

# Job Description

**Locum Consultant Child and Adolescent  
Psychiatrist  
10PAs**

**Child & Adolescent Mental Health Services  
(CAMHS)**

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## **Job description and person specification**

<b>Title:</b>	Consultant Psychiatrist in Child and Adolescent Psychiatry
<b>Specialty:</b>	Child and Adolescent Mental Health Services
<b>Contract:</b>	10 Programmed Activities
<b>Salary Scale</b>	£84,559 - £114,003 per annum
<b>Duration:</b>	Permanent
<b>Main Base:</b>	Hoddesdon Health Centre, Hoddesdon, EN11 8BY
<b>Business Unit:</b>	East and North Herts Strategic Business Unit
<b>Accountable professionally to:</b>	Executive Director Quality and Medical Leadership – Professor Asif Zia
<b>Accountable operationally to:</b>	Medical Lead for CAMHS Services – Dr Simona Dumitriu Clinical Director: Dr Shaheen Shora Interim Managing Director: Fiona McMillian-Shields Line Manager: Dr Simona Dumitriu Senior Service Line Lead: Melanie Woodcock
<b>Accountable ultimately to:</b>	The Chief Executive – Karen Taylor

## 1. General Introduction to the Trust

HPFT provides Adult Mental Health Services and Child and Adolescent Mental Health Services for Hertfordshire and Learning Disability Services to Hertfordshire, Norfolk and North Essex.

HPFT is at the forefront of providing integrated health and social care. The Trust is one of only a handful of mental health trusts in the country to receive a CQC rating of '**OUTSTANDING**'.

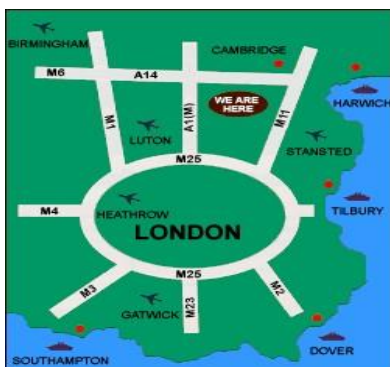
The Trust was established as a Trust in 2001 and achieved Foundation Status in 2007. In January 2013, the University of Hertfordshire awarded the HPFT University Trust status, making it only the third Mental Health Organization in the country to be awarded this status.

The Trust operates three Strategic Business Units; the West SBU, the East and North SBU and the Forensic and Learning Disability SBU, with each SBU overseen by a Managing Director and a Clinical Director.

### Why Hertfordshire

The Trust covers a mixed rural and urban area, including the large towns of Watford, Welwyn Garden City and Stevenage and the smaller towns of Hemel Hempstead, Radlett, Berkhamstead, Harpenden, Hertford, Ware, Bishops Stortford, Hitchin and Letchworth. Hertfordshire Social Services have divided the County into four areas. The county has two Clinical Commissioning Groups. East Herts is served by East and North CCG.

Hertfordshire has excellent connections to London and the rest of the country. There are three major roads going North-South (the M1, the A1 and the A10). In addition the M25 passes through South Hertfordshire.



Train services are also excellent with the journey time of St Albans to Kings Cross in 17 minutes and Stevenage to Kings Cross in 25 minutes.

Education is of a high standard in Hertfordshire.

Currently more than 160,000 children are educated in the county's network of 566 schools made up of 17 nursery schools, 426 primary schools, 9 middle schools, 78 secondary schools, 27 Special Schools and 8 Education Support Centres. Exam results and SATs continue to be above the national average and the ratio of pupils to teachers is among the best in the shire counties. There is also a wide range of public/private schools to choose from.

### Demographics of Hertfordshire

The estimated total population of Hertfordshire was 1,140,700 inhabitants in July 2013 (Herts County Council). Four Hertfordshire towns have between 50,000 and 100,000 residents: Hemel Hempstead, Stevenage, Watford and St Albans. The Index of Multiple Deprivation (2011) ranked Hertfordshire (11.5) as one of the least socially deprived areas in England (average 22.5). The health of people in Hertfordshire is similar to that in the rest of England.

