

PENNINE CARE NHS FOUNDATION TRUST

Job Description

CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY (POST A)

BURY CAMHS

Fairfield General Hospital

Rochdale Old Road

Bury

BL9 7TD

**10 PROGRAMMED ACTIVITIES
(10 PA Community CAMHS— New Post)**

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INTRODUCTION

This is a substantive Consultant post in the Bury community CAMHS team. Bury CAMHS is part of the CAMHS Care Hub, Specialist services Division, in Pennine Care NHS Foundation Trust. This is a 10 session community CAMHS post providing a service for children and young people up to 18 years of age. This post is a new post as part of the new investments into the service to expand the service.

Base

Bury CAMHS,
Fairfield General Hospital

The post holder will be professionally accountable to the Medical Director.

The post holder will be operationally accountable to the CAMHS Clinical Director, who in turn reports to the Network Associate Medical Director.

Key working relationships and lines of responsibility

Line Manager: Dr Nojrul Chowdhury – CAMHS Clinical Director

Lead Consultant Bury CAMHS: Dr. Nojrul Chowdhury / Dr. James Glass

CAMHS Network Associate Director of Operations - Mrs Sara Leah

Responsible Officer & Medical Director: Dr Simon Sandhu

Chief Executive: Mr. Anthony Hassall

Introduction

This is a 10 PA post. The successful candidate will work across the core CAMHS team and can take on lead role in areas of special interest which will be actively supported.

The successful candidate will join an experienced community multidisciplinary Specialist CAMHS team. They will join three CAMHS Consultant colleagues working from Bury CAMHS based at Fairfield General Hospital. They will also provide consultation when required in other settings / agencies within the borough, pertinent to the age of the client group.

The post will be established and managed within the CAMHS Care Hub but will also have integral operational links with Bury Working Age Psychiatry. They will be encouraged to take on a strategic management role in collaboration with their Consultant Colleague and the CAMHS Clinical Director.

They will join a dynamic and supportive CAMHS Consultant group across Oldham,

Tameside, Rochdale and Stockport.

This document describes 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 post is very suitable for an experienced Consultant, or a suitably qualified Speciality Trainee (ST6) with demonstrable experience of change management and service redevelopment. The expected caseload would be around 70-80 open cases and a proportion of the cases will have an allocated case worker attached.

The post is established and managed within the Trust's CAMHS Care Hub, and the post holder will be joining a dynamic and supportive Consultant group. They will be encouraged to take on a strategic management role and participate in Trust workstreams for further development of CAMHS services in collaboration with their Consultant Colleagues and the CAMHS Clinical Director.

BURY SPECIALIST CAMHS – SERVICE DESCRIPTION

The team is based in premises at Fairfield General Hospital in Bury.

The Bury CAMHS service:

- The service currently provides a comprehensive CAMHS outpatient service to children and adolescents up to their 16th birthday. The service is currently in the process of expanding comprehensively up to the age of 18 following additional investments including 2 additional full time Consultant posts including this post.
- The service currently extends up to specified cohorts of older young people up to the 18th birthday using a Needs-Led interface model with Working Age Adult Mental Health services.

Bury CAMHS team offer a service to those young people aged 16 – 17 years, who have neurodevelopmental difficulties whose needs cannot be met by adult services.

The service provides a range of evidence-based therapeutic interventions including CBT / DBT informed / other individual therapies, focussed behavioural work with parents, ADHD clinic, ASD assessment service, Paediatric Liaison, and psycho-pharmacological treatment.

Referrals

Referrals are accepted from a range of allied agencies – including from GPs, Paediatrics, Special Education services, Educational psychology, senior school pastoral leads / headteachers, Bury Children's Social Care Services, Youth Offending Services, and the Voluntary sector.

Regular consultation / liaison service is offered by the team, to the key agencies such as SSD and YOS, to support effective triage and screening of cases for high mental health needs, and to support pathways and management from community partners.

