

PROGRESS *your* CAREER



**Consultant Community CAMHS Psychiatrist
Harlow SET CAMHS Team (West Essex)
10 Programmed Activities (10 PAs)**

Job Description and Person Specification

Job Description

JOB TITLE: Consultant Community CAMHS Psychiatrist –Harlow (West Essex) SET CAMHS Team
CONTRACT: 10 Programmed Activities (10 PAs)
 Substantive
 Flexible working available – including job share, part-time, remote sessions considered
BASE: Alymer House, Kitson Way, Harlow, Essex, CM20 1DG

KEY RELATIONSHIPS:

Role	Staff member
Associate Medical Director for Essex	Dr. Viviana Porcari
Essex Integrated Care Director	Gill Burns
Essex Deputy Director	Tina Russell
Chief Medical Officer	Dr Helene Brown
Deputy Chief Medical Officer for Mental Health	Dr Sarah Dracass
Deputy Chief Medical Officer for Babies, Children and Young People	Dr. Manjari Tanwar

Post and Specialty:

This is a well-established post but has been vacant due to the previous consultant leaving the organisation.

This is funded as eight Programmed Activities (10 PAs) post with 7.5 Direct Clinical Contact activities (DCC) and 2.5 Supporting Professional Activities (SPAs).

The post is currently filled by a locum doctor due. It is a substantive post and we would consider requests for flexible working, job share or fixed term if preferred.

The expectation of the post holder is to support their teams, the Directorate and the organisation to follow the Trust’s Values in their day-to-day work.

- We are kind
- We are respectful
- We work with our communities

1.1 Job Title: General Adult Consultant Psychiatrist

This post is for an CAMHS Consultant Psychiatrist position in the SET CAMHS Harlow (West Essex) Team at Alymer House, Kitson Way, Harlow, Essex, CM20 1DG.

Rationale for post:

This is a well-established post but has been vacant due to the previous consultant leaving the organisation. A lot of transformation has taken place already and continues to take place within Essex's Community CAMHS Services. This post is currently vacant, and we wish to recruit substantively to this post as soon as possible.

This is a replacement, substantive, full-time post - 10 Programmed Activities (PAs) post with 7.5 Direct Clinical Contact activities (DCC) and 2.5 Supporting Professional Activities (SPAs).

On-call responsibilities:

The postholder will be part of the Senior Psychiatrist out of hours on-call rota. The community CAMHS Consultants participate in an on-call rota with a current frequency of 1:7, with a 2% of basic salary, Category B on-call supplement. This rota mainly provides telephone advice to the crisis teams, which is the first port of call for children in crises out of hours, covering Southend, Essex and Thurrock. The on-call shifts are from 17:00 - 09:00 Monday to Friday, and all day on weekends and bank holidays. The on call does not include support to psychiatric inpatient units or Section 136 suites, as this is provided by a different organisation in Essex (EPUT).

The successful candidate will work as part of multidisciplinary teams providing care to children and young people with mental health needs, across Harlow and West Essex. The service is provided by one team with one management structure, but due to the size of the area covered it is spread across two main bases.

The successful candidate will provide senior medical support to the teams, and direct input on clinical cases. The consultant will be expected to provide guidance and supervision to the team, work directly with children and young people (and their families), and liaise as appropriate with other external CAMHS mental health providers, and acute hospitals. You will work alongside another CAMHS Consultant Psychiatrist in the team (Dr Mariam Cherian) and will share supervision responsibilities for any future trainees based within the team.

There will also be the opportunity for the post holder to further develop links already established with the local acute trusts' A&E departments and inpatient wards, in order to continually improve our services.

We currently have 1 CAMHS higher trainee in Harlow and two more higher trainees in the rest of Essex. There are opportunities for teaching both in terms of clinical work and curriculum delivery. There is due to be expansion to both core and CAMHS higher training numbers in Essex and we would welcome consultants who are educational supervisors or who wish to undertake training and apply to have training post(s) in Essex. The postholder will have access to their own designated office space at Alymer House, Kitson Way, Harlow, Essex, CM20 1DG, where confidential meetings can be held.

Accountability:

The postholder will be professionally and clinically accountable to the Associate Medical Director for Essex (currently Dr Viviana Porcari), and operationally accountable to both the Associate Medical Director and the Director of Children Services Essex & Kent, via the Assistant Director (currently Tina Russell).

The post holder will be a suitably qualified Consultant Psychiatrist with Approved Clinician (AC) certification, or eligibility for it. The post holder will be a GMC registered clinician responsible for patients allocated to them and will assess, manage, plan, and deliver care.