General hospital services are provided in the West of the County by West Herts Hospitals NHS Trust which runs Watford General Hospital, Hemel Hempstead General Hospital and St Albans City Hospital. In East Herts, East & North Herts Acute NHS Trust provides general hospital services at the Lister Hospital in Stevenage and the Queen Elizabeth II Hospital, Welwyn Garden City.

## **THE TRUST VISION**

The Trust vision for the future is to be the leading provider of mental health and specialist learning disability services in the country. We have identified eight strategic goals which we require to meet to achieve our vision. These can be divided into three categories:

### **1. Customers and the Community**

- To deliver high quality integrated health and social care services in accordance with recovery principles.
- To be the provider of choice for service users, carers, the community and commissioners.
- To work in partnership with the community to promote the wellbeing of others, whilst making a positive contribution to the environment.

### **2. Staff/Employees**

- To be an employer of choice where individuals are highly valued, well supported and rewarded.
- To create a dynamic and flexible working environment where one is motivated and committed to providing high quality care.
- To embed a culture of learning where staff can develop their full potential and deliver excellent care.

### **3. Sustainability**

- To ensure a sustainable future through income growth and the efficient use of resources.
- To be an innovative and learning organization, that embraces new and modern approaches to health and social care.

Our vision and goals can only be achieved through a process of continuous service improvement and transformation which places the needs of service users and carers at the centre of everything we do. The Trust believes that a strong medical workforce that is aligned with its values and strategic direction is essential in enabling the achievement of its vision and goals. We believe that leadership from consultant psychiatrists is fundamental to the successful functioning of clinical teams and they have an important role in enabling the wider team and using their breadth of expertise to deal with complex issues.

The following outlines the expectations of the Trust of its medical staff:

- Clinical leadership should be provided by all doctors and is not solely the responsibility of managers.
- The patient experience is central to the Trust's values and we expect all staff to treat patients with respect including listening carefully and communicating well. For doctors, we expect them to inform patients about their diagnosis and treatment and involve them in decisions about treatment.
- Doctors' service and personal objectives should be compatible with working towards the achievement of the Trust goals. Therefore personal objectives in job planning and appraisal processes need to be aligned with the Trust's vision and strategy

## 2. THE TRUST BOARD

### Welcome to Hertfordshire Partnership University NHS Foundation Trust

#### The Board



#### Non-Executive Directors



### HPFT Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other.

By living our values we will deliver our ambition to be a leading provider for everyone we work with.

- We are **welcoming** so you feel valued as an individual
- We are **kind** so you can feel cared for
- We are **positive** so you can feel supported and included
- We are **respectful** so you can feel listened to and heard
- We are **professional** so you can feel safe and confident

#### Our values set the tone for:

- The way we plan and make decisions.
- The way we behave with service users and each other.
- The kind of colleagues we recruit.
- The way we induct, appraise and develop our staff.

## 3. Overview of CAMHS

CAMHS is part of the East and North Strategic Business Unit in HPFT, managed by the Clinical Director (Dr Shaheen Shora – Fiona McMillian-Shields -non-medical). CAMHS is managed by a Senior Service Line Leader, Melanie Woodcock, supported by Professional Leads and CAMHS Community Managers.

CAMHS is divided into 5 service divisions.

These are:

1.	North centred on Stevenage
2.	South centred on Watford and Borehamwood
3.	East including Welwyn Garden City, Bishops Stortford and Hoddesdon
4.	West including St. Albans and Hemel Hempstead
5.	Specialist Adolescent Services (Forest House Adolescent Unit, Home Treatment Team, C-CATT, DBT team, CAMHS community Eating Disorder Service, Targeted team, Forensic Adolescent Practitioners).

The four geographical divisions provide Tier 2 and 3 services plus the CAMHS Targeted team, as well as parenting support services into the Family Centres.

CAMHS are provided by Hertfordshire Partnership University NHS Foundation Trust across the entire county.