The Service receives an average of 5,000 referrals per year, a significant proportion of these will be signposted to partner agencies. Accepted referrals are assessed initially to discuss and agree the needs of the young person, with their family/ carers. Once significant mental health need is identified, an agreed period of intervention is offered with clear goals. This is reviewed at defined periods, with either closure, step down to partner agencies, or negotiation of the treatment plan and further review, should significant mental health problems remain. Some of these cases will be under CPA.

Input of the Consultant Psychiatrists

Consultant Psychiatrists target more complex cases, including those requiring assessment / treatment for psychiatric illness / serious mental health disorder. The consultants also provide targeted consultation, supervision and co-work when required for MDT members on a case-by-case basis.

The majority of consultant cases are therefore internal team referrals, to target higher tariff and complex cases for consultant input or oversight.

Team Casework and clinical responsibility

These are distributed amongst the team members, according to their training, experience and competency. MDT practitioners therefore hold case management and clinical responsibility for individual patients seen. They are accountable to their professional line manager/ CAMHS Operational manager.

Day time emergency mental health assessments by the team

Following the Paediatric Acute Services reconfigurations, those children with overdoses or high risk Deliberate Self Harm, are admitted to the Paediatric Ward at the North Manchester General Hospital. Assessment on the ward is currently by the Bury CAMHS team and this ensures appropriate CAMHS follow up.

Other day time emergencies e.g. Bury A&E presentations are managed through an emergency rota by core MDT practitioners. The consultants provide a second level service within the team when there are serious concerns regarding mental state and/or risk management.

YOUNG PEOPLE'S MENTAL HEALTH SERVICES (Transition Service):

The extended transition service has been established since 2020.

Remit

- To provide a dedicated service for those 16 – 17 years whose mental health problems do not meet eligibility for Adult mental health services, but are too high tariff for voluntary counselling services or the primary care mental health service.
- To provide assessment and therapeutic approaches, tailored to older young people, developing resources and expertise for this age group.
- To minimise long term mental health problems, and where possible signpost away from mainstream adult services.

-To offer in-reach into both CAMHS and Working Age Adult mental health services.

- to work effectively with Adult Single Point of Entry system (SPOE), joint working where appropriate.
- To provide regular consultation, co-work and training to staff in other agencies working with older young people such as Colleges, Substance Misuse Services, YOT, Leaving Care Services and Voluntary Counselling Services.

Criteria for referral

Emotional disorders and early emergent PD difficulty – is a significant though not exclusive focus.

Other disorders – e.g. anxiety/ mood disorder etc. where a systemic or family focus is felt to be the most appropriate emphasis (and risk is present) – e.g. living at home and in full time education.

The needs and clinical risks are viewed as manageable within the capacity of Transition service/ practitioners, and do not require intensive Crisis team response.

Transition teams/ senior practitioners may also by per case agreement, contribute to joint work and care planning for older young people with more complex mental health needs.

The anticipated referral rate would be about 300 patients per year and the caseload to be about 150 per year but as this is a new service this might change.

Emergency presentations

Due to the limited size of the Transition team, it is expected that the Adult services will continue to provide first response via borough junior doctors for new 16 – 17 year olds presenting in acute emergency during office hours.

For those 16 – 17 year olds presenting in acute emergency during office hours, who are open cases to the Transition team, the Transition team provide first response.

Transition to adult services

The Trust has a Transition Protocol for transferring CAMHS patients to General Adult Psychiatry which has been agreed by all parties including the commissioners across the Pennine Care 'footprint'.

There are good working relationships with Bury Adult colleagues.

