NHS Fife

CONSULTANT PSYCHIATRIST
Child and Adolescent Psychiatry
VACANCY

Consultant in Child and Adolescent Psychiatry
East CAMHS Generic Service
28 hours per week
£80,653 (GBP) to £107,170 (GBP) per annum (pro-rata)
Tenure: Permanent

Applicants must have full GMC registration, a licence to practise and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to a CCT in Child and Adolescent Psychiatry or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview.

For further information or to apply for this exciting role, please contact the NHS Scotland International Recruitment Service:

Telephone: +44141 278 2712
Email: scotland@nhs.net
Web: www.international.scot.nhs.uk
GLOSSARY

AHP  Allied Health Profession
BPSD  Behavioural and Psychological Symptoms of Dementia
CAMHS  Child and Adolescent Mental Health Service
CAPA  Choice and Partnership Approach
CBT  Cognitive Behavioural Therapy
CCT  Certificate of Completion of Training
CESR  Certificate of Eligibility for Specialist Registration
CPD  Continuing Professional Development
CPN  Community Psychiatric Nurse
DCC  Direct Clinical Care
EEA  European Economic Area
FBT  Family Based Treatment
GIRFEC  Getting it Right for Every Child
GMC  General Medical Council
HR  Human Resources
HSCP  Health and Social Care Partnership
IP  Inpatient(s)
IPCU  Intensive Psychiatric Care Unit
LD  Learning Disabilities
MRCPsych  Member of the Royal College of Psychiatry
NHS  National Health Service
OOH  Out of Hours
OP  Outpatient(s)
PA  Programmed Activity
PVG  Protection of Vulnerable Groups
RMN  Registered Mental Nurse
SCA  Scottish Centre for Autism
SPA  Supporting Professional Activity
UK  United Kingdom
WTE  Whole Time Equivalent
JOB DESCRIPTION

NHS Fife

Consultant Psychiatrist
Child and Adolescent Psychiatry

Fife Child and Adolescent Mental Health Service (CAMHS) is a well-established but evolving community based service which provides care for children and young people from the age of 0 to 18 years and includes Mild Learning Disability. Fife is a mixed rural/urban area with a general population of approximately 350,000 and an under 18 population of approximately 88,000.

The Psychiatry department currently includes 4.3 WTE medical staff, and one Core Trainee who changes every six months. The service is accredited for a higher trainee post from the national Higher training scheme which is currently filled.

Fife CAMHS includes a core group of experienced and well qualified clinicians from a number of disciplines including Medical, Nursing, Occupational Therapy, Dietetics, Psychology, Child Psychotherapy and Social Work.

The service provides Tier 3 community support for children and young people up to age 18 in two localities based teams (EAST and WEST Fife), as well as Tier 4 community support for young people with severe and complex mental health presentations through the Intensive Therapy Service (Fife wide). Practice of Family Based Therapy (FBT) for Eating disorders and Behaviour Family Therapy (BFT), as well as systemic family therapy and a dietician and psychologist in the team means that Fife has a very low admission rate to psychiatric inpatient beds. Where admission is indicated, young people can be referred to the regional inpatient unit in Edinburgh.

The administrative base for CAMHS is at Playfield House (East CAMHS), in the grounds of Stratheden Hospital, on the outskirts of Cupar. The West CAMHS Team operates from Carnegie Unit at Queen Margaret Hospital. Clinical services also operate from a range of community based clinics throughout Fife, including Whyteman’s Brae Hospital, Kirkcaldy and Glenwood Health centre in Glenrothes.

The establishment in 2005 of the Playfield Institute as a resource for skills development, research and the provision of information, has opened up new opportunities for the successful post holder to receive support for research and engage in a range of training events.

Linking with, and expanding the work of Playfield Institute, Fife CAMHS has recently established four primary mental health worker posts and also expanded the dedicated provision for looked after children.

Overview of the post
The post: Consultant Child & Adolescent Psychiatrist
Sessions: 7 sessions
Department: East CAMHS Generic service
The post will be providing 0.7WTE outpatient Child & Adolescent Psychiatry service to children and young people in the East Fife catchment area in collaboration with other CAMH clinicians.

