


CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY

Job description and person specification

Post and specialty:	Consultant in Community Child and Adolescent Psychiatry for Kirklees
Base:	Folly Hall Mills, Huddersfield
RCPsych approval details:	NY YORK-CO-NTH-2022-00611(Approved) 
Contract:	10 programmed activities (part time may be considered) 1 in 5 On-call consultant rota for Calderdale & Kirklees CAMHS
Accountable professionally to:	Medical Director, Dr Subha Thiyagesh
Accountable operationally to:	Medical clinical lead, Dr Jhansi Dussa, who has line management responsibility, and the general manager, Ms Linda Moon, for the service
Key working relationships and lines of responsibility:	Team Manager: Beth Murphy General Manager: Ms Linda Moon Medical Clinical Lead: Dr Jhansi Dussa Director of services – Specialist Services: Mr David Ramsay Chief operating officer : Ms Carol Harris Medical Director & Responsible Officer – Dr Subha Thiyagesh Chief Executive: Mr Mark Brooks
Visiting arrangements (key contact numbers, trust website etc.)	Candidates wishing to find out more about the post are invited to speak to: Dr Jhansi Dussa, Clinical Lead / Consultant Psychiatrist - Tel: 01422 262380 / jhansirani.dussa@swyt.nhs.uk Dr S Thiyagesh, Medical Director – Tel: 01924 316305 / subha.thiyagesh@swyt.nhs.uk Candidates are encouraged to visit the department by

	<p>arrangement with Dr Dussa</p> <p>Reasonable travel and subsistence expenses will be reimbursed for any one such visit only to those candidates selected for interview. Short listed candidates who visit the Trust on a second occasion, prior to the interview or at the specific request of the Trust Officers will be granted travelling and appropriate subsistence on that occasion also.</p> <p>In the case of candidates travelling from abroad, travelling expenses are normally paid only from the point of entry to the UK.</p>
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1. Introduction

We are a specialist NHS Foundation Trust that provides community, mental health and learning disability services to the people of Barnsley, Calderdale, Kirklees and Wakefield. The Trust also provides some medium secure (forensic) services to the whole of Yorkshire and the Humber.



Over 1.2 million people live in Barnsley, Calderdale, Kirklees and Wakefield across urban and rural communities from a range of diverse backgrounds. We aim to match the community's needs with locally sensitive and efficient services and we always keep the person in the centre so that our services are effective and efficient.

Table: Population and Population density for LA's covered by the Trust

District	Area km ²	Population	Population density/km ²
Barnsley	329.1	239,319	727.2
Calderdale	363.92	208,402	572.7
Kirklees	408.61	434,231	1062.9
Wakefield	336.61	333,759	991.5

We work with other local NHS organisations to provide comprehensive health care to people in our area. We also work closely with local authorities (social care) and with other government departments and voluntary organisations. Working in partnership is very important to us and is vital if we are to continue delivering high quality services for local people.

Working in partnership also means working with the members of our foundation trust, who can have a say in how we run the Trust and how they wish our services to be developed. Around 14,300 local people (including our staff) are members of our Trust.

2. Trust details

South West Yorkshire Mental Health NHS Trust was formed 1st April 2002 and became South West Yorkshire Partnership NHS Foundation Trust on 1st May 2009. This brought together Mental Health & Learning Disabilities Services within the populations of Wakefield, Kirklees and Calderdale.

Through Transforming Community Service (TCS) in early 2011 we acquired further services and now include the population of Barnsley for the provision of Mental Health and Learning Disability Services and also provide Community Physical Health Services in Barnsley and Wellbeing Services in some areas of the Trust.

We have an income in excess of £220million and our services are provided from approximately 85 sites by more than 4,400 clinical and non-clinical staff and cover a combined population of over 1,200,000. The medium secure services are delivered to a wider geographical area.

Services are commissioned by 5 local Clinical Commissioning Groups and 4 Local Authorities (the forensic services is commissioned by NHS England through the Area Team) and are delivered primarily on a locality basis with an overall Trust management structure.