The Bury CAMHS Service

Paris Thompson, Operational Manager

1.0 WTE

Medical Staff

Dr. James Glass, Locum Consultant Child & Adolescent Psychiatrist & Joint Lead Consultant	1.0 WTE
Dr Alex Cheung, Trust Consultant Child & Adolescent Psychiatrist	1.0 WTE
Dr Elizabeth Knott, Locum CAMHS Specialty Doctor for ADHD	0.7 WTE
This post (new post), Consultant Child & Adolescent Psychiatrist	1.0 WTE
New post (to be recruited to) Consultant Child & Adolescent Psychiatrist	1.0 WTE

Bury CAMHS Clinicians

Dr. Jamie Barsky (Consultant Clinical Psychologist)	1.0 WTE
Edita Radzeviciute	1.0 WTE
Livia Carunta (Clinical Psychologist)	1.0 WTE
Cash Singh	1.0 WTE
Sara Bannister	1.0 WTE
Natasha Ashworth	1.0 WTE
Seraphina Walls (Clinical Lead)	1.0 WTE
Richard Anderson	1.0 WTE
Charlotte Pope	1.0 WTE
Sarah Potter	1.0 WTE

Neuro team

Caroline Lawrence - Neurodevelopmental lead	1.0 WTE
Jasmine Hillson - band 6 neuro nurse	1.0 WTE
Callum Cheeseman - Assistant practitioner	0.8 WTE
Megan Coll – Speech and Language Therapist	1.0 WTE

CAMHS- LAC team

Atefah Farkhad – Team Manager	1.0 WTE
Natalie Skellon – Clinical Psychologist	0.8 WTE
Lorna Walsh – Social Worker	1.0 WTE
Georgie Docherty – Social Worker	1.0 WTE

Admin and Clerical

Kerry Doyle (Admin Lead)	1.0 WTE
Claire Meehan	1.0 WTE
Terry Baker	1.0 WTE
Terry Rennoldson	1.0 WTE
Sandra Fairbrother	1.0 WTE
Dawn Dowd	1.0 WTE
Donna Hayward	0.8 WTE

Transition team

Band 7 Team Manager (Nichola Jones)	1.0 WTE
Band 6 Practitioner (Rebecca Gansler)	0.5 WTE
Kurt Armstrong (Trainee Psychologist)	1.0 WTE

The Management Team within Bury CAMHS monitors the operational and strategic running of the service. There are strong management links both at borough level with Adult Psychiatry services, Paediatrics and Bury A&E dept, as well as with other CAMHS departments within the clinical business unit.

The local CAMHS Management Team comprises: The Operational Manager, Borough Lead CAMHS Consultant, senior mental health practitioners (team leaders), Band 8b Clinical Psychologist, and the team admin lead.

PRINCIPLE DUTIES OF THE POST

Clinical Duties

- To provide a child psychiatric service for young people up to the age of 18 years within Bury. Working within the tier 3 CAMHS team the post-holder will provide assessment and management of children and adolescents with a range of mental health disorders who require psychiatric input due to their complexity, severity or risk. The post-holder will undertake direct clinical work, and provide consultation to the team and other agencies.
- To take clinical responsibility for an overall caseload, and to see approximately 70 new cases per annum. The post holder would hold an open follow up case load of approximately 70 - 80 (many of these cases would be case-managed by members of the multi-disciplinary team).
- To adhere to the policies and procedures in support of the caseload, maintain appropriate professional records, confidentiality, administration of out-patient clinics and the appropriate admin/discharge and referral procedures.
- The post-holder will have 10 sessions in generic CAMHS.
- To take a clinical leadership role in the service and work effectively as part of a multidisciplinary team, participating in and helping to lead in management of referrals, care planning/CPA reviews and effective liaison with CAMHS, Local Authority, Working Age Adult Mental Health Services and paediatrics.
- To utilise the Care Programme Approach, and also the New 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. This includes providing regular consultation to other agencies involved in the care of young people.
- To contribute to team supervision, through participation in weekly Team

supervision meetings; to share supervision for senior members of the team and to provide case by case supervision / consultation when a psychiatric/medical opinion is required.

- To attend regular (weekly) peer supervision meetings with Consultant colleagues. This provides a forum for addressing complex cases and caseload management. Individual consultant supervision is available on per case basis, or can be set regularly with medical peers within the Trust for new consultants.
- To provide mutual prospective consultant leave cover for annual and study leave with Bury CAMHS consultant colleagues.