The base for the East team is at Playfield House, Stratheden Hospital Cupar and for the West team at Carnegie unit, Queen Margaret Hospital, Dunfermline.

The post holder will be part of a multidisciplinary team comprising another consultant, nursing, Psychology, OT, child psychotherapy and dietetics.

**Background to the post**

The Child and Adolescent Mental Health Service is managed within the Fife wide division of the Health and Social Care Partnership. It enjoys close links with Adult Psychiatric services. There are currently three centres for adult in-patient provision, Queen Margaret Hospital, Dunfermline, Whyteman’s Brae Hospital, Kirkcaldy and Stratheden Hospital, Cupar.

Close links are also established with colleagues in Children’s Services including the paediatric service (both hospital and community based). The closest being the joint input into diagnostic screening teams for Autism Spectrum Disorders and the Tier 2 ADHD pathway, which is managed within the community paediatric service. This team is comprised of community paediatricians and a newly recruited ADHD nurse. Since Mid 2017 the input of medical time into the well established Tier 3 ADHD pathway is being provided by child and adolescent Psychiatry.

**Role of the Consultant Psychiatrist**

The role of consultant psychiatrist is crucial to the smooth, effective and safe running of all clinical services within Fife CAMHS. Consultants have an overarching role in which they provide a number of essential functions in relation to the work of all teams. This is done by

- Responding to requests and referrals for patient consultations.
- Promoting distributed responsibility and leadership across clinical teams.
- Teaching
- Supervising junior medical staff
- Providing a departmental lead in relation to promoting an understanding of diagnosis, pathology and best practice guidelines for treatments.
- Recommending organisational and systems changes which could lead to improved outcomes and safer outcomes for patients.
- Supporting the Clinical Services Manager in his/her management role and his service coordination role.

The post holder will therefore offer a clinical input into a number of teams. Of particular importance is the role in relation to the Intensive Therapy Team which offers high levels of support to young people with significant mental health problems who may be at risk of requiring admission to inpatient units. The post holder will be providing clinical input and leadership to the East team jointly with the other consultant. The appointee will also have the opportunity to be actively involved in the further development of new services.
Work of the department
Child and Adolescent Psychiatry operate as a key discipline within Fife Child and Adolescent Mental Health Service. The key objectives of the department can be summarised as follows:

- To provide a variety of high quality general and specialist community based mental health services for children, young people and their families within the context of close partnerships with other health service providers and partner agencies.
- To engage in work right across the spectrum of complexity/ severity, with a dual focus on direct work and capacity building.
- To develop the capacity of non CAMHS specialists in providing effective and early interventions for children and young people with less severe problems and where there is less complexity.
- To demonstrate a multi-disciplinary teamwork approach to complex cases which acknowledges both the unique contribution of the constituent disciplines and of the individual team members.
- To take part in service development.

All non-medical clinicians belong to the following teams:

- CAMHS Primary Mental Health Workers (PMHW)
- Family Therapy Service
- Intensive Therapy Service (ITS)
- Looked After and Accommodated Children Service (The Beeches & Springfield Project)
- Multi-disciplinary teams (East and West)
- Self Harm Support Service
- Trauma Service (Sea View Project)

Other teams include:

- ADHD Pathway
- Autistic Spectrum Diagnostic Teams

Medical staffing establishment
Dr Claudia Grimmer  EAST team
Dr Kate Robertson  EAST team
Dr Mhairi McNeil  WEST team
Locum  WEST team
Dr Jan Esparon  ADHD Tier 3 Service
Specialty Doctor  ADHD Tier 3 Service
Dr Susie Gibbs  Learning Disability

Managers and senior staff
Lee Cowie  Clinical Services Manager
Dr Claudia Grimmer  Clinical Lead: Consultant Child and Adolescent Psychiatrist
Hilary Maddox  Head of Child and Family Psychology Service
Moira Shulman  Head of Child Psychotherapy Service
Christopher Ward  Nurse Consultant
Lynn Dorman  Occupational Therapy Manager
Junior medical staff
Higher trainees from the National CAP training scheme rotate to NHS Fife CAMHS for 6 months to 1 year placements.

