

**Job Description**  
**Consultant Child and Adolescent Psychiatrist - Southwark CAMHS –**  
**Early Help/ Outreach team**

<b>Post and specialty:</b>	Consultant Psychiatrist in Child and Adolescent Psychiatry in Southwark CAMHS – Early help (Getting Help team) (5 PAs) and Outreach Team (5 PAs) This post has been created as part of service restructure.
<b>Royal College of Psychiatrists approval details:</b>	LON SE-CO-STH-2023-01668 (Approved) 
<b>Base:</b>	First Floor Mapother house, Maudsley Hospital, Denmark Hill, London SE5 8AZ
<b>Contract:</b>	This is a full time (10 Pas) permanent position
<b>Accountable professionally to:</b>	Associate medical director for CAMHS via Lead Psychiatrist/Clinical lead for Southwark CAMHS
<b>Accountable operationally to:</b>	Service Director
<b>Key working relationships and lines of responsibility:</b>	Line Manager: Dr Anto Ingrassia, lead clinician and lead psychiatrist Team Lead for Early Help Team: Emily Elliott Team Lead for the outreach team: Barbara Pietrzykowski Service Manager: Saurabh (Sam) Dhingra Associate medical director: Dr Eirini Skouta Service director: Harold Bennison Clinical director: Dr Bruce Clark Responsible Officer: Mary Doherty, Acting Chief medical officer Chief Executive: David Bradley
<b>Visiting arrangements</b>	Lead Clinician: Dr Anto Ingrassia <a href="mailto:anto.ingrassia@slam.nhs.uk">anto.ingrassia@slam.nhs.uk</a> Service Manager: Saurabh (Sam) Dhingra <a href="mailto:Saurabh.Dhingra@slam.nhs.uk">Saurabh.Dhingra@slam.nhs.uk</a>

## POST INFORMATION

### 1. Description of the post

This is a full-time permanent Consultant post which has been created as part of service restructure as Southwark CAMHS is moving towards implementation of the i-Thrive Model. It offers a unique opportunity to join an established and dynamic team of 5 Consultants in Child & Adolescent Psychiatry, within South London & Maudsley NHS Foundation Trust.

The post holder will work with the Early help team currently based at Mapother House. The post holder will also provide clinical input to the outreach team, including supporting the work of CAMHS clinicians working alongside Southwark Local Authority in the Clinical Justice Service and in the local secondary Pupil Referrals Unit (Southwark Inclusive Learning Service – SILS)

The successful applicant will also join the SLaM consultant CAMHS on-call rota (see On-call Section).

The service offers placements to medical students as well as Foundation, Core and Higher Trainees; whilst the post holder will not be the named clinical supervisor, they will be expected to contribute to the overall support of clinical placements in the service.

The post holder will provide cross cover for colleagues during leave periods, which is worked out by mutual agreement, and we are very good at maintaining excellent communication and relationships. There is a monthly meeting of all Consultant Child Psychiatrists in the service, regularly attended by the service manager, to maintain close working relationships.

The post holder will also join the Southwark CAMHS management team which comprises of senior clinicians in the service, including two non-medical consultants.

### 2. Responsibilities of the post

This post includes 7.5 PAs of direct clinical activity and from 2.5 PAs (SPAs) of structured professional activities, during which the post holder will contribute to service development, clinical governance and quality improvement, in addition to completing continuous professional development and pursuing other professional activities.

The post holder will work with two of the Southwark CAMHS teams:

- **The outreach team - this is a specialist team for adolescents in Southwark between the ages of 12 to 18 years. The team works with young people that have severe, persistent and complex needs that affect their daily life. The team aims to intervene and support young people and their families before they reach a crisis point. The Outreach team works in partnership with other CAMHS team to provide timely interventions, engaging with young people that may previously have been hard to reach by providing intensive and flexible support in the community. The post holder will provide direct psychiatric input and support care planning and risk management plans formulated by colleagues in the team. The post holder will work very closely with other members of the MDT. The Clinical Service Lead provides management and supervisory leadership to the Southwark CAMHS**

Outreach service. Southwark CAMHS Outreach Team is part of Southwark Child and Adolescent Mental Health Services (CAMHS). Outreach team. The team aim is to reduce the number of times young people in crisis presenting to A&E, and to provide help before they experience a crisis that might lead to an A&E visit, or hospital admission.

The Outreach team is multi-disciplinary and comprises of psychiatry, psychology, social work, and recognised therapy professionals; there is a band 8a full time clinical team lead.

In addition, the post holder will support the work of clinicians working in the Clinical Justice Service (in partnership with a band 7 practitioner) and in the local secondary Pupil Referrals Unit (in partnership with a band 8a practitioner in the Southwark Inclusive Learning Service – SILS) by providing consultation and direct psychiatric input to young people and families as required.

The team's caseload is smaller than an average CAMHS team and it is anticipated that the consultant's input will be required to support ongoing formulation and management, rather than with new assessments.