The post holder will support their peers and team leader and be an effective team member whilst working on their own initiative. They will have a commitment to collaborative working and actively supporting and liaising with other health and social care professionals and agencies. There is currently one higher trainee doctor to supervise within the Harlow and West Essex SET CAMHS team, the supervision is shared with the other Consultant in the team however this could change in the near future.

1.2 Main responsibilities

Main responsibilities:

- To be responsible for organising and prioritising own and others workload in the day-to-day allocation of work.

- To deputise when required in the team manager's absence and delegate appropriately to other medical staff.
- To have organisational knowledge relating to Trust protocols and procedures and adhere to them.
- To be responsible for providing accurate records of information required by the Trust for audit purposes.
- To ensure effective risk management at team level by accident/incident reporting, assessing, and controlling risk and ensuring residual risks are added to the Trust's risk register.

Clinical Skills:

- To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by the professional code of conduct and Trust guidelines and protocols.
- The post holder will have full registration with a licence to practice on the General Medical Council (GMC).
- Further professional knowledge will have been gained through accredited courses, workshops, study, and in-house training programmes.
- To be responsible, and accountable, for service delivery to clients/patients.
- To be able to assess and develop care plans to meet the complex needs of patients with a variety of conditions. This includes chronic, acute, and palliative care within own competencies, recognising own limitations and seeking advice when necessary. This will include continuously evaluating and acting on outcomes.
- To be able to initiate referrals to other health professional specialist services and agencies.
- To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence, and quality of life.
- To ensure practice is supported by research, evidence-based practice, literature, and peer review.

Training & Supervision:

- To act as clinical supervisor to junior colleagues (FY/CT/GPVTs/ST), providing effective education, facilitating their development, and promoting high standards of medical care.
- Ensure junior colleagues are actively supported to enable them to achieve their learning needs.
- To ensure own continued professional development and support a culture of lifelong learning in self and others.
- To undertake, and assist, in the planning of own mandatory training and workshops.
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support new staff and their integration within the team.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

Education:

- To provide in-service training to junior doctor, and other members of the multidisciplinary team.
- To contribute to the teaching of Medical Students and Trainee Doctors.
- To engage in the weekly Academic Teaching Programme

Administration:

- To follow good medical practice standards in documenting all assessments of patients and to share necessary information with other health professionals.
- To provide reports on time.

- To ensure that all letters and summaries are checked and sent promptly to referring GPs, other colleagues, and agencies.
- The post holder will ensure that accurate and up to date records are kept of all clinical activity.
- The post holder will be expected to have good IT skills and to use the Trust's electronic case record system.

Management:

- This is not a formal management position, however as a Senior Clinician you are expected to:
- Support the team manager and other consultants in managing members of the multi-disciplinary team to ensure a high level of patient care and ensure patient safety.
- Act as line manager to all medical members within the team offering clinical supervision as appropriate.
- Address all areas of clinical governance within the multidisciplinary team. The components of clinical governance include Education and Training, Clinical Audit, Clinical effectiveness, Research and Development, Openness and Risk Management.

Leadership:

- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote professional integrated health working, internally and externally.
- To facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols, and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.
- Support the AMD in strategic service development and business planning.
- Lead compassionately on the evolution of services.
- Engage patients and staff in the development of services.

Communication:

- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers, and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.

1.3 Provisional Job Plan

Specimen Timetable:

	AM	Type of Activity	PM	Type of Activity
Monday	Outpatient Clinic Saffron Waldon/Harlow	DCC	MDT/Business Meeting Harlow Clinical Administration	DCC
Tuesday	Outpatient Clinic Harlow	DCC	Clinical Administration Harlow	DCC
Wednesday	Outpatient Clinic Saffron Waldon/Harlow	DCC	CPD	SPA
Thursday	Audit/Research	SPA	Outpatient clinics Special Interest	DCC SPA
Friday	MDT/Business Meeting Harlow Clinical Administration	DCC	Clinical Administration Harlow	DCC

The final Job Plan (within the terms of the New Consultant Contract) will be agreed with the Associate Medical Director (AMD) and in consultation with the Integrated Care Director after a period of induction after commencing the post. The post holder should recognise that the job will evolve as teams develop, and the post holder should be willing to adapt to change when this becomes necessary. The typical split in DCC to SPA is 7.5 to 2.5.

The postholder will at a minimum, have annual Job Planning with the Associate Medical Director. This will be with or without the Integrated Care Director or Deputy Director. Timely job plan review will take place with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload). The postholder's Personal Development Plan (PDP) from their last annual appraisal will form part of this process. The Trust's requirements will also form part of the job planning process.

We recognise that working in Essex means covering at times a very large area, so travelling as part of the job to review patients is considerable, thus travelling time will be factored in when planning assessments in the community.

