

TAVISTOCK AND PORTMAN NHS FOUNDATION TRUST
120 Belsize Lane, London NW3 5BA
CAMHS Directorate

JOB DESCRIPTION

POST:	Locum Consultant Child and Adolescent Psychiatrist, London based Gender Identity Development Service (GIDS)
SALARY:	In line with the new consultant contract
HOURS:	10 Programmed Activities
DURATION:	12 month Locum to cover a secondment of the substantive post-holder
LOCATION:	Based at the Tavistock Clinic, London Base
RESPONSIBLE TO:	For professional issues, responsible to the Medical Director of the Tavistock and Portman Foundation NHS Trust via the Head of Child Psychiatry, CYAF
ACCOUNTABLE TO:	For management issues, accountable to the Chief Executive via the Divisional Director, Gender Services via the GIDS Director

JOB SUMMARY

The post represents an exciting opportunity to gain specialist experience in this nationally commissioned Tier 4 setting which offers a service to children, adolescents and their families from across the country, who are experiencing difficulties in the development of gender identity. The team has a well-established research component and so this post provides an opportunity to be actively involved in research and opportunities to present at training/conference events. This post has close links to Paediatrics, so would suit those interested or with a background in paediatrics or physical medicine.

The post comprises up to 10 PAs. The post holder will provide psychiatric input to the GIDS Regional Teams seeing children and young people up to the age of 18 years, and offer psychiatric consultation to the GIDS service. There is an expectation that the post holder will travel to local network meetings across the UK as required as is reasonable within the number of PA's.

The successful applicant would benefit from having a particular interest and experience in gender identity issues, with an expertise in a relevant area such as liaison/consultation and the interface between mind and body, medical ethics, paediatric endocrinology, ASC, self-harm and risk management.

Within the Trust there is a strong Psychiatry discipline providing peer support, supervision, CPD, and training opportunities.

THE TAVISTOCK AND PORTMAN NHS FOUNDATION TRUST

The Tavistock & Portman NHS Foundation Trust is a specialist mental health Trust with a focus on Training and Education alongside a full range of CAMHS and Psychological Therapies. The Trust is committed to improving mental health and emotional wellbeing, believing that high quality mental health services should be available for all who need them. Our contribution is distinctive in the importance we attach to social experience at all stages of people's lives, and our focus on psychological and developmental approaches to the promotion of health and the prevention and treatment of mental ill health.

The Trust makes its contribution through:

- Providing relevant and effective clinical services for children and families, young people and adults, ensuring that those who need our services can access them easily.
- Providing training and education aimed at building an effective and sustainable NHS and Social Care workforce and at improving public understanding of mental health.
- Undertaking research and consultancy aimed at improving knowledge and practice and supporting innovation.
- Working actively with stakeholders to advance the quality of mental health care, and to advance awareness of the personal, social and economic benefits associated with psychological therapies.

The Gender Identity Development Service

The Gender Identity Development Service (GIDS) is a Tier 4 highly specialist service within the Gender Services Division and offers a service to children and adolescents and their families who are experiencing difficulties in the development of gender identity. This may include children whose gender identity does not fit with the assigned sex at birth or children with a disorder of sex development if there are concerns about their gender identity development. The Service also offers therapeutic work to children with a trans parent or other gender identity issues.

From 1st April 2009 the Service has been nationally designated and funded. As part of this funding agreement we are committed to ensuring equity of access to the service, which has a national remit. The service operates from two main bases, London and Leeds, and holds regular outreach clinics in for example, Exeter, Bristol and Birmingham as well as offering outreach work across the UK. The GIDS is staffed by a multidisciplinary group with contributions from psychiatry, psychology, social work, child psychotherapy, nursing, family therapy and paediatrics.

The GIDS has developed an innovative interdisciplinary approach to the management of Gender Dysphoria in children and adolescents, based on many years' experience in a complex and challenging area of work.

The team consists of:

- Consultant Child and Adolescent Psychiatry 1.0 wte
- Consultant Child and Adolescent Psychiatry 1.0 wte (this post)
- Clinical Psychology
- Child and Adolescent Psychotherapy
- Clinical Nurse Specialists
- Family Therapy
- Social Workers
- Research, Audit, Assistant Psychology

In addition to direct therapeutic work with the patients and their families the GIDS provides an outreach service which involves members of the clinical team travelling on a regular basis to other parts of the UK. This network model of management involves close collaboration between the national service and local Child and Adolescent Mental Health Services. Often children and adolescents we see have complex presentations with other associated social and psychological difficulties in addition to Gender Dysphoria. The network model ensures that a holistic approach is offered to our service users. This makes use of the specialist expertise and resources of the gender identity team and therapeutic resources of the local teams.