- The CAMHS Early help Team - The Southwark CAMHS Early help service offers short-term help for children and young people (aiming for up to 12 therapeutic sessions) aged up to 18 years old. The team works with children and young people with mild to moderate mental health needs and their families to set goals and will regularly review their progress. Team members also offer advice and consultation to families and other professionals, for example the Southwark Family Early Help Service.

The Early help CAMHS team is made up of a range of experienced clinicians from different backgrounds. This includes social workers, nurses, art therapists, psychotherapists, counsellors and clinical psychologist; there is a full-time band 8a clinical team lead.

The team has a sizable caseload, and it is anticipated that the post holder will provide consultation to team members to support formulation and care planning, including for children and young people seen for ADHD assessments, as well as offer direct psychiatric input as necessary.

The main responsibilities of the post include:

- Assessment and management of children and young people, and to provide psychiatric input for both routine and emergency clinical care.
- To carry out mental health & risk assessments on children & young people, including with regards to the use of the MHA, as appropriate, and to support the multi-disciplinary team in managing these situations effectively.
- To assume responsibility for own case list and case management of children and families, in partnership with the MDT
- To use pharmacological interventions, as appropriate, in partnership with children and their families and networks of care.
- Supervision of junior medical staff as required.
- Participation in training of medical students, psychiatric trainees and multidisciplinary staff.
- Attending and chairing clinical meetings as timetabled
- To consider safeguarding issues for each case, as relevant, consulting with other professionals and referring concerns to the appropriate safeguarding teams as required
- To communicate skilfully, tactfully and sensitively with children, families and other professionals, taking account any potential barrier to communication

- To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including electronic data entry and recording
- To work as an autonomous professional, within professional guidelines and the policies and procedures of the Trust and service and provide advice and guidance as appropriate to members of the MDT
- To link with statutory and voluntary agencies and professionals as well as other CAMHS Teams, as appropriate, in support of referral pathways and joint work.
- To maintain good relationships and clear lines of communication with other professional agencies and departments, providing specialist advice and support where appropriate.
- To maintain a high standard of verbal and written communication and to provide continuity of care.
- Participation in peer and group supervision meetings.
- Adherence to agreed job plan and appraisal procedures set by the Trust.
- Maintain GMC registration, maintain a License to Practice and participate in CPD to remain in good standing with the Royal College of Psychiatrists.
- Maintain Section 12 and Approved Clinician approval. If the appointee is not Section 12 or AC approved, they will be expected to become so as soon as possible
- Provision of prospective cross cover for colleagues during periods of leave and provision of advice to other CAMHS teams covered.

Other elements of the role are to:

- Ensure that electronic patient clinical records relating to post holder's work are well maintained and meet Trust standards for documentation and communication with referrers and users
- Ensure that policies and procedures are implemented to safeguard and protect children within the service and in line with the CPA process
- Help maintain a clinical database and keep all other records and statistics as necessary and required
- Participate in meetings and other management meetings as appropriate to the post holder's responsibilities and agreed through the job planning process
- Apply quality standards to all work undertaken, in line with Trust Clinical Governance policies
- Act with integrity, honesty and probity at all times
- Assist in or lead research and evaluation in line with the departments research ambitions and plans
- Take part in and lead audit projects when appropriate.
- To participate in the investigation of Serious Incidents and Complaints as a senior investigator on a regular basis.

### **3. Timetable**

It is envisaged that the post holder will work 10-programmed activities over 5 days There will be a 7.5/2.5 DCC/SPA split.

Following appointment there will be a meeting with the line manager to compile a job plan with objectives for the post holder. The detailed formal job plan will be developed and agreed with the line manager and job plan objectives reviewed regularly.

This below timetable is notional and can be adapted to meet the needs of the post holder and the service, in the context of the job planning process with the lead

psychiatrist/lead clinician. Although there are no specific additional responsibilities associated with the post, the post holder will be encouraged to take up additional roles commensurate with their seniority and interests, to be incorporated into their negotiated job. These could include lead roles in education and training (undergraduate or postgraduate), safeguarding, clinical governance etc.

The consultant role involves providing clinical and medical leadership for the MDT. The Trust has some expectations with regards to minimum clinical activity eg a full time member of staff should carry out 1 new assessment per week and a minimum of 3 clinical contacts per day (follow up sessions or any other clinical meeting with children, young people and their families). The ratio between new patient slots vs follow ups vs consultation slots with team members will be decided in partnership with the clinical team leads, in response to service need as well as agreed and monitored in more detail through the job planning process.