1.4 Office, Admin, and IT Facilities

The postholder will have access to a personal designated office space, in the Harlow and West Essex SET CAMHS Team, based at Alymer House, Kitson Way, Harlow, Essex, CM20 1DG, which can also be used for confidential meetings.

NELFT is promoting agile working for its workforce, and therefore the post holder will also have access to a laptop giving access to the System 1 Electronic patient Record & the Trust's information systems and a smartphone.

The post holder will receive the necessary admin support from the dedicated medical administrators (1wte Medical Secretary plus 2wte general admin).

During induction the post holder will be given all the necessary training to use our software systems. The post holder will have full support from our well-established Healthcare Informatics department, which is available 24/7 to deal with and support any IT queries. The post holder will also have internet access to e-mails, Trust policies and other information.

1.5 Other aspects of the post:

Appraisal and Revalidation:

The post holder will be required to engage in the annual appraisal process in line with Trust policy and GMC guidelines. The Trust Revalidation and Appraisal Lead will allocate an appraiser to the post holder. NELFT will be the post holder's Designated Body for the purposes of Revalidation and the current Responsible Officer is Dr Helene Brown. Appraisals are administered through a platform called Premier IT Revalidation e-Portfolio (PReP).

Necessary Registrations:

The post holder must be registered with the GMC and have a licence to practice and Approved Clinician (AC) status. The post holder must have CCT or equivalent qualification. It is also the post holder's duty to ensure that their training and registration remains up to date.

Continuous Professional Development:

NELFT appreciates the importance of, and supports our consultants to undertake, Continuous Professional Development (CPD) and there is sufficient provision for this within job plans. The Trust offers free subscription to CPD eLearning from the Royal College of Psychiatrists and the post holder will be encouraged to attend the local Academic Teaching Programme and monthly CPD afternoons for Consultants and SAS doctors.

The post holder must be registered for CPD with the Royal College of Psychiatrists and there is an expectation to remain in good standing for CPD.

The post holder will typically have up to 2.5 PAs per week for Supporting Professional Activities (SPAs) which includes CP, activity such as QI project, service development, supervising trainees, teaching etc. and could include an additional 2 PAs for a special interest a specialist clinical interest, medical management or other professional activity as negotiated.

Professional/study leave of up to 10 days per year pro rata (or 30 days over 3 years) will be made available in accordance with the Terms and Conditions of Service. The post holder will also have access to a study allowance of £1000 per year (or £3000 over 3 years).

The post holder will be expected to become part of a CPD Peer Group in order to discuss complex or interesting clinical cases and to provide support in achieving their Personal Development Plan. There is support to identify and join a local group, which run independently from the Trust and meetings are negotiated by group members to meet their development and appraisal needs. The AMD will also be available for individual and management supervision to the post holder.

Research and development (R&D):

Research is not expected in this role but would be supported if the postholder has a specific interest.

Research and Development is strong at NELFT, and we are the top recruiter to NIHR trials for a MH Trust in the North London Region with over 44 portfolio studies and 14 non-portfolio studies running at the Trust. We are in receipt of circa £2,363,915 in 20/21, over 50% of this income is from research grants that NELFT are leading and sponsoring.

NELFT encourages high quality research by providing access to high quality academic supervision, training, and statistics and methodology assistance. In addition, there are workshops, open days, and funding to support higher degree courses with a major research component. The R&D Department also manages research governance procedures to ensure good practice in research. There are regular updates through a newsletter, email, and the R&D website. Researchers are welcome to approach R&D for advice and support. The postholder will be supported to pursue research if desired, with the possibility of linking this to the programme of activity conducted within the Trust Research and Development Department headed by Dr Russell Razzaque or with other academic centres.

Library Services:

The Library (based at CEME) provides library and knowledge services to NELFT staff. The library offers computer access, colour laser printer, photocopier and scanner, quiet study space, and support with literature searching and current awareness. A professionally qualified librarian and an experienced library assistant staff the library and are always happy to help. Many other resources are available electronically or through reciprocal lending and document supply schemes.

NELFT staff based in Essex can also access some library facilities (including study space) and services (including book loans) from our colleagues at the following Essex NHS libraries:

Medical School Anglia Ruskin University Library - Chelmsford

Princess Alexandra Hospital Library – Harlow

Basildon Healthcare Library – Basildon Education Centre

Medical Academic Unit - Broomfield

Southend Healthcare Library – Southend Education Centre

Please note you will be referred to Aubrey Keep Library for access to some resources and services.

Medical Education Department:

Dr Elvan Akyuz is the Director of Medical Education (DME). We also have three postgraduate tutors to support Higher trainees, Foundation trainees, Core and GP Trainees and SASG doctors. There are several other roles within the department e.g. Simulation Training Lead, Supported Return to Training Champion etc. The department is supported by 2 medical fellows, and one nurse fellow in education and 3 postgraduate tutors. Consultants have plenty of opportunities to contribute and develop their educational interests.