The service provides assessment and the following treatments:

- A range of therapeutic approaches
- Parental Support/Counselling
- Consultation to the Network with or without further direct involvement with the young person and their family
- Intermittent reviews to monitor gender identity development
- Group work and family days for parents and service users
- Referral to the Paediatric Liaison Clinic for physical assessment and endocrine treatment

In line with National and International guidelines the Service follows a staged approach to physical interventions. The GIDS commissioned joint paediatric endocrine liaison clinics are based in University College London Hospital NHS Foundation Trust (UCLH) and Leeds General Infirmary (LGI). When appropriate, service users are referred to the endocrine liaison clinics to consider the hypothalamic blocker to suppress the production of endogenous sex hormones. This may be considered for young people who fulfil the criteria for a diagnosis of gender dysphoria, are in or beyond the early stages of puberty and fulfil key criteria. Currently the service protocol stipulates around a year on the hypothalamic blocker prior to the consideration of cross sex hormones, which are offered from around the age of sixteen. The GIDS clinicians work closely with our endocrine colleagues and attend all the endocrine liaison clinics to offer joint consultations.

The GIDS is committed to research and holds a regular research meeting.

DUTIES OF THE POST

1. To provide highly developed and specialised clinical assessments of service users referred to the GIDS, based upon the appropriate use, interpretation and integration of complex data from a variety of sources, including interviews with children/adolescents, family members, carers, others involved in the young person's care and standardised questionnaires.
2. The post holder will assess and manage mental health difficulties and risk for individual service users on their caseload and will hold clinical responsibility for these. They will also provide risk assessments and specialist advice for other professionals within GIDS. Clinical responsibility will be shared whilst offering consultation but primary responsibility will remain with the lead clinician.
3. To provide both general and specialist advice on aspects of risk assessment and management to the local CAMHS which will hold responsibility for responding to emergencies and general management and care planning of the case.
4. To formulate care plans for the management of the young person's gender identity development and/or distress plus any other co-occurring psychosocial difficulties. This will be based upon an appropriate conceptual framework of the young person's problems, taking into account multiple theoretical perspectives and employing methods based upon good practice and evidence of efficacy where present.
5. To make highly skilled evaluations and decisions in well selected cases about referrals for hormonal interventions to the Paediatric Liaison Endocrinology

Clinic at UCLH, taking into account the GIDS protocol and current guidelines. Developmental processes will be taken into account in these evaluations.

6. To ensure agreed standardised assessment questionnaires are completed with service users and their families attending the GIDS as per the GIDS protocol and to systematically collect data on the clinician's caseload as required by the Director of the Service.
7. To be responsible for implementing or recommending a range of clinical interventions for individuals and families, if necessary in collaboration with the professional network providing care for children and adolescents referred to the service.
8. To participate in outreach meetings of the service as appropriate.
9. To act as case consultant, which involves the exercise of full autonomy and responsibility for the assessment, treatment and discharge of service users. This may involve communicating with the referrer and network on a regular basis and the convening of outreach multi-professional or multi-agency meetings.
10. To provide expertise and specialist advice, guidance and consultation to other professionals, which may include contributing directly to the formulation, diagnosis and treatment plan for those referred to the GIDS general consultation to enhance knowledge and skills within the Service and network.
11. To communicate in a highly skilled and sensitive manner information concerning the assessment, formulation and treatment plans in relation to service users for whom the post-holder has responsibility and to monitor and evaluate progress during the course of multi-disciplinary care.
12. To deliver teaching and training to professionals, e.g. via CPD days.

CLINICAL RESPONSIBILITY

The consultant psychiatrist is clinically responsible for the cases allocated to them. The post holder would expect to have a case load of around 60-80 cases WTE of which 75% would be seen monthly as part of the assessment process. They would also be responsible for the cases allocated to the junior doctors within the service who are supervised by the post holder or any other Consultant. The post holder will also be expected to provide clinical advice to other members of the team as part of their multidisciplinary team role. Clinical responsibility will be shared whilst offering consultation within GIDS but primary responsibility will remain with the lead clinician. There is a duty psychiatrist rota for consultation and management of acute mental health issues and risk when the post holder is not available. The local CAMHS hold responsibility for responding to emergencies and general management of the case.

TRAINING

The GIDS is an approved placement on the Tavistock and Portman Higher Training Scheme. However there are more placements than trainees so the placement is not filled every year. The post holder would be the clinical supervisor for a higher trainee (ST4 – 6) if and when they are in post, providing weekly supervision of an hour in duration.