Day	Time	Location	Type of work/activity	Category	PAs
Monday	AM	Mapother	New assessment slot/follow ups	DCC	1
	PM	Mapother/ online	Admin QI/audit/service development	DCC/SPA	0.5/0.5
Tuesday	AM	Mapother/ online	Professional development activities	SPA	1
	PM	Mapother	Case reviews/ Consultations with team members	DCC	1
Wednesday	AM	Mapother/ online	Service meetings eg Breakfast club/safeguarding/other activities Journal club/Grand round at IoPPN	SPA	1
	PM	Mapother/ community	Early help team meeting	DCC	1
Thursday	AM	Mapother	Case reviews/ Consultations with team members	DCC	1
	PM	Mapother	Outreach team meeting	DCC	1
Friday	AM		School visits or other community visits Case reviews/follow ups	DCC	1
	PM		Case reviews/ Consultations with team members	DCC	1
Total number of PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

#### 4. Southwark CAMHS

Southwark CAMHS employs a large number of child and adolescent mental health staff from a variety of disciplines. Interventions are offered with a multi-disciplinary team approach drawing on a number of specialist therapeutic approaches and different psychotherapy models – such as CBT, psychotherapy, creative therapies and systemic therapy. The service has developed clear pathways of working together with other agencies in the borough as well as national and specialist services in the directorate.

We receive around 200 referrals per month which are processed through a CAMHS Single Point of Contact.

The service is currently organized as follows:

- The Outreach team – this post
- The CAMHS Early Help team – this post
- The Adolescent Team - this is an MDT which provides specialist assessment and mental health treatment to children and young people aged between 12 and 18 with moderate to severe mental health problems. The team is currently based at Mapother House.
- The King's Paediatric Liaison service – this is an MDT which provides assessments and care planning advice for children and young people who present with mental health needs at King's College Hospital in a crisis.
- The Southwark CAMHS Single Point of Access (SPA) team – this is an MDT whose main task is the processing of all referrals to Southwark AMHS so that children, young people and families are directed towards the most appropriate pathway for their needs.
- The Neuro-Developmental Service (NDS) – this is an MDT which provides specialist assessment and treatment to children and young people with neuro-developmental difficulties (for example learning (intellectual) disability, autism spectrum disorders, ADHD) and associated moderate to severe mental health problems. This team is based at Sunshine House.
- Carelink – this is an MDT which provides specialist assessment and treatment to children and young people who are in permanent Looked after Care arrangements. The team also works with adopted children and young people, often with the framework of the Adoption Support Fund. This team works closely with children's social care and is based at the Lister Health Centre.
- The Children Well Being Practitioners' team – this is a team providing short term, rapid access and low intensity evidence-based guided self-help interventions for mild to moderate difficulties in the areas of anxiety, low mood and or behavioural challenges.

In addition, the following are available across the service:

- The Hope Project, which is a dedicated pathway for children and young people who have been affected by trauma (up to age 18). The team is currently based at Mapother House.
- The ADHD review clinic. This nurse-led service is currently primarily available for patients under the CAMHS NDS but it is intended for this to be expanded across the service. The clinic is run from Sunshine House.
- The under 5 pathway – this is part of the broader CAMHS Early help Team offer.

## **5. Southwark Borough**

Southwark had a population of around 320,000 in 2022 with a relatively young population (22% under 19 years in 2018).

It has a striking cultural and ethnic diversity with latest estimates indicating that 51% of people living in Southwark have a white ethnic background compared to 84% nationally. The diversity of Southwark is much greater among children and young people, with roughly equal proportions of young people from white and black ethnic backgrounds.

There are well-established black African, Caribbean and Irish communities with newer populations of Portuguese and South American residents, as well as a high and changing refugee population.

A wide range of health indicators highlight Southwark as one of the most deprived areas in England and in London. Approximately 21% of Southwark's population live in communities ranked within the most deprived nationally. This increases to 23% among those aged under 18.

The London Borough of Southwark has higher rates of looked after children than national and London levels, fluctuating between 475 and 550. Rates of mental health disorder are between four and five times higher amongst looked after children compared to children in the general population (Office of National Statistics 2003).

## **6. Teaching and training**

SLaM supports the Core Psychiatry Training Scheme and the Higher training Scheme in Child and Adolescent Psychiatry with placements across the South East, including with Oxleas NHS Foundation Trust. Both schemes are run with Health Education England/NHS England.

If the post holder is interested in medical education, they can become an educational supervisor for Core and/or Higher Trainees. The Training Programme Director for Core Psychiatry is Dr Richard Haslam and for Child and Adolescent Psychiatry is Dr Dan Hayes; the Director of Medical Education is Dr Ranjith Gopinath.

SLaM is an organisation focussed on teaching and training in pursuit of excellence and innovation in mental health care.

There are no specific teaching commitments associated with this post but there are ample opportunities for teaching at undergraduate level, postgraduate level and to multidisciplinary audiences and we would strongly encourage the post holder to participate in these.

There will be medical students from King's College London Medical School attending Southwark CAMHS on placement during academic term time, and the post holder will be responsible, jointly with the consultant psychiatry colleagues, for their supervision and education, either directly or through junior medical staff.

The post holder will have access to the Trust library resources. Also the post holder will be entitled to become a King's College London (KCL) Affiliate and access the KCL library network.

## **7. Research**

The Trust is linked to King's Health Partners Academic Health Sciences Centre, so the post holder will have excellent opportunities to undertake research projects. Our Clinical Director will be able to assist the post holder in linking up with the IoPPN and the Trust Quality Centre including with the Trust Director for R&D who can support the individual's development as a research active consultant. This might include participating in grant applications and academic activities such as writing papers and dissemination of results.