Currently the service is provided through:

<b>Geographical Divisions:</b>	
<b>Tier 3</b>	Community Eating Disorder Service
<b>Tier 3</b>	Forensic Adolescent Practitioner Service
<b>Tier 3</b>	Dedicated Children Looked After service - Targeted Team
<b>Tier 3</b>	8 Dedicated Child and Family Clinics
<b>Tier 3</b>	DBT team
<b>Tier 3/4</b>	C-CATT
<b>Tier 4</b>	Inpatient provision at Forest House Adolescent Unit and home treatment team

### **Child and Family Clinics**

The clinics accept referrals from a number of sources including General Practitioners, Social Workers, Health Visitors and Consultant Paediatricians. Referrals are processed through SPA (the Single Point of Access). The teams are multi-disciplinary including Child and Adolescent Psychiatrists, Psychologists, Mental Health Nurses, Child Psychotherapists, Systemic Therapists and Social Workers.

### **CAMHS Community Eating Disorder Service**

This is a newly expanded, multi-disciplinary team which provides specialist CAMHS input to children and young people with eating disorders. It provides home-based treatment, out-patient treatment and gate-keeps referrals to in-patient services. The range of care includes: intensive home based support for high risk cases; community based support to provide early intervention to all ED cases; specific ED based therapy working on recovery (including CBT-E, MET, CRT, and family therapy using Maudsley model; psychiatric monitoring and intervention when required).

The team has a very positive reputation and the ED practitioners have won numerous Trust wide and national awards. The team has been successful in attracting Government funding to allow service expansion.

### **Forensic Adolescent Practitioner Service**

The aim of these posts is to support the youth offending teams who often come into contact with children with a mental health difficulty. These children may not traditionally access child and family services or whose difficulties may be of low complexity and therefore can be worked within their community setting through a short intervention.

### **Targeted Team**

The aim of this service is to provide fast track, multi-disciplinary mental health consultations, assessments and brief interventions to children who are looked after and their caring networks.

### **DBT Team**

This is a newly formed team which has been set up following HPFT's successful bid to NHS-England. The DBT team is a stand-alone service offering DBT to patients with emerging personality disorder. The multi-disciplinary team are all DBT trained, as are CCAT and Forest House staff. This modality of treatment will be supported by all the tier 4 teams.

### **C-CATT**

The C-CATT (CAMHS Crisis Assessment & Treatment Team) focuses on early intervention for young people in crisis. The team has a response time of four hours.

### **Forest House Adolescent Unit and Home Treatment Team**

Forest House is a specialist psychiatric inpatient unit providing care to children and young people 13 to 18. The unit admits children through a planned process of assessment, family consultation and liaison with the local CAMHS Tier 3 team. The Unit has recently been refurbished and extended to 16 beds to include acute admissions and it is an in-patient adolescent unit for East of England NHS. There is also a provision for Eating Disorder admissions under the supervision of a dedicated Eating Disorder Service.

## **4. CAMHS Strategy**

It is our aim to create a modern comprehensive CAMHS service and the CAMHS Governance Group meets regularly to develop and align the service with the current changes and needs, locally and nationally.

The current strategy includes 4 key service development areas: Prevention and early intervention; targeted service provision to those users from vulnerable groups; specialist intervention services; service infrastructure and systems review.

### **CAMHS Consultant staff within Hertfordshire:**

Dr Simona Dumitriu <i>Consultant Psychiatrist &amp; Medical Lead</i>	1.0	CAMHS DBT
Dr Amanda Shine <i>Consultant Psychiatrist</i>	0.6	Watford Child & Family Clinic
Dr Heba Hosameldeen <i>Locum Consultant</i>	1.0	Watford Child & Family Clinic and C-CATT
Dr Rania Moussa <i>Consultant Psychiatrist</i>	1.0	Borehamwood Child & Family Clinic