We are committed to a clear leadership and management framework with our Trust Board being responsible for the strategic direction of the organisation and professional leadership and development for medical staff being led by our Medical Director.

Our management structure is based around business delivery units which are led by Ms Carol Harris, Director of Operations:

Forensic & CAMHS & Specialist Services include the service lines of: medium secure; low secure mental health; low secure Learning Disability services; forensic CAMHS; CAMHS; Learning Disability; and ADHD & ASD.

Kirklees & Calderdale services include the service lines of: working age adults acute; working age adult community; and older people.

Barnsley services include the service lines of: community mental health and functional older people; mental health acute; mental health older people & specialist; and community & physical health.

Wakefield services include the service lines of: working age adults and older people acute and working age adult and older people community.

We are all dedicated to:

Our vision
To provide outstanding physical, mental and social care in a modern health and care system

Our mission
We help people to reach their potential and live well in their

Our values

Our behaviours



For more information about us see <http://www.southwestyorkshire.nhs.uk/> and watch our film 'with all of us in mind' at: www.youtube.com/swyft. It features our staff and service users and brings our values and philosophy to life.

3. Service details

CAMHS in Kirklees provides mental health services for children 0 – 18. The catchment population includes South Kirklees (Huddersfield and neighbouring towns) and North Kirklees (Dewsbury and neighbouring towns) a total of approximately 434,321. The child population for the catchment area for Kirklees is approximately 110,000.

Health and wellbeing services for Kirklees children and young people aged 0-19 years (up to 25 years for children with special needs) and their families have been brought together under one name “Thriving Kirklees”. CAMHS in Kirklees is part of this Thriving Kirklees partnership.

Thriving Kirklees is a partnership of local health and wellbeing providers all working together to support children, young people and their families to thrive and be healthy.

The partnership covers 11 areas of work including:

- 0-19 Team (health visiting and school nursing)
- Child and Adolescent Mental Health Services (CaMHS)
- Children’s Emotional Health and Wellbeing Service
- National Child Measurement Programme
- Assessment and diagnosis of autistic spectrum conditions (through referrals made by a Speech and Language Therapist, Paediatrician, SENCO or Educational Psychologist)
- Support for children and young people with learning disabilities
- Home-Start Family Support
- Healthy child vitamins

Thriving Kirklees involves five different organisations working across the district

- Locala Community Partnerships CIC
- Home-Start Kirklees
- Northorpe Hall Child and Family Trust
- South West Yorkshire Partnership Foundation Trust (SWYPT)
- Yorkshire Children’s Centre

Thriving Kirklees is based around the national Healthy Child Programme framework designed to improve the integration of services for children and their families and was commissioned by Kirklees Council, Greater Huddersfield Clinical Commissioning Group (CCG) and North Kirklees CCG.

All referrals for mental health/emotional well-being can be made via the Single Point of Contact. Referrals can be made by professionals or the young person or parent.

The multidisciplinary team provides an outpatient service for a variety of moderate to severe emotional and mental health needs. The service recognises that engagement with young people is very important and therefore strives to offer services in non-traditional non stigmatizing settings providing direct contact with young people and their families, consultation and liaison to and joint working with other professionals who work with young people.

There is an emphasis on involving young people and their families in shaping the service. This is done with support from the Inclusion and Equality Team.

The post holder is expected to attend Monthly Team Developmental Days which are themed and contribute towards CPD. They are also expected to attend weekly team meetings.

All young people will have a care coordinator who will be responsible for their care. The psychiatrist may be accessed for consultation and joint assessments and treatment as appropriate. The consultant will also be supported to develop a special interest in line with service need.