The post holder is also expected to support any team-based research.

### **8. Quality improvement and clinical governance**

QI initiatives relevant to the service /Trust quality priorities are regularly conducted within the service and the post holder will be expected to undertake one QI project during each year using their Supporting Professional Activities (SPA) time.

There is a CAMHS quality improvement (QI) lead (Dr Phil Collins) and the post holder will have access to the Trust QI training.

The post-holder will also participate in the framework of Clinical Governance in the Directorate/Trust, including assessment of Untoward Incidents and Complaints management for the CAMHS Directorate (consultants are expected to be involved in the investigation of one complaint, and one serious incident investigation per year) as well as delivering on the quality and outcomes set by the central SLaM Quality Centre.

### **9. Professional development and support in the post**

Study leave can be requested through the Trust study leave procedures in accordance with the contractual entitlement of 30 days study and professional leave with pay and expenses within each three-year period.

The successful candidate will be assisted in joining a peer group. There is a large consultant body and a range of peer groups which can cater to specific areas of interest, and well as general requirements for CPD.

The successful candidate can access support and advice from a range of colleagues to support them in their role, reflecting the range of expertise available within SLAM. They will be working alongside experienced inpatient colleagues and can seek support and advice from the Lead Clinician, from consultant colleagues within the service (medical and non-medical) and experts in relevant outpatient services provided via SLaM National and Specialist Services.

The successful candidate will have access to office space. They will have their own desk, computer and telephone (landline and work mobile) with access to IT support. The service has full-time administrators working with each team.

Non car drivers can access transport for essential clinical journeys. Travel expenses for essential clinical journeys are paid for by the service through reimbursement.

### **10. Systems of support following untoward incidents**

The Trust and the CAMHS directorate offer responsive support for all staff, including doctors, following potentially traumatic incidents that have occurred at work (eg relating to acts of violence and aggression, the death of a patient or colleague, incidents of serious self-harm). The Critical incident staff support (CISS) is a structured and well evidenced group-based intervention available for staff who have experienced a potentially traumatic event in the workplace (including sudden death, serious injury, a physical or psychological threat to the safety or well-being of staff).

The CISS team in the Trust is alerted to incidents from Datix or direct contact from individual staff.

The Trust has a policy for Supporting Staff Involved in Incidents, Complaints or Claims, highlighting steps to support individuals that have been involved in untoward events. Other available sources of support are the peer group, the line manager (Lead clinician/Lead psychiatrist), the Associate Medical Director for CAMHS and the Clinical Director for CAMHS.

Staff are actively encouraged to raise any matter of concern through the Freedom to Speak Up route, through the Trust's nominated and trained Freedom to Speak Up Ambassadors or Advocates or make contact with the Trust's Speak Up Guardian.

### **11. Out of Hours Commitment**

Participation in 1 in 22 consultant on call rota is expected. This provides CAMHS out of hours cover for SLaM boroughs only (Croydon, Lambeth, Southwark and Lewisham).

This includes A&E departments at St, Thomas', Kings College, Lewisham and Croydon University Hospitals, and SLaM inpatient Units. The On Call Consultant is the third tier of cover supervising a generic CT, and then a middle tier CAMHS ST. It is remunerated at 1%.

### **12. Job Planning**

The doctor will be part of annual job planning meetings with the lead psychiatrist/lead clinician, and the job plan will follow the national terms and conditions for consultants. The Job Plan will set out the doctor's accountability arrangements, both professional and managerial. The Job Plan will include appropriate and identified personal objectives that have been agreed between the doctor and his or her clinical manager and will set out the relationship between these personal objectives and local service objectives.

There will be consultation and negotiation in the event of the job role changing, and in the event of a substantial change to the role being requested, there will be a job plan review.

Access to mediation will be offered in case of disagreements with regards to any aspect of the job planning process.

The Trust has a commitment to the implementation of annual consultant appraisal, outlined in the NHS Executive Advance Letters (MD) 6/00 and (MD) 5/01. The named Responsible Officer is the Medical Director. Consultants will be offered an induction programme, and access to mentoring and coaching.

All consultants will adhere to Trust Policies and Procedures, GMC Good Medical Practice and related regulatory documents, and 'Good Psychiatric Practice' published by the Royal College of Psychiatrists, and these documents will form a part of the annual appraisal process.

### **13. Management structure**

The post holder will work with the Lead Psychiatrist/ Lead Clinician and the Service Manager for Southwark CAMHS Southwark to ensure that high quality, safe and effective care is provided. There is a monthly Senior Management Meeting and a

monthly Performance Meeting where the service leadership comes together to share good practice and discuss performance and quality issues. There is an expectation the post holder will participate in those meetings.

There is an expectation that the post holder will be involved in Quality Improvement projects within Southwark and wider organisation on a regular and ongoing basis.

#### **14. Leave**

Leave entitlements are in line with national terms and conditions. Consultants are expected to seek and provide prospective cover in a timely and equitable way with colleagues and confirm arrangements with the Southwark CAMHS Lead Psychiatrist/ Lead Clinician and the AMD for CAMHS. Consultant are expected to ensure they are not due to be on call when they are planning to be on leave.