Dr John Fawole <i>Locum Consultant</i>	1.0	Stevenage Child & Family Clinic
Dr Hadi Shaker-Naeeni <i>Consultant Psychiatrist</i>	1.0	Stevenage Child & Family Clinic
Dr Arshad Faridi <i>Consultant Psychiatrist</i>	1.0	West Herts ADHD
Dr Kashmeera Naidoo <i>Consultant Psychiatrist</i>	1.0	Welwyn Garden City Child & Family Clinic
Dr Ilan Joffe <i>Consultant Psychiatrist</i>	1.0	Hemel Hempstead Child & Family Clinic
Dr Yetunde Iriah <i>Locum Consultant</i>	1.0	St Albans Child and Family Clinic
Dr Kah Mirza <i>Consultant Psychiatrist</i>	1.0	East Herts ADHD
Dr Elke Heidemann-Eggert <i>Consultant Psychiatrist</i>	1.0	FHAU and CAMHS ED team
Dr Haseena Hussain <i>Consultant Psychiatrist</i>	1.0	FHAU and HTT
Dr Olivier van Den Broucke <i>Consultant Psychiatrist</i>	1.0	PALMS, ARC and Forensic Practitioners
Dr Alexandra Lloyd <i>Locum Consultant</i>	1.0	C-CATT
Dr Esther Sabel <i>Consultant Psychiatrist</i>	0.6	C-CATT
<b>VACANT</b> <i>Consultant Psychiatrist</i>	1.0	Hoddesdon Child and Family Clinic

### Multi-Disiplinary Team:

The multi-disciplinary team comprises band 7 and 8 social workers, clinical psychologists and systemic therapists, a child and adolescent psychotherapist and two clinical nurse specialists supported by a band 5 HCA.

### 5. Details of the Post

An exciting opportunity has become available for an established Consultant Psychiatrist to join the East and North Herts Child and Adolescent Mental Health Community Services within Hoddesdon in Hertfordshire.

The Hoddesdon and Bishops Stortford CAMHS Clinics are part of the East Herts Quadrant for Community CAMHS Clinics of which the teams work alongside colleagues in Welwyn Garden City clinics to form the East Herts quadrant.

The successful applicant will work alongside 2 substantive consultants and 3 specialty doctors in the East CAMHS Team, it is a busy team covering 3 sites, and the team works on an outpatient model and currently receives approximately 60-70 referrals per month. The caseload for this post is estimated to be 80-90. The post holder is expected to provide diagnosis, management and consultation for complex mental health and neurodevelopmental presentations to the multidisciplinary team.

The post is a generic Tier 3 CAMHS clinic dealing with diagnosis and management of mental health presentations for 0 – 17 (inclusive) year old young people in the locality. The Tier 3 team links with the adolescent services for the provision of crisis presentations so that young people can be seen more frequently in the community through the Hertfordshire C-CATT team and can be considered for inpatient assessment through Forest House Adolescent Unit. There are also links to substance misuse work in a dedicated young person's team (AFDASH).

## **6. Duties of the Post holder**

- To work closely with the multidisciplinary team and other agencies in health and social care as appropriate.
- To have responsibility for assessing a young person's mental state, formulating a diagnosis, advising on treatment and monitoring the risks a young person poses, alongside the MDT
- To undertake referral meetings, case reviews as required.
- To provide opportunities for case based discussion and teaching to the MDT.
- To write letters and communications to General Medical practitioners and other professionals as required.
- To participate in various medical staff meetings within the Hertfordshire Partnership NHS Foundation Trust as necessary.
- To perform duties in occasional emergencies and unforeseen circumstances in consultation with senior and junior colleagues.
- To provide cross-cover for the other consultants as may be needed
- To participate in regular Audit and Quality Assurance programmes to improve and maintain the high standard of service. Participation in POMH audits is encouraged.
- To take an active role in CAMHS clinical governance in liaison with service manager and through senior management team meetings.
- To provide advice, support and consultancy in a variety of settings to minimise risk.
- To provide liaison and consultation as required with a local acute paediatric service.
- To provide on-call out of hours cover. This is on a 1:15 basis and is third on-call for CAMHS, county wide. (Category A, 3% on-call pay supplement)

## **Continuing professional development (CPD)**

- Requirement to remain in good standing for CPD with the Royal College of Psychiatrists.
- Monthly CAMHS consultant CPD meeting is well attended and forms the peer group for discussion of CPD annual goals
- Trust-wide CPD programme with strong Trust support.
- Good access to study leave and appropriate funding

## **Clinical leadership and medical management**

- Expectation that post holder will participate actively in the senior management team.
- Opportunity to provide active support to CAMHS medical leads in the ongoing development of the service. There is strong business planning support from management colleagues who actively support consultants in developing business plans for service development.