The Kirklees multidisciplinary team consists of the following staff:

- 2 .0 wte consultant psychiatrist
- 1.0 whole time speciality doctor shared between services
- 1.0 wte Band 8C Psychologist
- 1.0 wte Band 8a Advanced nurse practitioner/nurse prescriber
- 1.0 wte Band 8a Psychologist
- 2.0 wte Band 7 psychologist
- 1.0 wte Band 7 CBT
- 2.6 wte Band 7 Senior Mental Health practitioner
- 1.0 wte Band 7 ADHD nurse
- 4.0 wte Band 6 Mental Health practitioners
- 1.0 wte Band 5 Mental Health Practitioner
- 0.8 wte Band 3 support worker
- 3.0 wte Consultant Child and Adolescent Psychiatrists
- 4.6 wte Band 3 Administrators
- 1.0 wte have staff grade

Vulnerable Young People's team

- 1.0 wte band 8a Psychologist
- 1.0 wte band 8a Psychotherapist
- 1.0 wte band 7 Senior Mental Health practitioner for Care leavers

Learning Disability Team

- 4 band 6 Learning Disability nurses

There is also a Crisis team and an Eating Disorder team which covers both Calderdale and Kirklees. The Crisis team/Eating Disorder team do Deliberate Self Harm follow ups and emergency assessments and there is a duty system which covers any other urgent assessments during the day.

4. The post and local working arrangements

We are looking to recruit a Consultant as the post is currently filled by a locum. The post holder will carry out clinics in the Kirklees area but share a base with other CAMHS consultant at Folly Hall, Huddersfield.

There is 1 new core assessment per week and one new ADHD assessment. In addition there is a slot for 1 urgent assessment per week. Home visits are not common but there are patients with LD, ASD or severe anxiety that require home reviews (an indicative frequency would be a couple each month); MHA assessments can vary time, with no MHA assessment request to two in a week and average out to 1 every two months per consultant.

The actual average caseload per consultant will be approximately 110 once the caseload review and distribution is completed. We acknowledge that this number is still high. The case load comprises of generic and specific case for example eating disorders and Learning Disability with challenging behavior.

The post holder can be supported by junior doctors/ST4-6 trainees if he/she is interested in developing the junior doctor supervisory responsibilities and where a doctor in training is available. There is currently a full time specialty doctor working alongside both Kirklees and Calderdale consultants. The post holder will also be supported to manage the ADHD caseload by a current prescribing nurse.

Consultant psychiatrist colleagues that the post holder will work closely with are as follows:

- Dr. Miriana Vrajitarou – CAMHS South Kirklees
- In recruitment – CAMHS South Kirklees
- In recruitment – CAMHS North Kirklees
- Dr Jhansi Rani Dussa - CAMHS Calderdale
- Dr Mohammed EL AMBAREE – CAMHS Calderdale Acting up consultant

5. Continuing professional development (CPD)

- There is an expectation for all our consultants to remain in good standing for CPD with the Royal College of Psychiatrists.
- We are committed to supporting CPD in accordance with the Royal College of Psychiatrists guidelines and the post holder is required to belong to an appropriate peer group.
- Appropriate internal and external study leave is supported (averaging 10 days per year and up to 30 days leave over 3 years) and applications should be submitted on the appropriate Trust forms and authorised in accordance with the Trust's Medical Staff Study/Professional Leave Procedures as approved by the Joint Negotiating Committee and obtained on the Trust intranet. Reasonable expenses are paid where incurred as detailed in the procedures.
- Support to attend the JAPS (joint academic psychiatric seminar), a monthly meeting for all psychiatrists with a wide range of clinical and educational topics, providing a good opportunity for networking and CPD - a lunch is provided for those in attendance.

6. Clinical leadership and medical management

- Professional responsibility for the medical staff lies with the medical director.
- Operational responsibility for the medical staff lies within the CAMHS and children's care groups. The chief operational officer leads the care groups and is supported in each by a director of services, who has a 'Trio' for each of their service lines. The Trios comprise of a medical clinical lead, a clinical governance lead and a service general manager.
- Operational accountability for the post holder lies with the medical clinical lead, who has line management responsibility, and the general manager for the service.
- Consultants work as part of a collective leadership model at a team level comprising the team manager and senior clinicians as appropriate.
- While primarily responsible for delivering a quality clinical service, the post holder is also expected to be actively involved in the strategic development of the team and broader services, being involved with the team manager and locality manager in helping to steer the development of the service in line with the strategic direction of the organisation.