### **THE SOUTH LONDON AND MAUDSLEY NHS FOUNDATION TRUST**

The Trust is committed to improving the work experience of all employees under *'Making SLaM a Great Place to Work'*. There are different streams of work being developed to address different aspects of this as well as work to improve the consultant experience led by the Medical Director and open to interested consultants. This work includes making an explicit offer to **Start Well Consultant**; also considering the needs of consultants long-term with professional development opportunities as well as addressing the need to have flexibility in how they work while prioritising the needs of the patients under our care.

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC), which includes seven hospitals and over 150 community based services. It is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare. See [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health and substance misuse services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Bexley, Greenwich and Bromley. We also provide specialist services to people from across the UK and we also have a number of partnerships with clinical services and educational programme in Europe, the Middle East and China.



The Trust has 4,800 staff. We treat 64,000 patients a year in the community across 74 community sites, and provide inpatient care to 3700 people a year, in 786 beds across 8 inpatient sites. The trust has an annual turnover of £381 million.

It has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. It's academic links with King's College, London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The local area provided for by The South London and Maudsley NHS Foundation Trust is characterised by a diverse and vibrant population, and has a younger and more culturally diverse population than the English average. Whilst there are some local

areas of affluence, 74% of neighbourhoods are in the bottom half of the most deprived in the country (English Indices of Deprivation 2019). CAMHS services receive over 40,000 referrals a year, with 72% coming from local catchment areas, which reflects the broad range of national and specialist services the organisation offers, attracting nationwide referrals.

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers; Specialist Commissioning Groups; our partner local authorities; Clinical Commissioning Groups and NHS Trusts.

Services are primarily focused on people with severe and enduring mental illness. In addition, it promotes good mental health, early intervention to prevent more serious problems and provides support to primary care in dealing with people with less severe problems.

The Trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals.

The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all'.

The Executive Directors of the Trust include David Bradley, Chief Executive; Gus Heathfield, Chief Financial Officer; Dr Michael Holland, Medical Director; Vanessa Smith, Director of Nursing. There are three Deputy Medical Directors, Sarah Cornick, Ros Ramsay, Emily Finch (interim) and Mary Doherty (interim).

### **The Mental Health Clinical Academic Groups**

Clinical Academic groups are a way of organising our activities so that we are bringing together the people who can deliver the tripartite agenda; integrating clinical services with education, training and research.

The Child and Adolescent Mental Health CAG provides mental health services for children and young people with emotional, behavioural, psychiatric and neurodevelopmental problems. Our services cover a spectrum of inpatient, outpatient and community-based resources delivering care to local and national patients.

We aim to utilise the skills, experience and commitment of our clinicians to provide first class, effective, safe and innovative care in community Borough based and National and Specialist Inpatient, Outpatient and Day patient multidisciplinary teams. The opening of the Pears Centre will bring great opportunities for bringing clinical and academic services together.

### **Institute of Psychiatry Psychology and Neuroscience**

The Institute of Psychiatry, Psychology and Neuroscience is a postgraduate Medical School of the King's College London. It carries out an extensive programme of teaching and research in basic, behavioural and social sciences. The three complementary roles of the Institute of Psychiatry, Psychology and Neuroscience are: to offer advanced university training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers; to pioneer research into new and improved ways of understanding and treating mental illness and brain disease; and to assist with

the provision of high standards of treatment and care to the patients of South London and Maudsley Hospital Trust and other hospitals with which the Institute is associated.

GKT Medical and Dental Schools are both undergraduate and postgraduate Schools of King's College London. The academic departments of both institutions have recently merged to form a single department based within the Institute of Psychiatry structure, but combining the responsibilities held by each department. The combined University Department of Child Psychiatry, along with the Social, Genetic and Developmental Psychiatry Research Centre, based at the Institute of Psychiatry, constitutes the country's major grouping of researchers in the field of developmental psychopathology. There is extensive collaboration with other research groups both within the Institute and elsewhere in the UK and abroad. There is an active programme of research seminars and discussions.

### **THE CHILD AND ADOLESCENT CLINICAL ACADEMIC GROUP (CAG)**

The Child and Adolescent Mental Health Services (CAMHS) are managed within a single structure, the CAMHS Clinical Academic Group, with the Service Director Harold Bennison, Academic Lead Professor Emily Simonoff, Clinical Director Bruce Clark, and Associate Medical Director Dr Eirini Skouta as CAG co-leads with Kings Health Partners. Each of the seven CAMHS services has a Lead Clinician and Service Manager.

South London and Maudsley NHS Trust has the most comprehensive child and adolescent mental health service in the country. National leaders in their field, in both the Trust and associated Universities have a profound influence on our understanding of mental health problems in childhood, on the development of treatment approaches and on service development and evaluation.