Recent examples include the development of the CAMHS ED team and the securing of funding for CAMHS 136 suite. The wave 2 application for NHS England funding for tier 4 provisions is in progress.

- Opportunity to undertake further management training if appropriate.

## SAS

- The post holder will be encouraged to take part in the multi-disciplinary training.
- HPFT has close links with the University of Hertfordshire and there are teaching and research possibilities. There is an MSc in psychiatry run by the University of Hertfordshire and visiting lecturers are welcomed.
- There is a Medical Lead for Training (Prof Ashaye) who facilitates teaching within HPFT and welcomes the involvement of consultant colleagues within the training programme offered to junior medical staff.

## Research and Academic activities

- CAMHS has strong representation within the Trust research and academic forum. Participation in research is encouraged and supported. Currently there is a CAMHS research grant proposal dealing with self-harm in adolescents. There is local experience in grant applications and good support in place. One of the CAMHS consultants is the champion for child research in the NIHR CRN Eastern Region of England.

## External duties

- Experienced consultant colleagues are encouraged to take on external roles. Examples include CQC specialist advisors, College of Psychiatry posts and posts within NHS England. These activities are considered favourably as long as core duties are covered.

## 7. Job Planning and Appraisal

A detailed work plan will be negotiated upon appointment. The allocation of programmed activities is open to discussion. The detailed job plan will be reviewed annually by the Medical Lead for CAMHS, to take into account changes in staffing, introduction of new services, expansion and reduction of existing services. The post holder will be encouraged to develop a special interest and to have a session devoted to this. Consultants are also expected to have an annual Appraisal with the CAMHS Medical Lead.

A model timetable is as follows. Further details will be negotiated with the post holder once special interests and other clinical duties have been considered.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinical work- New patient and follow up clinic at Hoddesdon Clinic	Clinical work New patient and follow up clinics at Bishop Stortford (1PA)	Clinical work Hoddesdon Clinic (1PA)	Clinical MDT and follow up clinic Hoddesdon Clinic (1.5PA)	Clinical work Hoddesdon Clinic (1PA)

PM	CPD/SPA (1PA)	Clinical work Follow up clinics at Bishop Stortford (1PA)	CPD/SPA (1PA)	CPD/SPA (0.5PA)	Clinical work Hoddesdon Clinic (1PA)
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Job planning will be carried out on a yearly basis with the Medical Lead for CAMHS. It is expected for the job planning to be carried out prior to the appraisal process - and should include 7.5 sessions of direct clinical activities to 2.5 supporting programmed activity sessions for a 10 session week. The post holder is expected to provide diagnosis, management and consultation for complex mental health presentations to the multidisciplinary team.

There is an expectation to provide clinical leadership and be available for safeguarding discussions/decisions.

The clinical work in the job plan, involves face-to-face meetings with the families/young people referred to the consultant post holder. Currently there is scope in the job description for 16 face to face contacts per week. It is expected that these are balanced between new assessments/ requests for psychiatric consultations and those cases requiring further psychiatric follow-up. It is the expectation that MDT colleagues will hold those cases which do not require psychiatric intervention. The post involves support of the multidisciplinary team, in their discussions on patient care/therapeutic input and safeguarding.

The post holder will be expected to take part in yearly appraisal of all medical duties. This will be led by the CAMHS medical lead but over a 3 yearly cycle will be undertaken with another appraisal consultant within HPFT. Appraisals will be logged and contribute to the revalidation process which will involve a revalidation appraisal with the CAMHS medical lead, who will then recommend the post holder to the responsible officer for revalidation within HPFT. The responsible officer will then recommend a revalidation of the post holder with the General Medical Council.

### **Staff and Facilities to Support this Post**

The post-holder will be provided with an encrypted laptop computer and RAS token to facilitate mobile computing, including Wi-Fi around the trust and 3G for use off trust sites.