General Duties

- As a senior member of the department, the post holder will be required to provide reports regarding the service to the CAMHS business and service line planning groups, the Trust Board and the Commissioners as and when appropriate.
- The post holder will be responsible for general health and safety awareness and his or her own health and safety.

Clinical Leadership and Medical Management

- To work closely with consultant colleagues, Operational Manager, senior multidisciplinary team colleagues, CAMHS care hub and Trust managers, and with Commissioners to lead the strategic and operational development of the service.
- To ensure that national, local and professional policies, procedures and protocols are adhered to.
- To be an active member of the CAMHS Care Hub and the CAMHS Consultant group. To undertake strategic managerial tasks as appropriate to the post, including membership of appropriate working groups to develop strategies across Pennine care.

Safeguarding

- To be alert to, communicate and seek consultation around Child Safeguarding concerns, in line with Trust and Local Authority protocol.
- To maintain and update mandatory Safeguarding competence and awareness.

Mental Health Act and Responsible Clinician approval

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

Accountability

The post holder is accountable to the CAMHS Clinical Director, who reports to the Network Associate Medical Director for Specialist Services-

Out of Hours CAMHS On-Call Responsibilities

First Response On Call cover to all the mental health specialties including CAMHS, is provided through the All Age Mental Health Liaison Team and borough Working Age Psychiatric GP/FT/CT on call.

Middle Grade CAMHS Psychiatric on call cover is provided through CAMHS ST4 – 6 at a trust-wide level, and shared with the Manchester middle grade rota.

The Consultant Child and Adolescent Psychiatrists provide 3rd On Call Out of Hours service for emergencies regarding young people up to 16th birthday, (and all inpatients in the Hope and Horizons units) on a 1 in 19 rota that covers Pennine Care, Trafford and Wigan. Additional remuneration under Category A banding at 1% enhancement, will be made for Out of Hours On Call availability.

Teaching & Training

The post-holder will participate in training, teaching and supervision as appropriate, including the teaching and training of medical students, junior medical staff and other health and social care professionals as required.

A junior doctor (Specialty Doctor) is placed in the department and if interested, the successful candidate will be encouraged to contribute to the clinical supervision of the Specialty Doctor. This will be supported by the Medical Manager. Opportunities will also be provided to develop this role, form links with the Trust's Director of Medical Education (DME) Dr Ade Akinola. The successful candidate will also have the opportunity to attend the necessary training sessions, to maintain this role.

Research or Special interest development

This is a clinical NHS post. However research or special interest is supported and actively encouraged when compatible with service objectives. Proposals must be discussed & agreed with the Clinical Director, and job planned within up to 0.5 – 1 PA of the Supporting Activity allocation. The Trust has a very active research unit headed by Professor Prathiba Chitsabesan (Consultant Child & Adolescent Psychiatrist and National Clinical Director for Children & Young People's mental health services for NHS England).

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 meet bimonthly in order to address business and governance issues, and the post holder will be invited to join this forum.

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 Trust will support identification of a local and suitable peer CPD group. The Trust also 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, or 30 days over 3 years.

The post-holder may wish to seek a Consultant mentor. Details of such mentors are available from the Regional Consultant's Group.

Appraisal and job planning

The post holder will agree a Job Plan under the terms of the new Consultant Contract, with the Clinical Director. Appended to this document is a specimen Job Plan, based on 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 remaining proportionate.

The post holder will undertake annual Appraisal in line with Revalidation requirements. The Appraisal cycle in the Trust runs from January to March every year and you would be allocated an appraiser within the Trust who would be conducting your annual appraisal which is done through the online Strengthened Appraisal and Revalidation Database (SARD) system. Job Plan/service objectives review will also take place annually with the CAMHS Medical Manager, in line with service needs. As well as the annual job planning cycle, bespoke timely job planning reviews are facilitated with the Clinical Director when there are changes to the pre-agreed workload / job plan.