The service is made up of seven clinical services: National & Specialist Outpatients, National & Specialist Inpatients, Central Crisis Services and the boroughs of Lambeth, Southwark, Lewisham and Croydon. As well as providing a range of services to local children, professional staff provide specialist tertiary services to children and adolescents throughout the country. Adolescent Units at the Maudsley Hospital and at the Bethlem Royal Hospital and the Children's Unit at the Bethlem Royal Hospital, and the Bethlem Adolescent PICU provide supra regional tertiary inpatient treatment and assessment. Professional staff also work closely with local authority social services, education, community health services, acute paediatrics, primary care, the voluntary sector and the criminal justice system.

Staff within the Directorate provide national training programmes for under and post-graduate trainees from all the key mental health professions and it is important to ensure that academic and service interests work in a collaborative and mutually beneficial way. Child and adolescent mental health services have a history of multi-disciplinary and multi-agency working and it is important to nurture these different perspectives to effectively contribute to the national policy of cross-agency collaboration.

The Child and Adolescent Directorate currently consists of: the national outpatient service with over twenty specialist/research teams at the Michael Rutter Centre, Maudsley Hospital; paediatric liaison at King's, Lewisham, Mayday and St Thomas' Hospitals; four inpatient units, three based at Bethlem Royal Hospital and one at the Maudsley Hospital; child and adolescent community multidisciplinary team bases, in Croydon (Christopher Wren House), in Lambeth (at Black Prince Road), in Southwark

(Mapother House, Maudsley Hospital, Sunshine House and the Lister Health centre) and in Lewisham (Kaleidoscope). There are Tier 2 services in boroughs primary care and joint working with Child Health and Social Services.

All Borough services have learning disability services though configured differently in each area. Services for early intervention and for children looked after provided, often through different funding streams.

Community Consultant Staff in the Directorate:

*Lambeth*

Dr Jane Anderson, CLA and YJS CAMHS Teams – Lead Clinician  
Dr Nadia Barrett, Neurodevelopmental Lead Consultant & River Team (Tier 3)  
Dr Anya Kaushik, ADHD Clinic  
Dr Hannah Huang [Locum], River Team (T3)  
Dr Gonzalo Pablo de Salazar, Honorary Consultant Psychiatrist & Senior Lecturer  
Dr Celine Ryckaert, Rapids Team (Crisis care) & ADHD Lead Consultant  
Dr Marcus Tan, River Team (Tier 3) and Spring Team (Early Help) & Community Consultation

*Croydon*

Dr Fernando Salazar, Neurodevelopmental service  
Dr Manish Rao, Liaison and Specialist Service – Lead Clinician  
Dr Jacqueline Phillips-Owen, Neurodevelopmental & ADHD service  
Dr Anita Datta-Chaudhuri, Getting More Help Team  
Dr Rosie Sedgewick, Getting Help Team

*Lewisham*

Dr Giulia Spada, Lead Clinician, Horizon (Generic) & Lewisham OASIS  
[Vacant], Neurodevelopmental (NDT), Liaison/Crisis, ADHD  
Dr Phil Collins, YOS (ARTS) and Serious Mental Illness Team (LYPS)  
Dr Rani Samuel, Horizon (Generic) Teams and Children Looked After (SYMBOL)  
Dr Mosun Dorgu. Horizon and (Generic) ADHD Teams

*Southwark*

Dr Violeta Perez Rodriguez, Adolescent Services, Mapother House  
Dr Anto Ingrassia, Southwark Child and Family Service and Carelink  
Dr Lisa Burke, Neurodevelopment & ADHD Service (NDS), Sunshine House  
Dr Matthew Fernando, Neurodevelopment & ADHD Service (NDS), Sunshine House  
Dr Su Chakrabarti, King's Paediatric Liaison Service

*Inpatient*

Dr Natalia Wielgosz, Bethlem Adolescent Unit, Bethlem Royal Hospital (BRH).  
Dr Sameer Guliani, Snowfields Adolescent Unit, Mapother House, Maudsley Hospital.  
Dr Dan Hayes, Lead Clinician, PICU at Bethlem Royal Hospital (BRH).

**Assertive Community Services**

SLAM CAMHS assertive community treatment resources include Enhanced Treatment Service (ETS) (Dr Toby Zundel), a nurse led CAMHS Response Team, and a Child and Adolescent Crisis Line all based at the Maudsley Hospital.

**Outpatients**

Based at the Michael Rutter Centre; Maudsley Hospital. Specialist outpatient teams include:

Dr Bruce Clark, Consultant Child and Adolescent Psychiatrist & Clinical Director- CAMHS National and Specialist OCD, BDD and Related Disorders Service.

Profs Tony Charman & Emily Simonoff, Dr Elaine Chung, Dr Nicoletta Adamo and Dr Sarah Bernard - SCAAND, Service for Complex Autism and Associated Neurodevelopmental Disorders

Dr Ben Baig, Dr Osman Malik, Dr Sarah Curran and Dr Ashley Liew at the Evelina, St Thomas's Paediatric Liaison Team

Dr Sulagna Chakrabarti, at Kings College Hospital Paediatric Liaison Team

Prof Andrea Danese Anxiety, PTSD & Mood disorders

Dr Carmen Pinto, CAFT, (Conduct Adoption and Fostering Team).