The NELFT medical education department delivers undergraduate and postgraduate (core and higher) education and training. Due to our geographical context, our medical education department has key relationships with two health education bodies, Health Education North Central and East London (HENCEL) and Health Education East of England (HE EOE). We also work with University College London Partners (UCLP).

We attract doctors of the highest calibre to enjoy excellent training in a friendly, nurturing environment. They range from FY trainees to higher specialist trainees mainly in psychiatry but also in Paediatrics, and Geriatrics.

NELFT is actively involved in teaching Undergraduate medical students, providing 4th Year and 2nd year from Barts & The London School of Medicine and Dentistry, Queen Mary, University of London with placements and a smaller number of 4th year Psychiatry placements for students from University College London (UCL). There are opportunities for consultants to teach “at the bedside” and on the formal medical school lecture courses.

Several of our consultants are also Educational Supervisors, which is coordinated by the Director of Medical Education. We also run a Leadership Course, which is approved by the Institute of Learning Management for

senior trainees and have received funding to run a management course for junior trainees. In the past we have run Leadership Programmes for staff grade doctors as well.

Audit/Quality Improvement (QI):

The post holder will be expected to support a culture of continuous improvement by utilising the Quality Improvement approach to think systemically about complex problems, develop change ideas and test these using QI methodology. High quality clinical leadership should empower the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.

Dr Stephen O'Connor is the Associate Medical Director for Quality Improvement and our Director for Quality Improvement is Mirek Skrypak.

Mentoring:

The post holder will have the option to access mentoring from an experienced and trained mentor within the Trust.

Leave:

The annual leave entitlement is 32 days per annum, increasing to 34 days after seven years as a consultant. Study Leave entitlement is 30 days (pro rata) to be taken over a 3-year period. Leave should be applied for in line with the Trust's Annual Leave Policy for medical staffing.

Cross-cover:

It is expected that the three Consultants in the team provide cross-cover for each other when one of them are on leave, and in urgent situations if necessary. The post holder needs to pre-arrange cross-cover with the other consultant (Dr. Mariam Cherian) to cover his/her clinical duties whilst on leave. Arrangements should be stated in the leave application. If two doctors are on leave simultaneously (in exceptional circumstances), bank/locum cover needs to be requested via the AMD.

External Duties:

The Trust supports consultants to take up and carry out external duties i.e., Royal College roles, HEE roles, within the context of job planning.

The post holder is required to:

- Work in accordance with Trust policies and guidelines.
- Always adhere to the Trust Information Security Policy, in particular ensuring that there are no breaches of confidentiality because of your actions.
- Carry out other duties commensurate with the grade as directed.

2:1 Essex Directorate



The Essex Directorate forms one of the 7 Operation Directorates in NELFT. The other Operational Directorates include Acute and Rehabilitation Directorate (ARD); Barking and Dagenham; Havering; Kent; Redbridge; and Waltham Forrest.

Our Essex directorate mainly provides services to children and young people, both mental health and physical health, however we also provides service to Older Adults for both mental health and inpatient physical rehabilitation.

The population of Essex on Census day 2021 was 1,503,300, not including Southend or Thurrock. With Southend and Thurrock included the total population for Essex is 1.9 million. This represents an increase of 109,713 over the last 10 years (since Census 2011) – an average annual growth rate of 0.76%. This growth is at a faster rate than England (0.64% growth per year), but is similar to that of London (0.74%). The areas with the highest average annual growth rate are Uttlesford, Harlow, and Thurrock. The areas with the lowest average annual growth rates are Castle Point, Rochford, and Southend. The population of Essex is slightly older than England as a whole, this is due to lower proportions of 15 – 39s & slightly higher proportions in most ages 50+. The fastest levels of population growth can be found amongst the 70 – 74 age group. This group has grown by 44% over the past decade (from 59,216 in 2011 to 85,200 in 2021). The 70 – 74 age group is the fastest growing age group nationally, though the national growth rate is slower compared to Essex at 37%. 51.3% of the Essex population is female, and 48.7% are male.

The overall population density in Essex is 435 people per square kilometre. This is similar to the overall England population density of 434. Essex is one of the largest counties in the country (3,464 square kilometers), with a mix of rural & urban areas. Looking at the overall Essex number hides the variation across

Essex. Population density in Southend is almost 10 times higher than Essex overall. Within Essex the highest population densities are Harlow, Castle Point, and Basildon. Density is increasing everywhere across Greater Essex as the population increases. Harlow has the largest increase in population density over the last 10 years, up 13.9% (from 2,683 to 3,055). The least populous are Maldon, Brentwood, and Rochford.