The supervision arrangements would be in the first instance peer supervision within the borough but also able to discuss cases within the wider consultant group within the CAMHS care hub and also able to access second opinion within Greater Manchester on a case by case basis depending on the expertise being sought.

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 Medical Manager and Medical Director.

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.

Facilities Supporting the Post

The post holder will have a designated office space at the team base at Bury CAMHS, Fairfield General Hospital, which is appropriately equipped for clinical and administrative

work. A mobile laptop computer with appropriate word processing, spreadsheet and database software is provided. Work mobile phone is available and the portable device is equipped with dictation software. The Trust uses to a digital Patient Record Information System platform ensuring access to patient information from all trust locations at all times. The accommodation is supplied with Trust Intranet, internet and email access.

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

Administrative support will be provided through PA support from the band 4 admin lead / PA – this support is shared between the consultants. Routine typing is carried out by team secretaries. Designated Admin support is available to manage diaries. There is also an arrangement for access to library services at Prestwich Hospital to Pennine Care staff. Facilities for necessary work travel will be provided for those candidates who are non-car-drivers.

Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting with the Clinical Director to agree a job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 PA to be devoted to direct clinical care and 2.5 PA 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 the Clinical Director after commencing the post and at least annually thereafter.

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

Annual Leave, Study Leave and Cover

The post holder will be entitled to 32 days annual leave per annum (increasing to 34 days after 7 years' service), with enhancements as per Consultant terms and Conditions.

Study leave entitlement is in line with national terms and conditions – at 10 days per year, or 30 days over 3 years. Designated study leave funding is available for all substantive Consultants up to a maximum of £1,000 per annum.

Consultant peers mutually coordinate their annual and study leave, and have this approved through the CAMHS Medical Manager. Day time cover for annual leave and study leave is provided by CAMHS Consultant colleagues. Cross cover arrangements would be arranged mutually with the colleagues working in the same borough but in a situation if the local cover isn't possible, would be sought from other borough Consultants.

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 the Trust Intranet.

Staff Wellbeing

Pennine Care is committed to improving mental and physical staff well-being through a dedicated Wellbeing Hub providing direct access via the Trust intranet to Occupational Health, Staff Wellbeing Service and the Greater Manchester Resilience Hub, including staff support following serious incidents. The Occupational Health team accept referrals from managers but no self-referrals. The service is delivered at 6 clinics across the Pennine Care footprint for easy accessibility. Apart from appointments with Occupational Health Advisors and Physicians the service also provides immunisation clinics, ill health retirement clinics, physiotherapy and therapeutic services. The Occupational Health department will obtain consent to compile a report to be shared with the employer. All information in the report will be shared with the staff member first. All staff has the right to withhold their consent or to withdraw their consent even after they have given consent providing that the report has not been sent out. If consent is withheld Occupational Health will inform the employer but will not take any further action.

Staff can self-refer to the Staff Wellbeing Service (therapy service) and the Resilience Hub who offer confidential support. Staff received an additional Wellbeing Day off as part of the recovery plan following the pandemic. The Trust has Flexible Working and Menopause Policies in place and runs a Men's Wellbeing Network. Regular Health and Wellbeing Conversations with staff are encouraged and the Trusts supports a biking to work scheme. The Trust has received funding to provide support to staff affected by long covid.