7. Induction, appraisal and job planning

- Attendance at the Trust's Welcome Event and undertaking a local induction on commencement in post is required.
- Mentoring arrangements can be arranged within the Trust with a number of doctors being trained and experienced. Mentors outside the Trust can also be supported.

- The Trust is committed to medical revalidation and appraisal and the post holder is required to undergo annual appraisals to support the revalidation process and continuous improvement of services. The appraisal process is in accordance with the Trust's Medical Appraisal Policy, as approved by the Joint Negotiating Committee and obtained on the Trust intranet.
- The Responsible Officer for the Trust is supported in the development, implementation and operation of the process by the Associate Medical Director for Revalidation.
- Annual job planning will be undertaken jointly by medical clinical lead and the general manager. The job planning process is in accordance with the Trust's Job Planning Policy, as approved by the Joint Negotiating Committee and obtained on the Trust intranet.

8. Teaching and training

- Doctors in training are placed in the Trust from the Leeds and Wakefield Rotational Training Scheme; the Dewsbury, Halifax and Huddersfield Rotational Training Scheme; the Barnsley and Sheffield Rotational Training Scheme; the Local Vocational (General Practitioner) Training Scheme; or the Foundation Year 1/2 schemes.
 - Medical students and trainee physician associates are placed in the Trust from the University of Leeds and the University of Sheffield.
 - The Trust is designated as Associated Teaching Trust for The University of Leeds.
 - The Trust has the following medical educational/training leadership roles:
 - Director of Medical Education – Medical Director
 - Associate Medical Director for Postgraduate Medical Education – trust-wide
 - SAS Tutor – trust-wide
 - College Tutor - Calderdale & Kirklees
 - College Tutor – Wakefield
 - College Tutor – Barnsley
 - Guardian for Safe Working – trust-wide
 - Associate Medical Director for Undergraduate Medical Education – Calderdale & Kirklees
 - Undergraduate Tutor – Barnsley
- Details of the individuals are provided on appointment as appropriate to role and location.

9. Research

- The research and development department, based at Fieldhead in Wakefield, is a single point of contact for all Trust research related enquiries and is responsible for management, facilitation, governance of all the research that happens in the Trust.
- Ideas for research come from those who are working in services and from service users. The emphasis within the Trust is on practice-based research and everyone can be involved.
- The Trust is committed to supporting research and development activities and there are close links to the Comprehensive Local Research Networks and other appropriate organisations engaged in research, e.g local Universities; other NHS Trusts; social care organisations; and appropriate commercial organisations.
- The R&D department give practical guidance and support to anyone who'd like to become more active in research and anyone interested in taking part in or leading on an NIHR clinical research network portfolio study, can contact the clinical research officers for assistance.
- Educational and research links with academic institutions will be encouraged and supported in agreement with the medical director.

10. Clinical governance

- The post holder will be expected to take part in appropriate audit/service evaluation activities; be involved in the development, review and support the implementation of Trust policies and procedures; and participate in the development of clinical governance and robust clinical risk management systems within their Business Delivery Unit.
- Participation or contribution towards relevant Trust groups, depending on the post holder's interests, is encouraged.

11. Mental Health Act and Approved 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.
- In anticipation that the interested candidate does not hold Approved Clinician status/Section 12 status at the time of the appointment there is a process by which the postholder can be supported for a limited time-around 6 months, whilst these approvals are being ratified, by an experienced Consultant within the neighbouring MDTs. This individual would hold the responsibility for that case/s and it would be expected that the postholder would use this as an opportunity to learn from the experienced colleague.
- The Responsible Clinician role is currently being reviewed for the occasions where a CAMHS patient is admitted to an adult ward. The review process will involve consultation with the CAMHS consultants throughout the Trust, including the post holder as appropriate, and that responsibilities will be decided with bilateral negotiation and any requests made by the Trust will be deemed as reasonable.