The number of households in Essex has increased by 7.7% over the last 10 years, from 582k to 627k. Everywhere in Essex has seen an increase in the number of households over the last 10 years. The number of households has increased fastest in Uttlesford, Colchester, and Harlow. On average there are 2.40 people per household in Essex. This has remained stable since the last census, and is slightly lower than the England value (2.41). Thurrock, Harlow and Epping Forest have seen the largest increases in the number of people per household, and Rochford & Tendring have seen the largest decreases. Thurrock has the highest average number of people per household at 2.7. 82,000 children are living in poverty in Essex. The indicators of health are good when compared to averages for England but with large differences in life expectancy between districts.

There are three cities in Essex: Southend, Colchester and Chelmsford. There are very good railway links to London.

Essex services have a culture of continual learning and development. Several service development and QI initiatives are being progressed.

Composition:

The Essex Directorate overall hosts 5 main areas of service delivery:

1. Community CAMHS services across Southend, Essex, and Thurrock (SET) including CAMHS Learning Disability and CAMHS Eating Disorder
2. CAMHS Crisis team across Essex
3. Community Paediatric across Thurrock, Basildon, and Brentwood
4. Community Dementia Crisis team across Thurrock, Basildon, and Brentwood
5. Inpatient Older Adult physical rehabilitation based at Mayfield in Thurrock, Brentwood Community Hospital in Brentwood and Mountnessing Court in Billericay

NELFT began providing CAMHS services in Southend, Essex, and Thurrock (SET) from November 2015. The long-term aim was to offer an earlier response to children's needs, in order to help prevent, reduce, or delay the need for more specialist interventions. The transformation of children and young people's mental health services has a clinical focus, with complete integration with local authorities, to deliver a long-term collaborative approach to planning and delivering services. The service focus on mental health and wellbeing and include access to self-help tools and services based in schools and the community. The NHS and local authorities in Essex, Southend and Thurrock awarded a £13.2million contract to NELFT to deliver a single, easily accessible, emotional wellbeing and mental health service (SET CAMHS) for children and young people across the whole county. We aim to create a modern service that fits in with children's lives in a way that best suits them. A single point of access into the service, clear signposting, and use of digital channels to access support and services will allow more children to obtain help and support or even empower and up-skill to self-help, sooner.

Our SET CAMHS Service is delivered in partnership with HCRG Care Group and the Service Model consistent with the Thrive Framework for System Change, an integrated, person centred, and needs led approach to delivering mental health services for children, young people and their families. The THRIVE Framework ensures thinking about the mental health and wellbeing needs of children, young people, and families through five different needs-based groupings: Getting Advice and Signposting, Getting Help, Getting More Help and Getting System Support and Safety Planning.

SET CAMHS has 6 locality teams across 7 Essex CCG areas with doctors in each area. These locality teams are:

- Basildon and Brentwood (BB)

- Thurrock
- Castlepoint and Rochford & Southend on Sea
- Chelmsford (Mid Essex)
- Clacton & Colchester (North East Essex)
- Harlow (West Essex)

This post is located within the South East Essex CAMHS Community Service, which is described in more detail under 2.4.

In addition to the 6 locality teams there are 3 Crisis teams that function across the Essex County area (SET CAMHS footprint). The crisis teams are nurse led and are supported by the Locality consultants during working hours and the on-call consultants out of hours. The crisis teams provide rapid assessment of crisis and risk issues of children and young people presenting to A&E Departments and provide support to children in crisis in the community.

The SET CAMHS service also benefits from a Learning Disability Team and an Eating Disorders Team. Both services cover all the 6 Localities in the SET CAMHS. The Eating disorders team and the Learning Disability Team are staffed with 1wte Consultant each and are centrally based in Chelmsford.

SET CAMHS works closely with EPUT (Essex Partnership University Trust), who provides the Adult, Early Intervention of Psychosis and CAMHS Inpatient (Tier 4) services.

Each locality team ensures that the service is tailored to meet local need, links to local systems, resources, and services. The locality teams provide easy access, high quality, comprehensive, outcome focussed and evidence-based interventions following an integrated care pathway approach across health, social care, education, voluntary and the community sectors. The locality teams also advise and support services to maximise capacity to build resilience and provide early intervention.

The size of each CYPMHS/YPWS locality team is based on several factors, including the index of multiple deprivation and access score, predicted and historic referral numbers, geography, children and young people's population and current demographic data. Each locality team in CYPMHS/YPWS delivers across multiple clinical care pathways combining both brief and longer-term interventions. All staff have full mobile working access to ensure they can deliver interventions from a range of venues as clinically appropriate (e.g., GP practices, children's centres, schools, homes and importantly inpatient units where needed).