Dr Darren Cutinha & Dr Mima Simic, Child and Adolescent Eating Disorders Service

Prof Paramala Santosh Centre for Interventional Paediatric Psychopharmacology and Rare Diseases (CIPPRD)

Dr Anya Kaushik, British Forces Germany CAMHS

Dr Sacha Guglani, DBT

Dr Darren Cutinha & Dr Mima Simic, Children & Adolescent Eating Disorder Service (CAEDS)

Dr Duncan Harding, F-CAMHS, Forensic Mental Health Service

Forensic At-Risk Psychology Service (Dr Kate Johnstone –Consultant Psychologist)  
Dr Sarah Bernard, Clinical Director for South London Partnership (SLP) + Learning Disability Services (SCAAND)

Dr Elaine Chung, Prof Emily Simonoff and Dr Nicoletta Adamo; Challenging Behaviour/Neuropsychiatry (SCAAND).

Dr Eirini Skouta, Autism and Intellectual Disability Intensive Intervention Team (AID-IIT).

### **CAMHS NATIONAL AND SPECIALIST INPATIENT AND OUTPATIENT SERVICES**

The National and Specialist Child and Adolescent Mental Health Services within the South London and Maudsley NHS Foundation Trust have a formidable reputation nationally and internationally. Clinical practice has thrived on mutually supportive links with the Institute of Psychiatry. We are responding to the recent significant NHS and CAMH Policy documents and the establishment of the Academic Health Sciences Centre with an active review and development of the services we provide to ensure

they remain at the leading edge of child and adolescent mental health care, research and management.

The National and Specialist inpatient services are comprised of a child inpatient unit at the Bethlem Royal Hospital, an adolescent unit at Mapother House on the Maudsley site and an adolescent unit at the Bethlem Royal Hospital. The inpatient services treat complex cases including children and young people with neuropsychiatric conditions, obsessive compulsive disorder, psychotic and affective disorders.

The National and Specialist outpatient service are comprised of specialist clinics offering comprehensive assessments, including second opinions and treatment to children and adolescents who suffer from autism, hyperkinetic disorders, developmental disorders with associated emotional and behavioural problems, antisocial behaviour & conduct disorders, eating disorders, emerging borderline personality disorders, mood disorders, obsessive compulsive disorders and traumatic stress disorders of childhood and adolescence. In addition, there is a Forensic Mental Health Team, a Forensic At Risk Service, specialist fostering and adoption services and clinical academics who research and treat genetic disorders.

<https://www.national.slam.nhs.uk/services/camhs/>

**Academic Child and Adolescent Department at the Institute of Psychiatry (IOP):  
Head of Department and Academic Lead : Professor Emily Simonoff**

Emeritus Professor of Brain and Behaviour Medicine	Professor Robert Goodman
Professor of Child Psychiatry at GKT	Professor Emily Simonoff
Professor of Child Health and Behaviour	Professor Stephen Scott
Professor of Clinical Child Psychology	Professor Tony Charman
Professor of Cognitive Neuroscience	Professor Katya Rubia
Senior Tutor (MSc course)	Dr Erica Cini
Professor of Child and Adolescent Psychiatry	Professor Andrea Danese
Senior Lecturer	Dr Johnny Downs

**Clinical leadership and medical management**

The trust acting chief medical officer is Dr Mary Doherty, and there are three Deputy Medical Directors, Sarah Cornick, Ros Ramsay, Emily Finch. Each Directorate has an Associate Medical Director, for CAMHS this is DR Eirini Skouta, and a Clinical Director, for CAMHS this is Dr Bruce Clark.

The post holder will actively contribute to, and implement, the strategic aims of the Trust's Senior Management committee and SLaM services, with the aim to improve the quality of care within the service and contribute to improving quality across the system.

The post holder will help promote the financial success of the service and running the service within budget. The post holder will take an active role in business planning with senior managers.

The post holder will shape, support and develop a culture, which develops and improves mental healthcare for patients with complex care needs, and promotes independence.

The post holder will be expected to keep themselves informed (and to inform) re developments in alliance commissioning, as well as NHS strategy e.g. the Five Year Forward View, the NHS 10 Year Plan and to attend London-wide meetings as appropriate.

The Trust actively reaches out to support new consultants through the Directorate and local pathway as well as through the Trust approach to StartWell.

### **Equality and Diversity**

We are committed to treating people fairly with compassion, respect and dignity and in promoting equality and human rights as a provider of mental health services and as an employer.

We aim to put this commitment into practice by:

- Providing the best possible mental health care services we can by making sure our services are accessible and deliver equally good experiences and outcomes for all people especially in relation to the characteristics protected by the Equality Act 2010. These are age, disability, ethnicity, gender reassignment, pregnancy and maternity, religion and belief, sex and sexual orientation
- Embedding our commitment to tackling inequality, eliminating discrimination and harassment; promoting equality of opportunity and fostering good relations in our decisions, policies and everyday practice
- Regularly monitoring and reporting on our public sector equality duty performance, equality objectives and on equality impact assessments to evaluate how we are doing and what we can do to improve
- Ensuring that all our services and all staff working on behalf of the Trust understand and support our commitment to eliminating discrimination, promoting equality and fostering good relations and put this into practice in everything they do
- We believe that people who use our services, their carers and our staff should be treated with compassion, respect and dignity. This means we will not tolerate any form of prejudice or discrimination against service users, carers, staff or our members.

