

CONSULTANT IN CHILD AND ADOLESCENT PSYCHIATRY

BRADFORD AIRE WHARFE CRAVEN

Post and Speciality	Consultant in Child and Adolescent Psychiatry
Contract:	10 programmed activities - Less than full time applications are welcome
Base	Hillbrook or Fieldhead Mayfield Rd 2-8 St Martin's Ave Off Spring Gardens Road Fieldhead Business Centre Keighley Listerhills BD20 6LD BD7 1LG
Accountable professionally to:	Medical Director
Accountable operationally to:	General Manager of Mental Health Care Group
Key working relationships and lines of responsibility:	Clinical Director CAMHS: Dr Nicky Dawson Service Manager: Sadie Booker General Manager of Mental Health Care Group Medical Director: Dr David Sims Associate Medical Director (Education) Mahmood Khan Chief Operating Officer: Kelly Barker Chief Executive: Therese Patten

1. Introduction

Bradford District Care NHS Foundation Trust (BDCFT or the Trust) consists of an organization of over 2800 staff and provides a range of mental health and community services including acute and non-acute mental health and learning disability services,



district nursing, health visiting as well as other allied health services to a population of 670,000 within the Bradford, Airedale, Wharfedale and Craven localities.

2. Trust details

Bradford District Care NHS Foundation Trust is a provider of award-winning mental health, learning disabilities and community health services to a growing population across a diverse district comprising urban and rural Bradford, Airedale, Wharfedale and Craven. The population is one of the most multicultural in Britain with over 100 languages. The Trust was authorised as a Foundation Trust from 1 May 2015 and became known as Bradford District Care NHS Foundation Trust.

The Trust employs over 2,800 staff who provide healthcare and specialist services to the people living in Bradford, Airedale, Wharfedale and Craven. Our care and clinical expertise is spread over 50 sites and over the last year we provided 61 different services.

These services can be divided into the following main areas:

- Mental health services; EIP / Liaison Teams / In Patients and Community
- Learning disability services
- Community-based physical health services
- Dental services

Our main independent sites are situated at Lynfield Mount Hospital, Bradford and the Airedale Centre for Mental Health, Steeton, whilst our Trust Headquarters is based at New Mill, Saltaire. The Trust also owns and leases a range of community properties including Horton Park Centre, Fieldhead Business Centre, Somerset House, Meridian House, Hillbrook House and the Craven Centre at Skipton Hospital.

3. Service details

The Child and Adolescent Mental Health Services are provided in the community by a District-wide CAMHS Care Group supporting both locality-based services and Districtwide specialisms. The services are currently provided from three bases; Craven base in Skipton, Hillbrook House in Keighley and Fieldhead House in Bradford.

The CAMHS service is managed within the Mental Health Care Group.

CAMHS in this area has developed significantly and is increasingly recognised for innovative practice. This includes close partnership working with commissioners to improve access to services and the development of home-based treatment for adolescents as an alternative to inpatient care.

The service is successfully implementing a transformation plan driven by 'Future In Mind' and a commitment to continuous quality improvement. Specific pathways have been developed as follows; Children and Young People's Community Eating Disorders (Commissioned to Access and Waiting Times Clinical Guidelines) Neurodevelopmental Pathway (Incorporating Learning Disability, ADHD and ASC Assessment) LAAC Pathway (Looked After and Adopted Children) EIP (Early Intervention in Psychosis) Intensive Home Based Treatment/Crisis Pathway, Youth Justice Service and Core CAMHS including specialist therapies such as CBT, DBT, systemic psychotherapy, psychodynamic therapy, play therapy and DDP. Each pathway is led by a triumvirate of psychiatry, team leader and psychological therapies lead. This ensures that evidence-based interventions are delivered in a way that meets the needs of children, young people and their families. The post holder will be expected to help shape the service design in line with this plan.

Close working relationships with Children's Social Care and the Acute Trusts based at Airedale General Hospital and Bradford Royal Infirmary, are key alongside innovative developments, for example, "Safer Space" offers overnight stays for up to two young people at a time who may need a night away from home with support. Opening hours were 5pm to 10am the following day and include evening creative activities and group work. The use of Safer Space can be built into care packages as

needed. During COVID the offer has become virtual and families have been supported with out of hours telephone support. We also work in partnership with “B Positive Pathways” with Children’s Social Care and “Little Minds Matter,” Bradford Infant Mental Health Service.