As part of the scheme the post holder may also take on the role of an Educational Supervisor for one or more Specialty Registrars on the Tavistock Scheme over the full course of their training. The role of Educational Supervisor involves ensuring that they make the necessary clinical and educational progress through development of a learning agreement and educational objectives, supporting trainees in maintaining and developing their specialty learning portfolio, providing regular feedback on trainees' progress, advising trainees about access to career management, and offering pastoral support and career counselling. Educational Supervisors usually meet with trainees once per term. The Director of Medical Education assists in maintaining up to date training portfolios and supports Clinical and Educational Supervisors.

The Tavistock and Portman Trust has a national brief for training in the mental health professions and is a national centre for psychoanalytic and systemic training. The Trust is committed to developing new training initiatives to meet the needs of the modern NHS, to being responsive to the National Service Framework for Children and to the modernisation of CAMHS. It is committed to the expansion of training opportunities for professionals from minority ethnic groups.

MANAGEMENT

As a consultant child and adolescent psychiatrist it is expected that the post holder may take on a range of leadership and management roles and tasks as agreed with the GIDS Director, including playing an active role in service development and business planning. The post holder would be expected to attend and participate in a range of senior forums within the service as agreed with the GIDS Director.

TEACHING AND TRAINING

There are no formal teaching commitments associated with this role however the post holder is expected to contribute to teaching taking place within the department. There are opportunities to teach different audiences outside the Trust and the post holder may also contribute to undergraduate teaching.

Both the Tavistock and Portman NHS Foundation Trust and Camden and Islington NHS Foundation Trust are linked with UCL Medical School, known for its excellence in undergraduate and postgraduate education and strong reputation for teaching

informed by cutting-edge research. There are opportunities to engage in clinical appraisal and supervision of medical colleagues and trainees.

ON-CALL RESPONSIBILITIES

On Call. The post holder will be part of the child and adolescent psychiatry consultants' on-call rota if based in London. This is third line support to first line psychiatry and paediatric CTs and second line Child and Adolescent Psychiatry STs. This provides emergency cover for under 18s presenting at the Emergency Department of selected local hospitals. The rota is 1 in 30 (approx.), from 5pm to 9am working weekdays, and from 9am to 9am weekends and public holidays. This cover is to support self-harm and emergency psychiatric assessments and includes compulsory admissions under the Mental Health Act. There is a 1% on call supplement for this work.

Day Time. Within CYAF at the London site, a cross-cover rota is available to cover leave and part-time working and assist the Camden Joint Intake team deal with urgent referrals. The post holder may be asked to provide up to a half a day a week to this rota. A separate daytime rota is operated to cover the holiday periods (six weeks in the summer and then Christmas/New Year and Easter) to which the post holder, irrespective of whether they provide cover on the regular rota or not, would be expected to contribute.

TRAINING, CONTINUING PROFESSIONAL DEVELOPMENT/CLINICAL GOVERNANCE

1. This Trust actively supports CPD, in line with College guidelines. There are PDP small groups 4-6 times per year, and regular peer case discussion. The post holder will be expected to ensure the development, maintenance and dissemination of the highest professional standards of practice through active participation in internal and external CPD training and development programmes, regular professional supervision and appraisal, and an active engagement with current developments.
2. The GIDS Director is accountable for Clinical Governance at a Service management level, but the post holder would be expected to play an active role in supporting Clinical Governance. All Consultant Psychiatrists are expected to take part in clinical audits at Team / Directorate level every year. The post holder would be expected to keep clinical records and to communicate appropriately with patients, referrers and other agencies, complying with the Trust's requirements regarding CPA, outcome monitoring etc, and with guidelines on confidentiality and data protection. Where a significant degree of clinical judgment is required about the management of information, with potentially serious legal and clinical consequences, the

clinician would be expected to consult with colleagues and/or the Director of Central Services and the Caldicott Guardian when planning a strategy.

3. The post holder must adhere to clinical governance guidelines, including keeping up-to-date and accurate clinical records using standardised documentation as required
4. The post holder will be invited to an annual appraisal with senior psychiatric colleague trained in appraisal, which will include the formulation of a professional development plan and specific details of continuing professional development in relation to the tasks of the post and its development over time. It is expected that some study leave will be taken for attending conferences, reading relevant literature, writing papers for presentation at Tavistock-organised and other conferences. A study leave budget of £500 per year is available through the discipline.
5. The post holder must adhere to code of professional conduct of the appropriate professional regulatory body.

RESEARCH

There are no formal research commitments but involvement and support of research is encouraged. There is a large research team within GIDS and the Tavistock academic department is active with a chair and senior lecturer in post.

GENERAL

The hours to be worked by the post holder must be approved by the GIDS Director.