Equality, Diversity and Inclusion

As an organisation, Pennine Care NHS Foundation Trust wants to make bold changes to ensure greater equality, supported by a statement which makes it clear that we take a stand against all forms of discrimination, exclusion and intolerance. The Trust has a dedicated Equality & Diversity hub. All new or amended policies, protocols and service development includes an Equality Impact Assessment to ensure no groups are discriminated against. The Trust is part of a national collaborative called Advancing Mental Health Equalities, working with the Royal College of Psychiatrists, a Quality Improvement approach designed to identify key populations suffering from health inequalities. Service User Engagement champions across the trust ensure that the voices of service users are heard in service developments, recruitment and policy changes. The Trust offers an easily accessible Interpretation & Translation Service. The EDI hub offers Anti-Racism training and Inclusive Teams Workshops promoting conversations about equality and inclusion on Team level. A Freedom to Speak Up Guardian is supported by a team of FtU Ambassadors to promote an open and transparent culture and support staff in sharing their concerns and views in a confidential way. Six staff networks (Men's Wellbeing, Women, Interface, Race Equality, LGBTQAI+ and Positive Ability) are open to all staff, students and volunteers and they have a critical role to ensure people's voices are heard, provide peer to peer support and hold the organisation to account for its commitment to equality, diversity and inclusion.

Terms and Conditions of Appointment

These are under the new consultant contract and are appended.

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,<https://en.wikipedia.org/wiki/Bury> - [cite_note-GM_Gazetteer-1](#) 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 Hassall
Director of Finance	Nicky Tamanis
Chief Operating Officer	Donan Kelly
Executive Director of Nursing & Deputy CEO	Clare Parker
Medical Director	Dr. Simon Sandhu
Director of Strategy & Performance	Gaynor Mullins
Director of Workforce	Nicky Littler
Specialist Services Network Director of Operations	Sarah Preedy
Specialist Services Network Director of Nursing & Quality	Sean Mooney
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	Rebecca Pack
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 – Dr. Simon Sandhu

Deputy Medical Director – Dr. Nilika Pereira

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. Ade Akinola

Associate Director of Medical Education – Vacant

Research Lead – Professor Prathiba Chitsabesan

SPECIALIST SERVICES DIVISION

The Specialist Services Division comprises:

- CAMHS Clinical Care Hub
- 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

Rebecca Pack

CAMHS Lead Consultant Clinical Psychologist

Gordon Milson

CAMHS Directorate Manager for Inpatient Services,

Crisis Care and Community Eating Disorders Service

Joanne Huddart

CAMHS Associate Directorate Manager

Joanne

Whittingham

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, a number of colleagues in high profile positions including the National Clinical Director for Children & Young People's mental health services for NHS England, Professor Prathiba Chitsabesan and the Foundation Doctor Lead for the Trust, Dr. Sahana Olety.

Key Personnel - Pennine Care NHS Foundation Trust Community CAMHS Services

Bury CAMHS

Dr. James Glass	Locum Consultant Child & Adolescent Psychiatrist & Joint Lead Consultant
Dr Alex Cheung	Trust Consultant Child & Adolescent Psychiatrist
Dr Elizabeth Knott	Locum CAMHS Specialty Doctor for ADHD
This post	Consultant Child & Adolescent Psychiatrist
New post (to be recruited to)	Consultant Child & Adolescent Psychiatrist
Paris Thompson	Operational Manager

Oldham CAMHS

Dr Karen Campbell	Consultant Child & Adolescent Psychiatrist & Lead Consultant
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Dr Katy Wilson	Consultant Child & Adolescent Psychiatrist
Dr Saira Tareen	Consultant Child & Adolescent Psychiatrist
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	Transition Service Consultant Psychiatrist & Lead Consultant
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. Suhair Abbas	Consultant Child & Adolescent Psychiatrist
Dr Heinke Otto	Transition Service Consultant Psychiatrist
Meryl Williams	Operational Manager

Tameside & Glossop CAMHS

Dr Saravana Subbian	Consultant Child & Adolescent Psychiatrist & Network Associate Medical Director
Dr Sahana Olety	Consultant Child & Adolescent Psychiatrist
Dr Coral Au	Trust Consultant Child & Adolescent Psychiatrist
Dr Taryn Tracey	Transition Service Consultant Psychiatrist
Amanda Harris	Operational Manager

CAMHS Inpatient Services

Dr Saravana Subbian	Consultant Child & Adolescent Psychiatrist, Hope Unit (secondment)
Dr. Vaishali Damle	Consultant Adolescent Psychiatrist, Horizon Unit
Dr. Armaan Akhtar	Trust Consultant Adolescent Psychiatrist, Hope Unit
Lindsey Baucutt	Inpatient Services Operational Manager

Community Eating Disorders Service (CEDS)

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

CAMHS Rapid Response Team

This is a new service which was established to help manage crisis presentations and emergencies and provide support for children and young people up to the age of 18 for up to 3 working days. They accept referrals from CAMHS professionals and the All Age Mental Health Liaison Team.

