMHS Operational Managers, and the Inpatient Service manager Plus Governance, Finance, HR, Information, Business and Commissioning Support and Estates support personnel. This group leads the Work Programme for CAMHS, and receives the Service Line Report from across the Directorate.

The CAMHS Clinical Director, CAMHS Associate Director of Operations and Head of Quality work together as a triumvirate on all relevant strategic CAMHS developments, as well as operationally managing respectively the medical staff and all non-medical staff across the Directorate.

CAMHS Consultants report to the CAMHS Clinical Director. The CAMHS Clinical Director reports to the Network Associate Medical Director who in turn reports to the Medical Director.

#### The CAMHS Consultants group:

Membership includes all Consultants in the directorate. The CAMHS Clinical Director chairs bimonthly consultant business meetings, and quarterly away days. Issues are discussed which impact on consultants' practice and input towards service developments. The group is extremely dynamic and supportive.

Consultant colleagues also support as appropriate with learning from critical incident reviews, Implementation and Audit of key Clinical Guidance, and support with clinical pathway development

Consultant colleagues also on planned and per case basis, participate as senior clinicians in review and learning from serious clinical incidents or from complaints involving other medical colleagues. They help support and disseminate wider learning from such events.

We are also proud to have within our Consultant group, the National Associate Clinical Director for Children & Young People's mental health services for NHS England, Professor Prathiba Chitsabesan.

### **Key Personnel - Pennine Care Trust Community CAMHS Services**

In each borough there are specialist CAMHS taking referrals up to the 16<sup>th</sup> birthday. There are also 16 – 17 years transitional services, with firm links into the borough CAMHS and Adult services.

#### **Bury CAMHS**

Dr Suhail Rafiq	Consultant Child & Adolescent Psychiatrist & Lead Consultant
Dr Sotonte Bobmanuel	Locum Consultant Child & Adolescent Psychiatrist
Dr Yasser Zubairi	Locum Consultant Child & Adolescent Psychiatrist
Tony Ryan	Operational Manager

#### **Oldham CAMHS**

Dr Karen Campbell	Consultant Child & Adolescent Psychiatrist & Lead Consultant
Vacant post	Consultant Child & Adolescent Psychiatrist
Dr Roshelle Ramkisson	Transitional Service Consultant Psychiatrist & Director of Medical Education
Dr Misty Bhandary	Consultant Child & Adolescent Psychiatrist
Lisa Slater	Operational Manager

### **Rochdale CAMHS**

Dr. Nojrul Chowdhury	Consultant Child & Adolescent Psychiatrist & CAMHS Clinical Director
Dr Kay Harvey	Consultant Child & Adolescent Psychiatrist
Dr Ahad Aly	Transitional Service Consultant Psychiatrist
Jen O'Neill	Operational Manager

### **Stockport CAMHS**

Professor Prathiba Chitsabesan	Consultant Child & Adolescent Psychiatrist & Research Lead
Dr. Susan Barrett	Consultant Child & Adolescent Psychiatrist
Dr. Rachel Lightstone	Consultant Child & Adolescent Psychiatrist
Dr. Heinke Otto	Transitional Service Consultant Psychiatrist
Dr. Carol Dunn	CAMHS Associate Specialist
Meryl Williams	Operational Manager

### **Tameside & Glossop CAMHS**

Dr. Saravana Subbian	Consultant Child & Adolescent Psychiatrist & CAMHS Associate Medical Director
Dr. Sahana Olety	Consultant Child & Adolescent Psychiatrist & Trust Foundation Doctor Lead
Dr Taryn Tracey	Transition Service Consultant Psychiatrist
Steve Hand	Interim Operational Manager

### **CAMHS Inpatient Services**

This post	Consultant Adolescent Psychiatrist, Hope Unit
Dr. Vaishali Damle	Consultant Adolescent Psychiatrist, Horizon Unit
Lindsey Baucutt	Inpatient Services Operational Manager

### **Community Eating Disorders Service (CEDS)**

Dr. Alison Wood	Consultant Child & Adolescent Psychiatrist
Vicky Brown	Clinical Lead (North)
Lisa Lewer	Clinical Lead (South)