12. Secretarial support and office facilities

- The post holder will have access to relevant agile working equipment, including laptop with VPN remote access, to support working at the appropriate locations across the Trust and also have shared use of designated space at Folly Hall Mills, St Thomas Road, Huddersfield HD1 3LT.
- The designated space and consultation rooms for medical staff in Folly Hall, as well as shared agile working areas, are in line with the Trust's agile working policy which has a desk ratio of 1:3 (click here to access the policy <https://www.southwestyorkshire.nhs.uk/newstarter/>). Separate offices are available for quiet work, confidential telephone calls, case discussions, supervision and dictation.
- In addition a range of other facilities are available including bookable offices and clinic rooms, and quiet areas, supported by a range of storage facilities for documentation, reading materials etc. and multifunction devices (printer/scanner/copier) are available across the North Kirklees areas.
- Administrative support is provided on site from the post holder's team's medical secretary. It is expected that the administrative support will provide administrative support to the post holder to ensure that College guidance regarding letters and report are met, and to assist the post holder with diary management and non-clinical activities.

13. Clinical duties of post holder

The Trust is striving to adopt DoH/Royal College guidance on 'New Ways of Working'. Consultants will be expected to have certain 'fixed sessions' in their job plan for contributing to specialist clinics such as those for ASD or ADHD. However, aside from these sessions, the consultant psychiatrist in the team is expected to offer consultation/supervision to other colleagues (where required) within the teams. We are in the process of establishing local protocols for caseload management, which in conjunction with consultant appraisal and job planning will ensure that consultant caseloads are kept within manageable limits. The Service is thus strongly committed to managing consultant

caseloads and to ensuring that, where possible, consultants have primarily a second line consultation role within teams.

The appointees will be expected to provide psychiatric input to the multidisciplinary teams, contributing to clinical and team management decisions and providing consultation to others. In practice this will mean:

- Contribute to the assessment, formulation and development of management plans for young people
- As one of the senior clinicians provide leadership, supervision and consultation to other team members where appropriate, and joining any team supervision activities
- Be involved directly in the assessment and diagnosis of psychiatric aspects of children's presentation and in delivering psychiatric treatment where appropriate within an overall management package
- Contribute to liaison and communication with families and other involved agencies
- Contribute to referral as appropriate to other units
- Contribute to staff training and development
- Contribute to service audit, evaluation and development
- To actively participate in the development and management of the pathway multidisciplinary team.
- Offer a consistent response to referrer/patients regardless of origin of referral in a timely fashion
- Deliver evidence based treatments
- Take clinical responsibility as a Responsible Clinician for the assessment and management of patients within the service
- Provide continuing clinical responsibility for the patients in his/her charge allowing for all proper delegation and training of members of staff accountable to the post holder
- Provide specialist advice and support to patients, carers and professionals
- Provide a second opinion for colleagues for patients from other catchment areas, and where appropriate and by agreement provide treatment and care.
- Provide expert advice and a consultation service on clinical issues to other members of the team.
- Share in the provision of a comprehensive psychiatric service including responsibility for the diagnosis, risk management and treatment of mental disorder including preparing reports for and participating in Mental Health Act and other regulatory processes.
- Participate in the development of clinical governance and robust clinical risk management systems within the Business Delivery Unit.
- Undertake Mental Health Act and Mental Capacity Act assessments and reviews as required
- Comply with statutory duties of the post as required by the Mental Health Act 1983 and the Mental Capacity Act 2005, and to provide leadership to the teams in this area
- Provide empathy, reassurance and communicating hopefulness
- Communicate complex and sensitive information to patients, carers and professionals, including information about diagnosis and prognosis, finding ways of enabling patients and their families to understand the information
- To deliver services in a manner that is appropriate, relevant and respectful to all community members, recognising diversity of ethnicity, culture, belief, privilege and capacity
- The post holder should work flexibly, be accessible and provide appropriate response to patients.