Duties of the post
Clinical Responsibilities
- To provide a generic Child & Adolescent Psychiatry service to children and young people in the East Fife catchment area on distinct days in collaboration with other CAMH clinicians.
- To provide a regular and consistent consultant psychiatry input to the Intensive Therapy service, working closely with team members in managing young people with severe mental health disorders who require high levels of support in a community setting and contributing to the ongoing delivery of the service to such patients and to clinical management decisions affecting them.
- To continue to hold clinical medical responsibility for patients referred internally to the Intensive Therapy Service.
- To carry out psychiatric assessments; often conjointly with clinicians from other disciplines; where this is indicated by the nature of a referral and or requested by CAMH clinical colleagues from across the CAMH Service.
- To offer consultancy to other team members.
- To offer consultancy to external agencies, potential referrers etc.
- To become and remain actively involved in clinical liaison with community child health services, general adult psychiatrists, consultants in learning disabilities, hospital and community based paediatricians and others.
- To undertake duties as an approved medical practitioner under the terms of the Mental Health (Care and Treatment) (Scotland) Act 2003.
- To undertake the administrative duties associated with the care of patients and the organisational systems designed to support this care.
- A job plan will be agreed with the person appointed. A provisional job plan for the post is appended, but will be subject to review in the light of experience and in response to service developments.

Audit Responsibilities
You will be supported to participate and contribute to the established multidisciplinary audit programme within the department and to further develop, in conjunction with other members of the service, a quality assurance/audit programme which will include the introduction of routine clinical outcome measures.

Teaching and Training Responsibilities
You will be supported to develop along with other staff, teaching programmes for those working in the CAMH Service and related professions. There is also an expectation for the appointee to share responsibility (with other team members) for the training and supervision of the junior medical staff within the department.

Other Supporting Professional Activities
You will be expected to maintain a programme of continuing professional development and take part in annual appraisal and revalidation as well as research and clinical governance activities.
**Other Responsibilities**
The appointee will be expected to be aware of the broader context within the NHS in which doctors operate.

- **On-call**
  - The post does not carry an on-call commitment however in the future on call may become part of the duties of the consultant group.
  - A response to urgent assessments will be expected during working hours. This is currently managed on a rota basis.

- **Locum Policy**
  - It is expected that the Consultants in Child and Adolescent Psychiatry will normally cover for each other for short periods of absence.
  - Leave arrangements will be agreed between the Consultants and authorised by the Clinical Service Manager, ensuring that the service is adequately covered at all times.

- **Member of Groups**
  - The post holder will be a member of:
    - Fife Division of Psychiatry
    - Other short term and long term committee responsibilities depending on specific interests and clinical responsibilities undertaken.

**Additional post information**

**Secretarial support and office accommodation**
The consultant will have consulting and administrative space within Playfield House, Stratheden Hospital which is the team base. The consultant will have access to full secretarial support. In addition to the main administrative base at Playfield House the other main clinical bases are currently at Kirkman clinic in Whytemans Brae Hospital, Kirkcaldy, Glenrothes Hospital and Carnegie Unit Queen Margaret Hospital, Dunfermline.

**Notional weekly job plan**
This post will consist of 5 sessions of programmed activities (PA) and 2 sessions supported programmed activity (SPA).

**Indicative Job plan timetable**

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<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>CAMHS clinic</td>
<td>CAMHS clinic</td>
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<tr>
<td>Tuesday</td>
<td>East CAMHS Team meeting/SPA</td>
<td>CAMHS Clinic</td>
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<tr>
<td>Wednesday</td>
<td>ITS Meeting/SPA</td>
<td>CAMHS clinic</td>
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<td>Thursday</td>
<td>SPA</td>
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<td>Friday</td>
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The successful appointee will negotiate their own job plan in such a way as to meet the needs of the service and their professional development needs within their agreed contracted hours/sessions.
# PERSON SPECIFICATION