The Trust uses the electronic record system (EPR) PARIS and the post holder will be expected to use the EPR as the primary clinical record and become proficient in using it. Training is provided.

IT support is provided by the ICT Service Desk which supports other NHS organisations in Hertfordshire.

Administration support is available to the post holder from the Clinic Team to coordinate clinics and process letters including dictation (if required). Consultants can access individual office space at both Bishop Stortford and Hoddesdon, and private rooms can be booked if necessary.

### **8. Remuneration and benefits:**

Following is a summary of the main terms and conditions together with the benefits of joining Hertfordshire Partnership University NHS Foundation Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions. Our Human Resources team will be happy to discuss any of the points raised here.

## **Key Terms and Benefits of Joining our Trust**

**Salary:** The appointment is at Consultant grade (New Consultant Contract 2003) with salary thresholds from £84,559 - £114,003 per annum. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards, these will be honoured. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service.

**Leave – Annual/ Study & Compassionate:** Entitlement will be 32 days annual leave per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition there is entitlement to 8 Public/Bank Holidays. There is scope for £800 study budget and 10 days study leave per annum.

**Pension:** The NHS offers a superannuation scheme which provides a variety of benefits based on service and final salary. The employers' contribution covers about two thirds of the cost of benefits paid to NHS Pension Scheme members' scheme and employee contributions are on a sliding scale. Membership of the scheme is optional and further details are available on appointment.

## **Infection Control**

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

## **Health and Safety**

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

## **Wellbeing**

Details of the local Occupational Health service will be shared and discussed regularly with the line manager. The post-holder can self-refer to the Occupational Health Software Cohort v10 or can be referred by the line manager with consent. Details of the support available from occupational health specialist are available on the trust website and will be discussed with the line manager in induction.

Occupational health specialists can review the post-holder face to face or remotely as appropriate. Explanatory videos are available on the trust website. In case of involvement in serious incidents, the post-holder will be encouraged to attend local debriefing meetings and use the trust support line. Spiritual support and bereavement counselling is available from the trust on self-referral using the telephone number provided by the line manager. The Employee Assistance Programme is available 24 hours to all staff by calling 01438 286514.

The trust provides Schwartz Rounds to support the post-holder with stress from the clinical work. Regular sessions of wellbeing are available, and attendance is encouraged for the post-holder. The sessions typically include mindfulness sessions and a Schwartz round. This is happening every month and the post-holder can use supportive programmed activity sessions to attend. Wellbeing sessions include group exercise available on remote video conference of Yoga, Pilates and other forms of physical exercise.

## **Equality and Diversity**

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of opportunity.

This includes recognising diversity of staff, service users & carers and not treating anyone less favourably on grounds of age, ethnic origin, religion or belief, gender, gender reassignment, culture, health status, relationship status, disability, sexuality, social background, trade union affiliation or any other unreasonably grounds.

The Trust will strive to eliminate all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination, but also action through positive policies to redress the inequalities produced by past discrimination.

## **Safeguarding Children**

The post holder will be expected to carry out responsibilities in such a way as to minimise risk of harm to children and young people and promote their welfare in accordance with the Children Act (1989) and (2004) and Working Together to Safeguard Children (HM Government 2006).

## **Confidentiality**

All staff must be aware of the Data Protection Act 1984, which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, the Trust and the individual may be prosecuted.

## **Asylum and Immigration Act 1996**

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

**Flexible Working:** The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

**Relocation Expenses:** The post holder will be expected to live within 10 miles or 45 minutes travelling distance of the base. The successful candidate may be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

**Training and Development:** The Trust is committed to training and development as it is recognised that trained and motivated staffs are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development. There is a study leave allowance for Consultants of 10

days per annum. The post holder is expected to join the CAMHS consultant group CPD programme and monthly meetings. This is registered with the Royal College of psychiatrists. There are opportunities on a monthly basis for a CPD programme across psychiatry within the Trust. There is an expectation in the appraisal process of registering ongoing CPD interests and fulfilling a personal development plan. There are opportunities for CPD as HPFT has links with the University of Hertfordshire learning programmes – the current chair is - Prof Tim M Gale PhD - Lead, Research & Development Department - Hertfordshire Partnership University NHS Foundation Trust who can be contacted regarding expressions of interest for research into child and adolescent mental health projects.