14. Teaching and Training duties

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Provide educational supervision of trainees and other disciplines.
- Where designated as clinical and/or educational supervisor for doctor in training, the post holder will be required to complete and maintain the appropriate training and appraisal for the role and provide supervision of 1 hour per week, per doctor.
- Where SAS doctor supervisor, the post holder will be expected to provide supervision of 1 hour per week as a minimum.

15. Clinical Governance and Quality Improvement

- Contribute to clinical governance and setting and monitoring standards.
- Participate in clinical audit and quality improvement activities
- Participate in service/team evaluation and the planning of future service developments.

16. General duties (not covered elsewhere)

- Provide professional advice to managers as appropriate.
- Actively participate in the development and management of the multidisciplinary team.
- Horizon scan and support the early adoption of new practice and service models.
- Continually update knowledge and skills in line with advances in the field in order to meet Trusts evolving service objectives.
- Although this post does not have a supervisory role for junior doctors attached, should this change in future there would be an expectation the post holder ensures that doctors in training working with him/her operate within the parameters of the 2016 Junior Doctors Contract and are New Deal and are Working Time Directive compliant.
- Undertake the administrative duties associated with the care of patients.
- Record clinical activity timely, accurately and comprehensively.
- Participate in service and business planning activity for the locality and, as appropriate, for the whole Trust.
- Attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- 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.
- 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 medical director and other directors and managers in preparing plans for services.
- Be involved in the development, review and support the implementation of Trust policies and procedures.
- Take a leading role in the efficient use of resources, work effectively within the Trust policies and meets its commissioning expectations.
- Work in close liaison with the other consultant psychiatrists, teams and services within the Business Delivery Unit.
- Liaise and where appropriate work in partnership with staff from other agencies, including social services, primary care, criminal justice agencies, drug and alcohol services, local educational establishments, private and voluntary agencies as appropriate, in the planning, providing and assessing programmes of care.
- Cooperate with statutory agencies with the responsibility to protect patients and ensure the issues of risk and safety of patients are assessed and any necessary action is implemented.

- Undertake mandatory training.
- Participate in annual appraisal and job planning.
- Maintain professional registration with General Medical Council. Mental Health Act Section 12(2) approval, and abide by professional codes of conduct.

17. Equality and Diversity Statement

- Recognise, respect and support the equality diversity of staff, colleagues, service users, carers and the public. Contribute to a working environment which promotes and responds positively to difference and diversity.

18. External duties, roles and responsibilities

- The Trust actively supports consultant involvement in regional and national groups subject to discussion and approval through the job planning process.

19. Other duties

- Due to changes in circumstances, e.g. changes in service needs, the post holder may be required to undertake other duties commensurate with the grade as directed by the medical clinical lead/general manager. Any changes to clinical commitments would include a review of the timetable and would take account of the experience of the post holder and the need for any additional training and would be undertaken in line with the Trust's Job Planning Policy. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might require.

20. Work programme

- It is envisaged that the post holder will work 10 programmed activities over 5 days.
- Following appointment there will be a meeting at no later than six months with the medical clinical lead and general 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 however the post holder and medical clinical lead could agree otherwise where appropriate. The ratio will be reviewed through the annual job planning process, as supported by the Trust's Job Planning Policy, which can be obtained on the Trust's intranet.
- The work programme is indicative only.
- There would be bilateral consultation and negotiation in the event of the job content changing, inline with the Job Planning Policy