NHS Fife

Consultant Psychiatrist
Child and Adolescent Psychiatry

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<thead>
<tr>
<th>Attributes</th>
<th>Essential</th>
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<tr>
<td><strong>Education and Qualifications</strong></td>
<td><strong>MRCPsych qualification</strong> (or equivalent)</td>
<td>MPhil</td>
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<td>Full Registration with the <a href="https://www.gmc-uk.org">GMC and a licence to practice</a></td>
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<td>Completion of Higher Training in Child and Adolescent Psychiatry and inclusion on the <a href="https://www.gmc-uk.org">GMC Specialist Register</a> or within six months of CCT or CESR (Child and Adolescent Psychiatry) at interview</td>
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<td>Eligible for (or in receipt of) approval under <a href="https://www.opsi.gov.uk/acts/acts2003/acts200320030022_en">Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003</a></td>
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<td><strong>Training and Experience</strong></td>
<td>Recent significant experience and familiarity of UK CAMHS systems and practices (or equivalent)</td>
<td>Other relevant training in therapeutic interventions, e.g. Family therapy and Group therapy. An interest in Autism Spectrum Disorder</td>
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<td>Training in diagnosis and treatment of child and adolescent psychiatric conditions</td>
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<td><strong>Further Training, Management, and Audit</strong></td>
<td>Experience in audit Knowledge of contemporary NHS management issues Completion of a general management course or programme Interest in medical management</td>
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<td>Knowledge of contemporary political and social policy context relevant to CAMHS</td>
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<td><strong>Research, Teaching, and Publications</strong></td>
<td>Proven teaching ability Willingness to undertake Proven track record in research and willingness to undertake further research</td>
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<td>Personal Requirements (e.g. Communication Leadership Skills, Flexibility)</td>
<td>Ability to form effective working relationships within a team and provide leadership</td>
<td>Ability to gain the trust and confidence of colleagues</td>
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<td>Ability to inspire, motivate and develop other staff</td>
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<td>Ability to work independently as well as part of the team.</td>
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<td>To balance individual requirements against those of the wider NHS Organisation</td>
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<td>Good written and verbal communication skills.</td>
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<td>Evidence of the ability to communicate with patients, colleagues and staff at all levels</td>
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TERMS AND CONDITIONS

NHS Fife

Consultant Psychiatrist
Child and Adolescent Psychiatry

Terms and Conditions of employment
The post holder will have a contract of employment with NHS Fife. The terms and conditions of service relating to employment are those currently set out in the Hospital Medical & Dental Staff and Doctors in Public Health Medicine and the Community Health for the Consultant Grade and the General Whitley Council Conditions of Service.

Job plan
An outline job plan has been included with this job description. The post holder will agree the details of the plan with the CAMHS clinical lead at the earliest opportunity following appointment. The job plan is subject to annual review.

Absence
The post holder should make requests for annual leave and reports of sickness absence to the clinical lead & management secretary. The successful candidate is expected to contribute to management tasks.

Professional support
Professional support is available through NHS Fife Medical Director and/or Director of Public Health with whom the appointee is entitled to discuss any grievance relating to their employment, or to gain advice and/or support following a failure to agree a job plan at review. NHS Fife Board act as final arbiters of disputes over job plans which cannot be resolved at local level.

Employment details
All NHS Fife appointments are subject to a satisfactory medical report and a PVG check.

Superannuation
The appointment is superannuable unless you opt out of the NHS Superannuation Scheme. Staff who choose not to be in the scheme will automatically contribute to the State Earnings Related Pension Scheme (SERPS) unless they are excluded from doing so or have arranged a Personal Pension Plan.

Annual Leave
The annual leave entitlement for consultant staff is six weeks and 10 public holidays per annum on a pro rata basis.

Working week
The working week for this post is a maximum of 7 programmed activities with a timetabled value of 4 hours each, worked between 8 am and 9 pm Monday to Friday, including emergency work.
Programmed Activities
The post will offer a maximum of 2 SPAs. 1 is guaranteed for CPD the other will be negotiated taking into account duties such as appraiser, trainer or other agreed specific tasks.

Salary
Salary Scale: £80,653 - £107,170 per annum pro rata. Progression through seniority points will be in accordance with the provisions of Section 5 of the Terms and Conditions of service.

Other duties
In addition to the duties outlined above, you may occasionally be required to undertake other duties for limited periods.

Notice period
The employment is subject to three months’ notice (or longer) on either side.

Travel
Your residence shall be maintained in contact with the public telephone service. The post is non-resident, and therefore, you will be entitled to appropriate reimbursement for place of residence.