2.3 Leadership

Each Directorate is lead by an Integrated Care Director (ICD), Associate Medical Director (AMD), and a Director of Nursing (DoN). We have also appointed Deputy Associate Medical Directors within directorates to strengthen Medical Leadership, and provide support to the AMD.

2.4 Harlow and West Essex SET CAMHS Community Team:

The Harlow and West Essex SET CAMHS Community team provides a service to children and young people (under the age of 18 years) living in West Essex. West Essex has a CYP population of between 70,000 and 74,368.

The team is a generic Tier 3 CAMHS team who undertake assessment and treatment of a range of disorders in children and young people including ADHD, ASD, Mood disorders, Psychosis, PTSD, Anxiety disorders, emerging personality disorders and challenging behaviour. We have specialist teams within Essex for the treatment of eating disorders and moderate to profound learning disability. We are able to offer a range of evidence-based treatments including CBT, DBT, Family therapy, NVR and Child psychotherapy.

The Consultant Psychiatrist will be expected to provide leadership within the team together with the Senior Leads and medical advice to the team and across the different pathways.

All referrals to Tier 3 CAMHS are triaged and received at our Single Point of Access (SPA) in Essex, then sent to locality teams after initial information gathering and risk assessment. The West Essex team receives between 120 referrals per month, with varying demand over the course of the year. Young people are then offered an initial assessment with a member of the multidisciplinary team and are then discussed at the weekly MDT meeting. All requests for psychiatry assessment are taken to the MDT for discussion and agreement and other members of the team will continue to care coordinate cases under psychiatry when clinically appropriate.

The team currently has an average caseload of 336 patients, which is subject to change due to discharges and received referrals. The team currently receives an average of 30 referrals a week. The consultant caseload comprises of the most complex cases referred to the team and can vary between 60 and 70. We would expect a consultant to have between 1 and 2 new / initial assessments per week, and a maximum of 10 - 12 total patient contacts per week. The number of new psychiatric assessments vary between 40 and 70 per year.

You will be responsible for a mixed caseload of neurodevelopmental and generic CAMHS work. You will also have a role in supporting the crisis team on a daytime duty rota for any patient in crisis from within the catchment area of Harlow, West Essex.

Harlow and West Essex SET CAMHS Community Team composition:

Consultant Posts	Consultant	2wte
Integrated SET CAMHS Team Manager	8a	1wte
Clinical Lead	Band 8b	1.79wte
Associate Clinical Leads	Band 8a	1.8wte
Medical Secretary	Band 4	1.6wte
Team administrator	Band 4	4.8wte
Psychologist/Psychotherapist	Band 7 Band 4 (AP)	1wte 1wte
Clinical Pathway Lead	Band 7	4wte
Multidisciplinary Mental Health Worker	Band 6	11.78wte
Youth Offending Worker	Band 6	1wte
Mental Health Worker	Band 5	3.8wte

3.1 NELFT Profile

NELFT provides award winning community and mental healthcare for over 4.9 million people across 2,914 square miles of parts of Kent, Essex and North East London.

We work with our patients and their communities to meet health needs. With an excellent reputation for research and development, and quality improvement, our skilled health professionals are at the cutting edge of evidence-based innovation, opening up the possibilities for better ways of working and delivery of high quality care. Our journey includes service development in coproduction with people who use our services and we are an early adopter of the Patient and Carer Race Equality Framework.

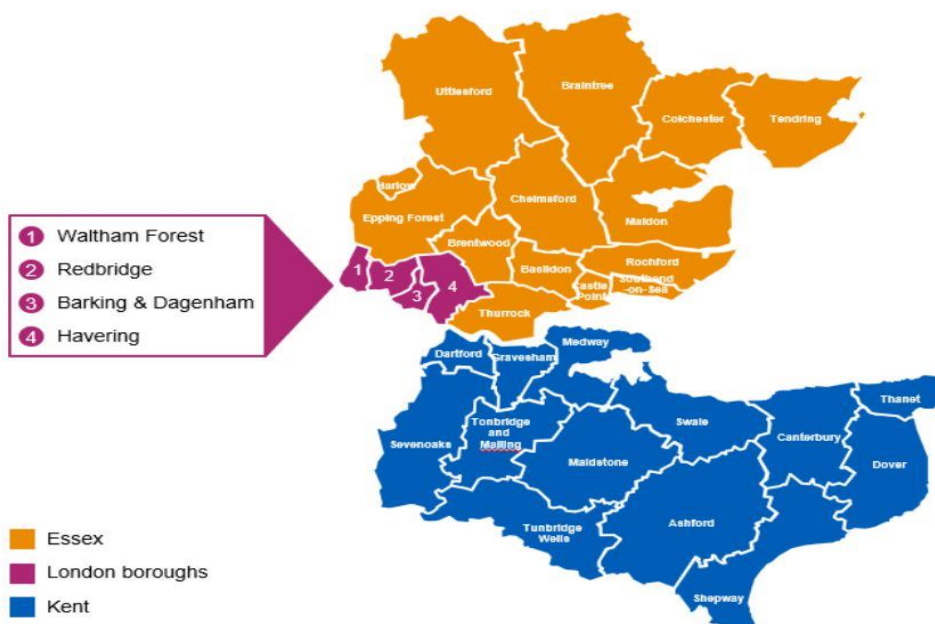
We employ over 6,500 staff and operate with an annual budget of more than £490 million in order to deliver the *best care by the best people* across the communities we serve.