### **Wellbeing**

The post holder will have access to the Occupational Health (OH) Department, (based at Guy's and St Thomas' NHS Foundation Trust), Education Centre, 75-79 York Rd, London SE1 7NJ, 020 7188 4152, [slohs@gstt.nhs.uk](mailto:slohs@gstt.nhs.uk).

The OH team has access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager. The post holder will have access to the 24-hour Health Assured service, which provides free counselling, including face-to-face, as well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Health Assured will be disseminated at the

induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction.

If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.

The trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, season ticket scheme, lease vehicle scheme, cycle scheme, retail and restaurant discounts, eye test scheme, free health checks, menopause support, gym discounts, wellbeing events, mindfulness courses, wellbeing walks and jogs, and parenting workshops.

## **Other Information**

### *Confidentiality*

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously, and appropriate disciplinary action may be taken.

### *Equal Opportunities*

Promote the concepts of equality of opportunity and managing diversity Trust wide.

### *Health and Safety*

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

### *Infection Prevention and Control*

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

### *Professional standards and performance review*

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

### *Service/Department standards*

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

*Finance*

All Trust staff will comply with the financial processes and procedures.

*Safeguarding Children*

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

*Code of Conduct*

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

**Caveat**

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.

## Appendix 1: Person specification

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

Abbreviations:

Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to assessment centre

	<b>ESSENTIAL</b>	<b>ASSESSED</b>	<b>DESIRABLE</b>	<b>ASSESSED</b>
<b>ELIGIBILITY</b>	<p>Fully registered with the GMC with a licence to practise at the time of appointment</p> <p>Evidence for inclusion in the Specialist Register or within six months of gaining CCT in C&amp;A psychiatry or Equivalent training in Child and Adolescent Psychiatry (CESR issued by the GMC)</p> <p>Section 12 approved</p> <p>Approved Clinician status or able to achieve within three months of appointment</p>	Scr		
<b>QUALIFICATIONS</b>	MRCPsych or equivalent	Scr	<p>Fellowship of the Royal College of Psychiatrists</p> <p>Qualification or higher degree in medical education, clinical research or management</p> <p>Experience in other relevant specialties such as in-patient psychiatry, psychotherapy etc</p>	SL
<b>TRAINING AND EXPERIENCE</b>	Experience in Outpatient/Community Child and Adolescent Psychiatry	SL	Trained in ADI and/or ADOS	SL and ACC

	Experience of assessing and managing complex co-morbidities		<p>Training in investigation of complaints and Sis</p> <p>Experience and/or additional training in forensic mental health</p> <p>Experience of providing consultation to non-CAMHS practitioners and multi-agency work</p> <p>Special interest in neurodevelopmental conditions</p> <p>Experience of paediatric liaison and crisis care</p>	
<b>CLINICAL SKILLS</b>	<p>Excellent leadership skills</p> <p>Excellent child and adolescent psychiatric assessment skills</p> <p>Good ability to relate to children, adolescents and parents/carers</p> <p>Good ability to work in a team setting</p> <p>Understanding of safeguarding</p> <p>Ability to assess capacity and consent</p> <p>Understanding of how complaints and serious incidents are managed</p> <p>Up-to-date knowledge and fitness to practice</p> <p>Expertise in the use and application of The Mental Health Act in children and young people</p>	SL, ACC, Ref	<p>Experience of CAMHS work with adolescents</p> <p>Evidence of skills in consultation to non-mental health specialists e.g. GPs, social workers, paediatricians.</p> <p>Evidence of range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p> <p>Expertise in CBT or other therapeutic intervention to postgraduate level</p> <p>Significant experience of developing and leading outpatient/community CAMHS psychiatric care</p> <p>Significant experience of crisis care</p> <p>Expertise in the use and application of The Children Act in children and young people</p>	SL, ACC

<p><b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b></p>	<p><b>Management/Audit</b> - Participation in audit or QI in clinical posts (A) (I)</p> <p><b>Teaching</b> - Experience of teaching a range of disciplines</p> <p><b>Research</b> - Involvement in research projects</p> <p><b>Personal Skills</b></p> <p>Excellent demonstrable communication skills in English (both oral and written)</p> <p>Ability to work within a multi-disciplinary team and resolve conflict</p> <p>Probity</p> <p>Eligibility to work in the UK</p>	<p>SL, Pres, ACC</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 quality improvement projects/audits leading to service change or improved outcomes to patients</p> <p>Evidence of involvement with business planning of clinical services</p> <p>Peer reviewed publication</p> <p>Book publication</p>	<p>SL, ACC</p>
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