**Simulation Training Facility:** In our continuous drive to improve quality of care we want to be at the forefront of offering innovative learning and development opportunities for our medical workforce and all our staff. HPFT has developed a pioneering Simulation Training Facility within the Trust to provide innovative mental health simulation training.

Simulation is a fantastic experiential learning modality offering participants the chance both to engage in high fidelity scenarios and reflect as a group on the challenges and issues raised. People learn most effectively when training is interactive, immersive and replicates real life. It makes sense to practice what to do when things go wrong, but how do we do this in a safe environment without increasing risk for patients? This is where simulation comes in. Simulation replicates a real-life scenario, but in a safe and controlled environment.

The simulation environment offered via this training will help teach practical skills, for example risk assessment and management, core psychiatry and physical health skills and will teach teams of staff how to work well and communicate effectively together.

The delivery of the innovative Simulation training will lead to positive outcomes for our staff and service users:

- Staff will practice skills in a real life scenario and benefit from learning whilst doing in a safe learning environment
- Increasing staff ability to appropriately and confidently respond to service user need
- The debriefing of scenarios allows for reflective learning working as a team about how human factors, alongside technical skills, can influence clinical care.
- Staff will feel more engaged and motivated to deliver great care and great outcomes to service users and carers
- Staff will be supported to generate ideas and test new improvement ideas and approaches to solving problems
- Improved quality of care for our service users

Improved service user and carer satisfaction

**Interview Expenses:** Second-class travelling expenses will be reimbursed to short listed candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, short listed candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

**References:** Any offer of appointment will be subject to the receipt of (three) satisfactory references.

**Occupational Health & DBS Checks:** The appointment will be subject to clearance from the Occupational Health Department and the DBS.

**Period of Notice:** To terminate employment a period of 3 calendar months' notice on either side will be required.

*The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of the changing circumstances in consultation with the post holder*



## Person Specification / Selection Criteria for Consultant Consultant Child & Adolescent Psychiatrist

	Essential	Desirable	Assessed in					
			Application Form	Written Exercise	Group Exercise	Personal Interview	Panel Interview	References
<b>Professional Qualifications</b>								
MRCPsych or equivalent	v		v					
Certificate of completion of Specialist Training in Child and Adolescent Psychiatry (or within 3 months)	v		v					
<b>Experience, Skills &amp; Knowledge</b>								
Section 12 Approval / Approved Clinician Status (Candidates from abroad can apply for this within 3 months of taking up post)	v		v					
Broad range of experience in psychiatric practice and in the use of psychological therapies.	v		v				v	
Experience and competencies in assessing, and treating children and adolescents with complex mental health needs and their families. It is expected a high level skills in liaison with and consultancy to multiagency settings.	v		v				v	
Willingness and ability to work with others to achieve shared goals.	v						v	

Previous experience of working in a child and adolescent service.	v		v				v	
Formal training in management and administration		v	v				v	
Participated in research and published papers and original work in peer-reviewed journals.		v	v				v	
Experience in Organising Educational activities.		v	v				v	
Experience of working in a multi-disciplinary team	v		v				v	
Ability to demonstrate experience and knowledge of Safeguarding in child and adolescent mental health particularly in this group of young people.	v							
Experience of service quality monitoring (e.g. clinical audit, evaluative research etc.)		v	v				v	
Ability to critically appraise research findings		v					v	
IT Skills	v						v	

Personal Abilities								
Ability to work with young people whose behaviour is personally challenging.	v					v		v
Ability to establish and maintain professional relationships and boundaries with young people.	v					v		v
Ability to contribute to a working environment which contributes to young people's healthy development.	v					v		v
Ability to think clearly and express self.	v		v			v	v	v
Ability to assess reports and clinical information and provide clear and concise information tailored for different audiences.	v		v				v	v
Ability to work and communicate effectively with others.	v		v			v	v	v
Other Requirements								
Car Driver (unless you have a disability as defined by the Disability Discrimination Act 1995)	v							