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 13-18, who are open to CAMHS and / or Early Intervention Teams. The team also supports home leave and discharge from the inpatient unit.

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.

METROPOLITAN BOROUGH OF BURY

Bury is a district in the Greater Manchester Conurbation with an area of approximately 38 square miles. It lies immediately north of Manchester, stretching from the built-up areas of Manchester and Salford, to the edges of the Pennine Moors. The Borough contains a blend of urban and rural life and offers a wide range of housing. There are very good transport links to Bury by Motorway and Metrolink (tram). Education facilities are very good. Manchester and Salford universities and are close by. Excellent shopping facilities are found in Bury, Manchester and Bolton, all within easy reach.

Population

Since 1996 there has been a steady increase in Bury's population. Current total population 185,100 (2011)
Age group of 0-19 years 46,200 (2011)

According to Jarman Score (1981 census) Bury is less deprived than the average area in this region, although it does have a higher than average proportion of elderly population living alone and children under 5 years.

Local Authority

Jeanette Richards: Executive Director Children & Young People (Interim)

Isobel Booler: Director of Education & Skills
Sandra Bruce: Assistant Director Early Help & School Readiness

AD for Social Care & Safeguarding is currently vacant.

Northern Care Alliance

Acute medical, paediatric and surgical services to population of Bury, Rochdale, Oldham and North Manchester are provided by Northern Care Alliance NHS Foundation Trust. In Bury Acute medical and surgical services are provided from Fairfield General Hospital. The acute paediatric services for Bury are provided at North Manchester General Hospital.

Dr B Bose Haider - Lead Consultant community Paediatrics.

Greater Manchester ICB

Ms Jane Case - Bury commissioner.

Dr. Kathy Fines- GP lead for ICB.

Borough CAMHS Strategy

Collaboration and partnership working between the Trust, Greater Manchester and Bury MBC is high priority to ensure the demand for services are being met. A multi agency Bury CAMHS Strategy Group has representation from the key partner agencies / stakeholders with the purpose of co-ordinating and monitoring strategy and specification for CAMHS services, during a challenging economic climate.

BURY CHILD HEALTH SERVICE - Key personnel (Pennine Acute Trust)

Community Paediatricians, Bury: Dr Bose-

Haider

Dr Power

Dr Kikic

Dr Peaple

Acute Paediatrics- North Manchester General Hospital Dr
Kamath

Paediatric Outpatient Medical services are based at Fairfield General Hospital. CAMHS has enjoyed good working relationships with the paediatric department. There are established joint protocols for DSH management and paediatric liaison and consultation for clinical and management issues.

BURY WORKING AGE PSYCHIATRY –Pennine Care NHS Foundation Trust

Key personnel

Consultant Psychiatrists

Dr S Nadeem (Working Age) - also Network Associate Medical Director for Bury, Oldham and Rochdale.

Dr Cowdery (Working age) – Community - North Sector

Dr Ade Akinola (Working age) – also Associate DME and local Clinical tutor-Inpatient consultant- North Ward

Dr U Gammanpila and Dr Watson (Old Age Psychiatry)

Dr Khanna (Adult Inpatient Psychiatry)-South ward & Clinical
Director for Bury Working Age Psychiatry.
Dr Stewart (Early intervention team) –part time

- For adults of working age, Bury borough has a 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. Young people past the 16th birthday, who meet criteria for a severe mental illness, are still eligible for these services.