4. Local working arrangements

The population covered by the CAMHS service is 670,000. The consultant psychiatry team work closely together and within the multidisciplinary teams to meet service need. This post is available due to colleague movement to the new regional in patient unit. Pathways that have developed through the transformation process allow opportunities to pursue a special interest agreed via joint job planning. We would welcome applications from those with an interest in developing a research portfolio. We have links with the BIHR “Act Early” programme of research and Professor John Wright would be available as a research mentor. Following recruitment to this post, consultant psychiatry provision will represent a whole time equivalent of 7.0

DISCIPLINE	BAND	WHOLE TIME EQUIVALENT
Child and Adolescent Psychiatry David Sims Medical Director/LD Nicky Dawson Clinical Director/ED Sarojit Ganguly LD/YJS Priyanjan Undugoda Core/Academic Sara Mansoor ASC/ADHD Clare Nolan Core Elizabeth Green Core/IHTT/Safeguarding This post	Consultant	7.0
Consultant Psychological Therapist & CAMHS Psychological Therapies Service Lead	8C	1.0

Senior Clinical Psychologist	8B	2.0
Clinical Psychologist Principal	8A	4.0
Family Therapist Principal	8A	2.6
Clinical Lead ED/ Family Therapist	8A	1.0
Clinical Psychologist	7	7.0
Team Leader	7	8.0
Lead Psychological Therapist	7	5.8
Advanced Nurse Practitioner ADHD	7	1.0
Family Therapist	7	1.2
Child Psychotherapist	7	2.6
Specialist Therapist OT/Play/Art	6	3.8
Community Psychiatric Nurse	6	20.7
Generic Mental Health Practitioner	6	5.4
Dietitian ED	6	0.6
Primary Mental Health Worker	6	9.1
Clinical Psychology Assistant Practitioner	4	9.0
Health Care Support Worker	4	4.2

A total of three higher trainees and three core trainees in child and adolescent psychiatry may be supported by the service at any one time. Currently we have two higher trainees and three core trainees in post. The post holder will be encouraged to become approved for training if they are not already.

5. Continuing professional development (CPD)

The Trust strongly supports consultant continuing professional development and CPD will be available in line with Royal College of Psychiatrists' guidelines. The CAP consultants meet monthly and take turns to present case-based discussions, consider their CPD needs, share best practice, feedback on courses they have attended, discuss points from on call, leave arrangements etc. The post holder will take part in annual appraisal in line with the Medical Appraisal Policy and have an annual job plan review. Working closely with Senior Managers the post-holder will be encouraged to develop an area of specialist interest. On taking up appointment, consultants are

encouraged to obtain a mentor (internal or external) using our local Trust arrangements supported by the Deputy Medical Director. The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.

6. Clinical Leadership and Medical Management

The responsibility for medical staff within the Trust lies with the Medical Director, David Sims. The Medical Director is supported by a Deputy Medical Director, Sarfaraz Shora and an Associate Medical Director (Education), Mahmood Khan and Specialty Clinical Directors. The Clinical Director for CAMHS, Nicky Dawson, supports the CAP consultants. The General Manager of the Mental Health Care Group acts as the line manager for consultant medical staff. The CAP consultants are an integral part of leadership within CAMHS via the triumvirates which head each of the pathways, other special interests such as safeguarding and the drive for continued quality improvement across the service.

The post holder will be a member of the Medical Council, which meets every month.

7. Appraisal and Job Planning

The Trust is a designated body. The Responsible Officer for revalidation is the Medical Director. There is a list of appraisers and the post holder will be able to identify an appraiser from the list for the annual appraisal to contribute to revalidation. The post holder will be encouraged to maintain a portfolio in support of their appraisal meeting using a nationally recognised document (MAG4).

On taking up appointment, consultants are encouraged to obtain a mentor, this can be organized, with the help of the Deputy Medical Director, who keeps a register of mentors or through the Trust.