Day	Time	Location	Work	Category	No of PAs
Monday	AM	Folly Hall / Kirklees area as appropriate	Multidisciplinary team meeting, consultation, support and supervision for team members	DCC	0.5
	AM	Kirklees area as appropriate	New case	DCC	0.5
	PM	Folly Hall / Kirklees area	Clinical Admin/Multiagency Liaison New case	DCC	1

		as appropriate			
	Total				2
Tuesday	AM	Kirklees area as appropriate	Follow up 4 cases	DCC	1
	PM	Kirklees area as appropriate	Follow up 4 cases	DCC	1
	Total				2
Wednesday	AM	Various	Supporting Professional Activities including: <ul style="list-style-type: none"> • Weekly educational sessions • Monthly JAPS (Joint Academic Psychiatric Seminars) • 4 x pa Medical Staff Committee 	SPA	1
	PM	Folly Hall / Kirklees area as appropriate	Unpredictable work/ emergency slots	DCC	1
	Total				2
Thursday	AM	Flexible / Folly Hall / Kirklees area as appropriate	SPA Clinical liaison	SPA DCC	0.5 0.5
	PM	Flexible	SPA	SPA	1
	Total				2
Friday	AM	Kirklees area as appropriate	Follow up 4 cases	DCC	1
	PM	Folly Hall / Kirklees area as appropriate	Clinical admin	DCC	1
	Total				2
TOTAL PAs					10 PA's

- The above timetable serves as a guide to the expected workload. The job itself demands a high degree of flexibility and the ability to respond to urgent needs in a timely manner.
- SPA sessions could include: audit, teaching, research, non-clinical administration and non-clinical supervision, peer group and service development activities. Also includes, where appropriate appraiser role and educational/clinical supervisor role.

21. On-call and cover arrangements

- The post holder will be required to participate in the Calderdale and Kirklees out-of-hours 'on-call' rota as second on call with 1:5 with prospective cover. The intensity is currently classed as A with an on-call supplement of 5%.
- The 1st on call is provided by an experienced multi-disciplinary team with support from the specialist registrar / specialist trainee (if in post) and the consultant Child and Adolescent Psychiatrist.
- Cross cover for periods of leave and short-term illness is provided on an equity basis by CAMHS consultant psychiatry colleagues in Kirklees and Calderdale. The Trust's Policy and Procedure for Medical Staff Cross Cover Arrangements, as approved by the Joint Negotiating Committee can be obtained on the Trust's intranet. Cross cover arrangements will be reviewed at annual job plan meeting.

22. General terms and conditions

- The appointment is superannuable unless the post holder chooses to opt out of the NHS Pension Scheme
- The successful applicant will be required to provide cover for colleagues on a mutually agreed basis in respect of absence from duty - planned and unplanned, in line with the Cross Cover Policy
- Annual leave entitlement is six weeks, exclusive of statutory and public holidays.
- This will increase with seniority in line with Consultants Contract.
- Details of eligibility for all leave, including maternity, paternity and special leave (bereavement, carer, urgent domestic distress etc) can be provided by the Trust's Human Resources department.
- Rehabilitation of Offenders Act - because of the nature of the work of this post, it is exempt from the provisions of Section 4(2) by virtue of the Rehabilitation of Offenders Act 1974 (Exemption) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which, for other purposes, are 'spent' under the provision of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust
- All medical appointments are subject to an enhanced satisfactory disclosure with the Disclosure and Barring service (previously Criminal Records Bureau)
- The private residence must be maintained in contact with the public telephone service.
- The successful candidate will be required to live less than thirty minutes by road from their principal work base, unless the Trust agrees that residence at a greater distance is acceptable.
- Where house relocation is necessary to comply with the Trust's requirements on place of residence, reasonable expenses may be met by the Trust if agreed by the Director of Human Resources.
- Schedule 9 of the Consultant Terms and Conditions (England 2003) applies to this post, covering private practice. It is the post holder's responsibility to ensure that they are fully aware of the contents of this schedule before undertaking any private practice

23. Wellbeing support

- The personal wellbeing of all staff is very important so a lot of focus is put on making sure all employees are in a good place, feeling positive and happy. Access is made available to occupational health, physiotherapy, counselling, pastoral and spiritual care, as well as creative and sporting activities for all to get involved in.