Visiting arrangements

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 James Glass (Bury CAMHS joint Lead Consultant)	0161 716 1100
Dr Nojrul Chowdhury (Clinical Director for CAMHS)	07855 826513
Dr Saravana Subbian (AMD for Specialist Network)	0161 716 3600
Mrs Sarah Leah (CAMHS Associate Director Of Operations)	0161 716 2822
Dr Simon Sandhu (Medical Director)	0161 716 3025
Aamilah Akhtar (Medical Recruitment)	0161 716 3946

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PERSON SPECIFICATION

Post: Consultant in Child and Adolescent Psychiatry

Borough: Bury

Completed by: Dr. N.A. Chowdhury

Date: July 2023

Note: Only items relevant to the post should be included.
Boxes should be left blank if not relevant.

	Essential for Job	Desirable for Job
1. Physical General Health (State any disabilities which could not be accommodated) Self-presentation	Good general health. Satisfactory Occupational Health screening prior to taking up appointment	Smart presentation
2. Attainments Educational Qualifications Professional/Occupational Qualifications Job Training Job Experience	Full GMC Registration Possession of CCT in Child & Adolescent Psychiatry, or be within 6 months of achieving this or entered on the GMC Specialist Register Section 12 Approval under Mental Health Act 183, or be eligible for approval. Demonstrable competency across the PMETB approved curriculum for higher training in Child and Adolescent psychiatry Registered for CPD with the RCPsych. Expectation of good standing for CPD.	Published research MRCPsych Other postgraduate degrees e.g. MSc, MD etc Experience in the use of the Mental Health Act (1983)

3. Circumstances	Domicile	Car Driver/Owner/Other
4. Special Aptitudes/Skill		
Job Specific	<p>Qualities essential to make a good educational supervisor of trainees in psychiatry</p> <p>Commitment to training and teaching</p> <p>Strong Leadership skills Clarity, Commitment to share ideas with colleagues, to develop and improve the service</p> <p>Ability to work clearly and effectively across organisational boundaries</p> <p>Ability to work creatively with teams around complex and challenging client groups</p> <p>Evidence of audit activity</p>	<p>Current or past education supervisor of basic trainee and a specialist registrar</p> <p>Evidence of previous experience in teaching</p> <p>Evidence of leading the development of services elsewhere</p> <p>Experience of effective work with Adult Psych or partner agency</p> <p>Experience of leading creative team work with complex clients, or those in emergency/ mental health crisis</p> <p>Published audit</p>
Communications	Excellent communication skills	Good sense of humour, team player
Knowledge	Cultural competency	
	Awareness of key legislation NSF, NICE, MHA, MCA, Children Act	Evidence of using these to inform practice

JOB PLAN – SAMPLE TIMETABLE

This timetable is purely indicative and a plan will be mutually agreed between the successful applicant and the Clinical Lead as soon as the applicant takes up post. The underlying principle for the distribution of Programmed Activities (P A ' s) is for 7.5 PA's Direct Clinical Care (DCC) Activities & 2.5 PA's Supporting Professional Activities (SPA).

	Location	Activity	Activity Type
Monday AM	Bury CAMHS	New patient clinic Referrals meeting	DCC
PM	Bury CAMHS	Follow up clinic	DCC
Tuesday AM	Bury CAMHS	Team meetings/ complex case discussions	SPA / DCC
PM	Bury CAMHS	CPA meetings/Clinics	DCC
Wednesday AM	Bury CAMHS	Clinical Admin session	DCC
PM	Bury CAMHS / Flexible location	CPD	SPA
Thursday AM	Bury CAMHS	Follow up clinic / Team supervision and case discussions	DCC
PM	Bury CAMHS	Service development /Audit/training/ Consultant meetings/commissioning meetings/Medical student supervision	SPA

Friday			
AM	Bury CAMHS	Follow up clinic / Urgent appointment slot	DCC
PM	Bury CAMHS	Clinical Admin / Clinical consultations	DCC