We take pride in our achievements in the Workforce Related Equality Standard (WRES) and have an active Global Majority Network (GMN) for our staff. We also have several other networks, all of which make a vital contribution to our vibrant and inclusive organisation.

We are in the top 10 most improved Trusts in the NHS National Staff Survey, with all ten elements measured in the top quartile of results (2020), and we are in the top four organisations in London for the 2021 NHS National Staff Survey.

Our staff are incredibly important to us, and we have focused on ensuring that our staff are well supported. We have developed numerous initiatives across the Trust supporting staff wellbeing (e.g., self-care, work-life balance, stress management, coaching/mentoring) and individuals are encouraged to complete a Personal Wellbeing Plan. Staff members have access to a wide range of benefits which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits. Teams can also access wellbeing support sessions where required.

Our Quality Improvement team have trained more than 325 facilitators and 30 mentors in Institute of Healthcare Improvement (IHI) methodology, and we are using QI as the way to drive better services for patients and staff across the organisation. Our commitment to Quality is strong and our journey of improvement ongoing.



We know that Clinical Leadership is key in delivering safe and effective services and the Trust has invested in clinical leadership across all clinical specialities, with £2.4 million earmarked over a three-year period. We have already recruited to many different Clinical Leadership posts to ensure all our services are clinically led and operationally enabled.

We have numerous accreditations across our services and are currently rolling out the AIMS program across our adult acute inpatient units, which is an exciting and patient focussed program.

Our mental health services include:

- Specialist inpatient and community-based treatment and care for people experiencing acute mental illness
- Help for children and young people with emotional, behavioural or mental health difficulties
- Care for people with dementia

- Specialist community eating disorder teams
- Specialist community perinatal teams
- Specialist community personality disorder teams
- Support for people with problems associated with drug and alcohol misuse

Our community services are provided in clinics, hospitals and in people's own homes, and include:

- Care and support for people living with long term conditions such as diabetes
- Speech and language therapy
- Health visiting, district and school nursing
- Specialist community paediatric, therapy and nursing services

We actively sought to develop our stakeholder partnerships locally and are fully engaged in the development of Primary Care Networks, Sustainable Transformation Projects, and Integrated Care Systems. This is led locally by the Integrated Care Directorate leadership teams to ensure that the needs of our local populations are met. Partnership work with our governors, people using our services, and our staff is also critical in maintaining momentum and energy for the changes that the future of public services will demand.

Benchmarking of our services and their performance has proved that we are often leading the field. Our focus on high quality and value for money means we are able to play a key role in supporting the local health economy to provide integrated healthcare services for local people.

Area demographics:

Area	Total Population	CYP	Adult	Older Adult
Barking & Dagenham	214,107	58,551	135,749	19,807
Essex	1,800,000	359,000	1,100,000	367,000
Havering	260,651	53,208	160,925	46,518
Kent	1,900,000	367,000	1,100,000	364,000
Redbridge	305,658	76,447	189,938	39,273
Waltham Forest	277,000	66,750	180,250	29,980

For more information on local demographics, please use the following links:

[Population and demographic data | LBBD](#)

[Essex population stats in maps and graphs. \(plumplot.co.uk\)](#)

<http://www.haveringdata.net>

[Kent population stats in maps and graphs. \(plumplot.co.uk\)](#)

[Redbridge \(Borough, Greater London, United Kingdom\) - Population Statistics, Charts, Map and Location \(citypopulation.de\)](#)

[Statistics about the borough | Waltham Forest Council](#)

3.2 Trust & Medical Management Structure

Our Trust Board

The Trust Board is made up of executive and non-executive directors. They work together to set the strategic direction and priorities for our organisation. They are held to account by our Council of Governors.

The executive directors are also part of our wider Executive Management Team, which is responsible for the day-to-day running of the Trust. Other members of our Executive Management Team attend board meetings.

Our current Board structure can be found on this page: [Providing care for people in London, Essex, Kent and Medway | NELFT NHS Foundation Trust](#)

Medical Management Structure:

Our Acting Chief Medical Officer is Dr Helene Brown, who also acts as the Responsible Officer. Our Medical Director for Mental Health is Dr Sarah Dracass Medical Director. Our Medical Director for Babies, Children and Young People is Dr. Manjari Tanwar.