The job plan review will be held annually and is the responsibility of the General Manager with support from the Clinical Director. Within the job planning process, the

post holder will be encouraged to identify appropriate activities to support practice (SPA) and develop an area of specialist interest.

8. Teaching and Training

The Trust currently provides psychiatry placements for over 60 fourth year medical students from the University of Leeds. There has been excellent feedback and recognition from Leeds Medical School in the Trust providing high quality teaching and placements. The post holder will have regular student placements and will have ample opportunities to be involved in teaching medical students. In addition, the post holder will be encouraged to support ESREP (Extended Student Research and Evaluation Projects) organized by Leeds Medical School. This is an excellent opportunity to supervise medical students involved in service evaluation or small-scale research projects.

The Trust has an excellent weekly postgraduate teaching and training program and all consultants have protected time to attend. The program consists of junior doctor case presentations, journal club, consultant led serious incident/complex case presentations, audit meetings and invited external presenters. In addition, the Trust CPD lead, Anil Pillai and Associate Medical Director (Education) Mahmood Khan organize regular whole day CPD events covering a broad range of topics (Clinical, Management and Leadership) throughout the year.

The post-holder will be required to have recognised training for their Educational and Clinical Supervisor role. The Trusts junior doctor resource includes Foundation doctors (6 FY1 and 6 FY2), GP trainees, Core Trainees (Bradford and Airedale Core Training Scheme) and a number of Higher Trainees. The Royal College Tutors Dr. H Garg (Bradford) and Dr. S Kamath (Airedale) are responsible for junior doctor allocation.

9. Research

The Trust has an active and vibrant Research and Development department, offering support to NIHR Portfolio research projects. These projects reflect research activity from across the Trust's clinical areas, and supporting the goals of our research strategy, namely:

- To further increase our capacity and reputation for high quality research.
- To develop and undertake programmes of research that will deliver real benefit to our patients and communities.
- To be at the forefront of evidence based innovative care and services
- To maintain research management that facilitates research, and ensures safety of research participants

Working alongside local research networks, partner organisations, and with National and International University collaborations, BDCFT R&D continues to develop an excellent reputation of the delivery of both interventional and observational research.

The R&D department has strong collaborations with regional and national academic partners including Leeds, York and Bradford Universities. We have a number of consultants who are Principal Investigators for studies and the post holder will be strongly encouraged to take an active part in the many ongoing research projects within the Trust.

The research delivery team consists of experienced research practitioners able to support all activities from assisting with feasibility and study setup, to participant facing work receiving consent and data collection.

The R&D Department also contributes to non-Portfolio research, service development and to Trust wide support for Evidence Based Practice projects.

10. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved under S12(2) of the Mental Health Act and as an Approved Clinician. The post holder is expected to maintain this approval whilst working in the post. There will be support through the study leave budget for maintaining this approval.

11. Secretarial Support and Office Facilities

Secretarial support is provided through a medical administrator hub with a clear agreement between administration and medical staff as to the standards expected. Diary management and the interface with professionals and service users is provided by a named medical administrator who works on a basis of 1 WTE (whole time equivalent) medical administrator to 3 consultants. In posts with additional support needs this has been addressed to provide the support required. Typing is provided through a BigHand server accessed by all administrators and actively managed. The consultants based at Hillbrook and Fieldhead have designated desk space in the medics office. IT and business intelligence support is available to support team database management for example. This is consistent with RCPsych "Guidance for office accommodation and administrative support for consultant posts." Position Statement PS06/2016 November 2016

12. Clinical Duties of Post Holder

The consultant will have responsibility, together with their consultant colleagues, for the provision of psychiatric services to children and young people living in Bradford, Airedale, Wharfedale and Craven. The division of roles will be determined partly by special interest and partly by which base is preferred by the candidate.

- Medical review of patients as agreed in multi-disciplinary meetings.
- Attending daily huddle meetings held at 9.15, Monday to Friday.
- Home visits, visits to Acute Hospitals at AGH and BRI as required, attendance by telephone or in person at CPA meetings for in patients placed out of area.
- Attending multidisciplinary case review meetings whenever they are arranged.
- Advice, consultation and supervision to the team
- Attending weekly team meeting/leadership meetings.
- Attending management and academic meetings; ○ Once a month – Medical Council – New Mill or via TEAMS ○ Once a month – CAP meeting – Fieldhead or via TEAMS
- Assisting trust sponsored research projects.
- Supervision of nurse prescribers.