- The Trust is committed to health & wellbeing of its staff and recognises the importance of supporting individuals involved in a traumatic or stressful incident. Staff who have been involved in such an event may be affected both personally and/or professionally are made aware of what support is available to them in the short and longer term, both internally and externally. It is also recognised that different individuals will have differing responses to the same event and will therefore require different levels of support.
- Timely job plan reviews will take place wherein there is a change to pre-agreed workload.
- The post holder will have an individualised covid risk assessment to identify needs and support required. In-patient facilities are covid risk assessed and appropriate social distancing are in place as per IPC guidance. Appropriate PPEs are provided for safe working practice. The trust supports remote working where it is identified.
- There is an Occupational Health Dept based at Block 11 Fieldhead Hospital, Ouchthorpe Lane Wakefield. WF13SP. Telephone: 01924 316031
The referral process involves the line manager making the referral and the referral is triaged and then telephone contact is made with the HCP. A plan is made in agreement with the HCP and sent back to the line manager after agreeing to share this with the HCP.
- There is an informal mentoring arrangement process in the Trust. Should the postholder require mentoring and support (usually identified at the interview with the RCPsych college representative) the postholder is actively encouraged to seek this out from a list of approved mentors within the organisation.

Person specification: Consultant in CAMHS psychiatry

Abbreviations for when assessed: SL: Short-listing from application form P: Presentation to formal panel
I: Advisory Appointments Committee R: References

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	SL	Qualification or higher degree in medical education, clinical research or management. MRCPsych Additional clinical qualifications.	SL SL SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register for Child and Adolescent Psychiatry OR within six months of gaining CCT. Approved clinician status OR able to achieve within three months of appointment. Approved under S12 OR able to achieve within three months of appointment.	SL SL SL SL	In good standing with GMC with respect to warning and conditions on practice All employees of the Trust are strongly encouraged to be fully vaccinated against COVID-19 to protect patients. You will be asked to confirm your vaccination status prior to being appointed to this role.	SL
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	I		
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	Excellent knowledge in specialty.	SL/I/R	Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service	SL/I

	Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge.	SL/I/R		
	Excellent oral and written communication skills in English.	SL/I/R		
	Able to manage clinical complexity and uncertainty.	I		
	Makes decisions based on evidence and experience including the contribution of others.	I		
	Able to meet duties under MHA and MCA.	I		
	Able to provide clinical leadership to a multi-professional team and liaise with a wide variety of agencies	I		
ACADEMIC SKILLS & LIFELONG LEARNING	Able to deliver undergraduate or postgraduate teaching and training	P/I	Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post	SL/I
	Ability to work in and lead team	I/R	Reflected on purpose of CPD undertaken	I
	Demonstrate commitment to shared leadership and collaborative working to deliver improvement	SL/I	Experienced in clinical research and / or service evaluation	I
	Participated in continuous professional development	SL/I	Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.	SL/I
	Participated in research or service evaluation.	SL/I		
	Able to use and appraise clinical evidence.	I/R	Has led clinical audits leading to service change or improved outcomes to patients	SL/I

	Has actively participated in clinical audit and quality improvement programmes	I/R		
PROFESSIONAL & PERSONAL ATTRIBUTES	Demonstrates emotional intelligence and leadership skills.	I/R	Demonstrates proactive leadership.	I/R
	Able to work flexibly and efficiently prioritise conflicting demands.	I/R	Demonstrates problem solving skills.	I/R
	Able to effectively manage time and resources within a team.	I/R	Has cared for close family / friend with mental health needs.	SI/I
	Able to use electronic records.	I/R		
	Commitment to annual appraisal and revalidation.	I/R		
PHYSICAL ATTRIBUTES	Smart professional appearance.	I		

If a candidate is concerned that the person specification may prevent or restrict their application for employment on the grounds of sex, race, age, sexual orientation, religion/belief or disability, they should initially contact the Appointing Officer or the Trust's Human Resources department. The Trust will seek to resolve the issue wherever possible.