We have 7 operational Associate Medical Directors who lead in each of the directorates, and we have strategic Associate Medical Directors who lead across the organisation to implement standardised best practice. We have also appointed to Deputy AMD posts in the Directorates, as part of the Clinical Leadership investment.

Our 7 operational directorates include:

- Acute and Rehabilitation Directorate (ARD)
- Barking and Dagenham
- Essex
- Havering
- Kent
- Redbridge
- Waltham Forest

Our 3 strategic 'Clinical Integrated Groups' include:

- Children and Young People
- Adult Mental Health and Intellectual Disability
- Older People and Frailty

Staff Health and Wellbeing

Managing health and wellbeing is the responsibility of both the employer and the employee. The Trust strives to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing. We will ensure the following is in place to support all staff:

- Local occupational health service for pre-employment and in-employment support is available. Our Occupational Health provider is OHWorks Ltd. Referral will be by their line manager with their consent.
- There is also access to an Employee Assistance Programme (EAP), which offers employees confidential, independent, unbiased information and guidance on a range of emotional, health and social issues. A range of other support services are available to provide emotional wellbeing support of a short- or long-term nature.
- Support for staff following serious incidents is available and teams can access wellbeing support sessions.
- A wide range of local initiatives/resources are provided to promote workforce wellbeing for example: self-care, work-life balance, stress management, coaching/mentoring, and individuals are encouraged to complete a Personal Wellbeing Plan.
- Individuals will have access to a wide range of benefits, which include flexible working, flexible retirement, cycle scheme, gym discounts and other benefits.

All staff will be provided with information on how to access these support resources during induction, and regular updates are also communicated in our weekly newsletter.

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Amendments:

This is a description of the post as it is at present constituted. In consultation with the post holder, periodic reviews will be carried out to ensure that the job description relates to the job being performed and to incorporate any changes being proposed. It is hoped that agreement can be reached to any reasonable changes. If this is not possible your line manager reserves the right to make changes to the job description in consultation with you.

Who to contact for informal inquiries:

Medical Director: Dr Sarah Dracass

Sarah.Dracass@nelft.nhs.uk

Associate Medical Director: Dr Viviana Porcari

Viviana.Porcari@nelft.nhs.uk

Medical Staffing:

medicalstaffinghr@nelft.nhs.uk

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Qualifications	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Inclusion in, or eligibility for inclusion in the Specialist Register for Psychiatry or within 6 months of obtaining CCT Approved Clinician status, or eligibility for it. 	✓		Application Form
<ul style="list-style-type: none"> Endorsement in Liaison Psychiatry 		✓	Application Form
<ul style="list-style-type: none"> Postgraduate qualification 		✓	Application Form Interview

Clinical Experience	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Mastery in the management of a broad range of mental disorders in adults 	✓		Application Form Interview
<ul style="list-style-type: none"> Experience in managing patients from different cultural backgrounds. Working with interpreters and translators. 	✓		Application Form Interview

Knowledge	Essential	Desirable	Measurement
<ul style="list-style-type: none"> An awareness of NHS strategic and clinical governance priorities. Understanding of change management 		✓	Application Form Interview
<ul style="list-style-type: none"> Extensive knowledge of the biological, psychological, and social determinants of mental health disorders and evidence-based treatment interventions. An understanding of leadership and evidence of how this has been put into practice. 	✓		Application Form Interview

Clinical Skills	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Excellent clinical skills. Excellent communication skills both verbally and written. 	✓		Application Form Interview

<ul style="list-style-type: none"> Familiarity with a wide range of theoretical and clinical approaches. Ability to provide clinical leadership to the multi-disciplinary team. 			
<ul style="list-style-type: none"> Clear thoughts on how to involve service users in service development and quality improvement 		✓	Application Form Interview

Organisation and Planning	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Interested in involvement in service development. Ability to effectively manage time and plan work independently. 	✓		Application Form Interview
<ul style="list-style-type: none"> Experience in service development. 		✓	Application Form Interview

Teaching	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Experience in training and development of junior doctors and other professional groups. 	✓		Application Form Interview
<ul style="list-style-type: none"> Experience and interest in multidisciplinary professional development 		✓	Application Form Interview

Academic Skills	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Experience in clinical governance and a willingness to participate in research. 	✓		Application Form Interview
<ul style="list-style-type: none"> Experience in research, and a publication 		✓	Application Form Interview

Personal Skills	Essential	Desirable	Measurement
<ul style="list-style-type: none"> Enthusiasm Probity Compassion Flexibility Ability to cope under pressure 	✓		Application Form Interview