The post holder will have a shared office with their own desk and computer. Administrative and ICT support is available from the team administrators and the IT department. The Trust uses Care Notes and a training package is in place for all new staff.

The team meeting and referrals allocation meeting are held weekly on a Tuesday morning. The Endocrine Liaison Clinics are primarily held on Wednesday afternoons and Thursday mornings. The post holder would be expected to attend the team meetings on at least a fortnightly basis and be available for endocrine clinics as agreed. Specific details of the job plan are to be agreed with the Director of the GIDS.

Staff may be required to work some evenings until 8.30p.m. as part of their contracted hours of duty.

All staff are required to attend and participate in mandatory training activities including fire, health and safety training and induction.

Salary Range and other terms and conditions: The commencement salary will be in accordance with the terms and conditions—Consultants (England) 2003.

We are an Equal Opportunities employer.

For further information about the post please contact:

Dr Polly Carmichael, Director – The GIDS PCarmichael@tavi-port.nhs.uk

Dr Rebecca McLaren, Consultant Psychiatrist, The GIDS RMclaren@tavi-port.nhs.uk

Ailsa Swarbrick, Director, Gender Directorate ASwarbrick@tavi-port.nhs.uk

Dr Dinesh Sinha, Medical Director DSinha@tavi-port.nhs.uk

Dr Sarah Wynick, Head of Psychiatry, CYAF Directorate SWynick@tavi-port.nhs.uk

JOB PLAN INDICATIVE TIMETABLE

(guidance only) including 2.5 PA of non-clinical activities. Note endocrine liaison clinic times will vary by base (London or Leeds).

Monday	AM	Clinical CPD and PDP, Psychiatric Meetings
	PM	Clinical
Tuesday	AM	Team meeting
	PM	Supervision/audit/ Quality improvement programmes
Wednesday	AM	Clinical
	PM	Endocrine Liaison Clinic

Thursday	AM	Endocrine Liaison Clinic
	PM	Clinical
Friday	AM	Supervision/audit/ Quality improvement programmes
	PM	Clinical

<u>Person Specification</u>	<i>Essential/ Desirable</i>	<u>Where assessed</u>
<i>Education / Qualifications</i>		
MRCPPsych or equivalent	Essential	Application form
Inclusion on The GMC's specialist Register or eligible for inclusion on Specialist Register for Child and Adolescent Psychiatry (CCT or equivalent) or within 6 months of award of CCT by date of interview	Essential	Application form
AC/Section 12 Approval (Mental Health Act) or willing to apply for such approval once in post	Essential	Application form
Higher academic degree	Desirable	Application form
<i>Skills / Abilities</i>		
Significant experience of clinical work with children and adolescents and their families/carers	Essential	Application form and interview
Experience of working with children and adolescents presenting with gender identity issues	Desirable	Application form and interview

Higher training in therapeutic modalities applicable to children and adolescents	Desirable	Application form and interview
Experience of clinical work with children and young people in a relevant specialist area e.g. ASC, Paediatric Liaison	Essential	Application form and interview
Experience of consultation & liaison	Desirable	Application form and interview
Ability to work with partner agencies including local CAMHS services, GPs, social services, education and voluntary agencies	Essential	Application form and interview
Appreciation and understanding of ethnic minority and diversity issues	Essential	Application form and interview
Training and experience in safeguarding.	Essential	Application form and interview
Significant experience of managing self-harm. Exercises sound clinical risk management	Essential	Application form and interview
Shows an approach based on critical enquiry and evidence based practice.	Essential	Application form and interview
<i>Communication and Interpersonal Skills</i>		
Highly developed capacity to work effectively within a multidisciplinary team	Essential	Application form and interview
Leadership and co-ordination skills	Essential	Application form and interview
Ability to build effective relationships with patients, families, colleagues and other professionals	Essential	Application form and interview
Ability to cope with considerable pressure and adapt to constant change and new demands	Essential	Application form and interview
<i>Management and quality improvement</i>		
Experience of management of projects and other professionals	Essential	Application form and interview
Shows enthusiasm and initiative in pursuing innovation and the highest standards for patients, trainees, colleagues and the organisation	Essential	Application form and interview
Experience of service development	Desirable	Application form and interview
<i>Teaching and training</i>		
Experience of and interest in teaching and supervising a	Essential	Application form and

range of multi-disciplinary staff at different levels and settings		interview
Research and Audit		
Experience of audit and outcome monitoring	Essential	Application form and interview
Experience in research	Desirable	Application form and interview
Publication accepted by peer reviewed journals in a relevant academic field	Desirable	Application form
Travel requirements		
Ability to travel to locations throughout the UK on occasion	Essential	Application form
Other		
Adherence to the highest ethical and professional standards	Essential	Application form and interview