- Giving clinical advice to team members as and when needed.
- Responsibility for assessment of emergencies, including assessment under the Mental Health Act 1983 and Section 136 assessments as part of on-call rota.
- Participation in supporting day time unplanned work

Consultant child and adolescent psychiatrists are fully integrated into multidisciplinary pathways where a key worker system operates. The keyworker is asked to involve the consultant as needed, continuing to support the young person and family outside of that input. We have fourteen CAMHS medics in post currently and the consultant would not be expected to see more than two new patients a week. Follow up sessions would be arranged within the clinical slots as detailed in the proposed timetable. This is consistent with RCPsych Council Report CR207 "Safe patients and high-quality services: Job descriptions for consultant psychiatrists."

13. Training Duties

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.

14. Clinical Governance and Quality Improvement

- Participation in clinical audit and quality improvement activities.
- Participation in service/team evaluation and the planning of future service developments.

15. General Professional Duties

- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively
- To participate in annual appraisal for consultants.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval AC status, and to abide by professional codes of conduct.
- To participate annually in a job plan review.
- Visible leadership to ensure effective and proactive role model as part of our strategic framework.

- To comply with the Trust's agreed policies, procedures including keeping up to date with all mandatory training, 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 managers in preparing plans for services

16. Leadership Development

- Provide leadership to the multi-disciplinary team alongside the team manager.
- Contribution to service development.
- Contribution to clinical governance and responsibility for setting and maintaining standards.
- Commitment to quality improvement.

17. External Duties, Roles and Responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

18. Other Duties

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

19. Work Programme

The post holder will work 10 programmed activities over 5 days. The indicative job plan below indicates the Direct Clinical Activities (DCC 7.5) and Supporting Professional Activities (SPA 2.5) commitments. Following appointment there will be a meeting at no later than three months to review and revise the job plan and objectives of the post holder.

20. On-call and Cover Arrangements

The post holder will participate in the out of hours on-call rota; (providing advice and support in relation to under 18s in mental health crisis) currently one in six pro rata.

Consultants are second on-call with a junior doctor based at Lynfield Mount Hospital in Bradford and at Airedale Centre for Mental Health in Keighley. On occasion a Higher Trainee in Child and Adolescent Psychiatry provides second on-call responsibilities. The indicative job plan below indicates the Direct Clinical Activities (DCC 7.5) and Supporting Professional Activities (SPA 2.5) commitments.

21. 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.

22. Leave

The post-holder is entitled to 32 days of annual leave per year plus 8 Bank Holidays and the study leave entitlement is 30 days over a period of three years in relation to leave with pay and expenses in the UK, and of those, 10 days leave in any period of three years in relation to leave with pay and expenses granted for overseas study leave.

23. Weekly Timetable Example timetable:

Remote working is also possible for part of the week

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	HB/FH	Daily Huddle HB/FH Clinic	DCC	1
	PM	HB/FH	Consultation & Supervision to MDT	DCC	1

Tuesday	AM	HB/FH	Daily Huddle HB/FH Clinic	DCC	1
	PM	HB/FH	Emergency consultations	DCC	1
Wednesday	AM	HB/FH	Daily Huddle Consultation & Supervision to MDT	DCC	1
	PM	New Mill	Case Conference/Audit (1 SPA)	SPA	1
Day	Time	Location	Work	Category	No. of PAs
Thursday	AM	SPA	Leadership Team Weekly Huddle On consultant discretion- Governance/Management/Res earch/Royal College etc	SPA	1
	PM	HB/FH	Out-patient clinic/ Professionals meeting/ CPA out of area	DCC	1
Friday	AM	HB/FH	Daily Huddle Junior doctor supervision/ANP supervision	SPA DCC	0.5 0.5
	PM	HB/FH	Admin	DCC	1
Unpredictable work					
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

24. Approval of this job description by the Royal College of Psychiatrists

This job description and person specification has been approved by the Royal College of Psychiatrists.

Appendix 1: Person Specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

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

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

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
--	-----------	---------------	-----------	---------------

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



APPROVED
POST