### **CAMHS Home Treatment Team**

Lindsey Baucutt	Service Manager
Cheralyn Bratley	Team Manager

Sonia Bradley	Advanced Practitioner
Hayley Pearson	Senior Mental Health Practitioner
Julie Bancroft	Senior Mental Health Practitioner
Niamh McEvoy	Senior Mental Health Practitioner
Carl Duxbury	Senior Mental Health Practitioner
Emma Wilkinson	Administrator

The CAMHS Home Treatment Team is a newly commissioned service which was established in 2020. This service provides an alternative to general adolescent inpatient admission, to young people aged 13-16, who are open to CAMHS and / or Early Intervention Teams.

The Home Treatment service provides intensive Home Treatment and an Enhanced community care package for young people with complex needs who are at risk of hospital admission if they did not have an enhanced package of community care. Intensive home treatment includes the option for the team to provide a patient with support via multiple home visits per day, 7 days per week. The service is commissioned to provide a service for young people for 4 to 6 week blocks. The hours of operation for the service is between 8am and 8pm, 7 days a week, 365 days per year.

## **CAMHS COMMISSIONING ARRANGEMENTS IN PENNINE CARE**

### **CAMHS Tier 4 inpatient services**

Our services are formally contracted through NHS England in the North West Region.

### **Borough level**

All Tier 3 CAMHS are represented and supported in their membership of borough based CAMHS Strategy Group - local strategic partnerships with the local authority, the Clinical Commissioning Group, their paediatric partners, and non-statutory partners, from which local Strategic Plans are developed in accordance with governmental planning guidance and the NSF for Children. Engagement is underway with all the newly formed Clinical Commissioning Groups.

### **Trust wide Commissioners partnership**

The Across Pennine Care CAMHS Commissioning Group meets quarterly to coordinate their plans, opportunities for investments, and service developments, which have a Trust-wide remit.

## **RELATIONSHIPS WITH OTHER NHS TIER 4 IN-PATIENT SERVICES**

a) Regional CAMHS Forensic services including medium secure beds and Forensic Outpatient services are commissioned nationally through Greater Manchester West NHS Trust – Adolescent Services Directorate

b) Children's Inpatient CAMHS Tier 4 beds provision for younger children and those young people with significant concurrent physical / neuro-developmental difficulties, are commissioned through Central Manchester Children's Hospital Trust .

## **WORKING AGE MENTAL HEALTH SERVICES**

Due to the age group covered by the CAMHS Inpatient services up to 18<sup>th</sup> Birthday, relationships with Working Age Adult Mental Health services are critical.

Bury Working Age Psychiatry – have provided a valuable key role in peer medical support, due to their proximal location.

Within each Borough, for adults of working age 16 years onwards, there are the range of specialist services - including in-patient care, CMHT's, A&E Liaison Services, Crisis Resolution/ Home Treatment Service and Psychosis Early Intervention Services.

Trust Guidance is in place since 1<sup>st</sup> April 2010 legislation, for management of 16 – 17 year olds who require emergency inpatient admission.

### **Key Working Age Psychiatry Personnel:**

Dr. Sarmad Nadeem - Associate Medical Director (Rochdale, Oldham & Bury)

Dr. Dipti Patel - Associate Medical Director (Tameside & Stockport)

Dr Michael Kurkur - Clinical Director (Oldham)

Dr Ankur Khanna - Clinical Director (Bury)

Dr Ema Etuk - Clinical Director (Rochdale)

Dr Sudhir Salujha - Clinical Director (Stockport)

Dr Simon Darvill - Clinical Director (Tameside)

## PERSON SPECIFICATION

**Post:** Consultant in Inpatient Adolescent Psychiatry

**Borough:** Hope Unit (CAMHS In-Patient Services) – Fairfield Hospital, Bury

**Completed by:** Dr. N.A. Chowdhury

**Date:** April 2022

	<b>Essential for Job</b>	<b>Desirable for Job</b>
<p><b>1. Physical</b></p> <p>General Health (State any disabilities which could not be accommodated)</p> <p>Self-presentation</p>	<p>Good general health. Satisfactory Occupational Health screening prior to taking up appointment</p>	<p>Smart presentation</p>
<p><b>2. Attainments</b></p> <p>Educational Qualifications</p> <p>Professional/Occupational Qualifications</p> <p>Job Training</p>	<p>Full GMC Registration</p> <p>Possession of CCT in either Child &amp; Adolescent Psychiatry or General Adult Psychiatry, or be within 6 months of achieving this or entered on the GMC Specialist Register</p> <p>Section 12 Approval under Mental Health Act 183, or be eligible for approval. Approved Clinician Status.</p> <p>Evidence of possession of competencies as laid out within PMETB higher training curriculum for Child &amp; Adolescent Psychiatry, or General Adult psychiatry</p>	<p>Published research MRCPsych</p> <p>Other postgraduate degrees e.g. MSc, MD, MRCP etc</p> <p>Experience in the use of the Mental Health Act (1983)</p> <p>Clinical experience / placement or training post within a whole time Adolescent Service</p>

Job Experience	Registered for CPD with the RCPsych	
<b>3. Special Aptitudes/Skill</b>		
Job Specific	<p>Excellent Leadership skills. Commitment to share ideas with colleagues, to develop and improve the service as a whole.</p> <p>Ability to work across organisational boundaries</p> <p>Ability to work creatively and flexibly with teams around complex client groups.</p> <p>Excellent team working skills</p> <p>Evidence of audit activity</p>	<p>Prior evidence of strong clinical leadership and / or service development elsewhere</p> <p>Evidence of establishing care pathways, and leading creative team work with complex clients</p> <p>Published audit</p>
Communications	<p>Excellent communication skills</p> <p>Cultural competency</p> <p>Qualities essential to make a good educational supervisor of trainees in psychiatry</p> <p>Commitment to training and teaching</p>	<p>Current or past educational supervisor of basic trainee and a specialist registrar</p> <p>Evidence of previous experience in teaching</p>
Knowledge	Awareness of key legislation NSF, NICE, MHA, MCA, Children Act	Evidence of using these to inform practice

## JOB PLAN – sample timetable

A substantive job plan will be mutually agreed with the Clinical Director upon commencement of the post. (PA = Programmed Activity).

	Location	Activity	Activity Type
Monday AM	Hope Unit	Ward Work / therapeutic sessions/ MDT supervision	Direct Clinical Care (1 PA)
PM	Various	CAMHS IP Services Teaching, Training and development / Audit / Journal Club	Supporting Professional Activity (1 PA)
Tuesday AM	Hope Unit	Referrals management / Assessment of referred patients / Consultations	Direct Clinical Care (1 PA)
PM	Hope Unit / Various	CPD session	Direct Clinical Care (1 PA)
Wednesday AM	Hope Unit	Ward Round	Direct Clinical Care (1 PA)
PM	Hope Unit	CPA meetings / reviews	Direct Clinical Care (1 PA)
Thursday AM	Hope Unit	Ward work / therapeutic sessions / MDT supervision / <b>11AM – 12PM Specialty Doctor supervision</b>	Direct Clinical Care (1 PA)
PM	Hope Unit / Various	Business Meeting / Consultant peer group meeting / Service Development	Supporting Professional Activity (0.5 PA)
		Ward work / patient reviews	Direct Clinical Care (0.5 PA)
Friday AM	Hope Unit	Referrer and Commissioner / NHS E Liaison / Meetings / Ward reviews	Direct Clinical Activity (1 PA)
PM	Hope Unit	Clinical Admin	Supporting Professional Activity (1 PA)

**Enquiries and Visits:**

Interested candidates are encouraged to contact to arrange an informal visit, and will be welcomed by key personnel within the Trust.

The following may be contacted directly:

Dr. N. A. Chowdhury (CAMHS Clinical Director)	01706 676000
Dr. Vaishali Damle (Horizon Unit Consultant)	0161 716 1168
Dr. Saravana Subbian (Network Associate Medical Director)	0161 716 3600
Mrs Lindsey Baucutt (CAMHS Inpatient services manager)	0161 716 1168
Aamilah Akhtar (Medical Recruitment)	0161 716 3946