

PROGRESS *your* CAREER



**Community CAMHS Specialty Doctor
Fixed Term Maternity Leave Cover
79 Axe Street, Barking, IG11 7LZ
10 Programmed Activities (10 PAs)**

Job Description and Person Specification

Job Description

JOB TITLE: Community CAMHS Specialty (SAS) Doctor

CONTRACT: 10 Programmed Activities (10 PAs)
Flexible working available

BASE: 79 Axe Street, Barking, Essex IG11 7LZ

KEY RELATIONSHIPS:

CAMHS Team including Mental Health school Team (MHST), Targeted children's service including school nursing, health visiting, paediatrics, therapies & children looked after service, administration Staff, Primary Care Providers, Educational Services, Local authority colleagues including social care.

Post and Specialty: This post is for a Community CAMHS Specialty Doctor position in the Barking and Dagenham CAMHS Community Team, based at 79 Axe Street, Barking, IG11 7LZ.

This is a fixed term post for 6 months with potential to review for further 6 months to cover maternity leave. It is a full-time post of 10 Programmed Activities (PAs) with 8 Direct Clinical Contact activities (DCC) and 2 Supporting Professional Activities (SPAs).

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

The expectation of the post holder will be to support their team, department and 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: Community CAMHS Specialty Doctor

This post is for a community CAMHS Specialty Doctor position in the Barking and Dagenham CAMHS Community Team, Neurodevelopmental pathway, based at 73 Axe Street, Barking, IG11 7LZ.

Rationale for post:

This is a fixed term post 6 months in the first instance, with potential for a further 6 months to cover Maternity leave of the substantive post holder. It is a full-time post - 10 Programmed Activities (PAs) post with 8 Direct Clinical Contact activities (DCC) and 2 Supporting Professional Activities (SPAs). The post does not currently include on call responsibilities.

The successful candidate will work as part of the neurodevelopmental pathway including the specialist Autism pathway, providing care to children and young people with mental health needs, across Barking and Dagenham.

The successful candidate will provide senior medical support to the team, and direct input on clinical cases. Together with the 3.6 WTE consultants the specialty doctor 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 3.6 WTE CAMHS Consultant Psychiatrists, 1 wte SAS doctor and a Core Trainee.

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 receive Year 4 students from Barts and London Hospital every year.

The postholder will have access to designated office space, based at 73 Axe Street, in Barking.

The postholder will be professionally and clinically accountable to the Medical Director for Barking and Dagenham (currently Dr Basit Hussein), and operationally accountable to both the Associate Medical Director and the Integrated Care Director for Barking & Dagenham (currently Melody Williams) via the Assistant director (currently Jag Kaur).

The post holder will be a suitably qualified with Section 12 certification, or a commitment to work towards this. 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 the team manager and be an effective team member whilst working on their own initiative. They will supervise junior colleagues. They will have a commitment to collaborative working and actively supporting and liaising with other health and social professionals and agencies.

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1. To be responsible for organising and prioritising own and others workload in the day-to-day allocation of work.
2. To deputise when required in the team manager's absence and delegate appropriately to other medical staff.
3. To have organisational knowledge relating to Trust protocols and procedures and adhere to them.
4. To be responsible for providing accurate records of information required by the Trust for audit purposes.
5. 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:

1. 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.
2. The post holder will have full registration with a licence to practice on the General Medical Council (GMC).
3. Further professional knowledge will have been gained through accredited courses, workshops, study, and in-house training programmes.
4. To be responsible, and accountable, for service delivery to clients/patients.
5. 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.
6. To be able to initiate referrals to other health professional specialist services and agencies.
7. To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence, and quality of life.
8. To ensure practice is supported by research, evidence-based practice, literature, and peer review.

Training & Supervision:

1. 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.
2. Ensure junior colleagues are actively supported to enable them to achieve their learning needs.
3. To ensure own continued professional development and support a culture of lifelong learning in self and others.
4. To undertake, and assist, in the planning of own mandatory training and workshops.
5. 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.
6. To support new staff and their integration within the team.
7. To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

Education:

Best care by the best people 2

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

Administration:

1. To follow good medical practice standards in documenting all assessments of patients and to share necessary information with other health professionals.
2. To provide reports on time.
3. To ensure that all letters and summaries are checked and sent promptly to referring GPs, other colleagues, and agencies.
4. The post holder will ensure that accurate and up to date records are kept of all clinical activity.
5. 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:

1. 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.
2. Act as line manager to all medical members within the team offering clinical supervision as appropriate.
3. 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:

1. To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
2. To actively promote professional integrated health working, internally and externally.
3. To facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict.
4. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols, and guidelines.
5. To participate in the audit process, linking in with the clinical governance agenda.
6. To advise, encourage and share knowledge utilising the latest research and

practice development, through literature and peer reviews.

7. Support the AMD in strategic service development and business planning.
8. Lead compassionately on the evolution of services.
9. Engage patients and staff in the development of services.

Communication:

1. To have a wide range of knowledge in approaches to communicating and managing patient care.
2. To be able to effectively communicate with colleagues, peers, senior managers, and clinical leads within the Trust.
3. 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	Clinical appointments and Supervision	DCC DCC	Audit/Research	SPA
Tuesday	Assessments	DCC	ADHD Medication reviews	DCC
Wednesday	Pathway meeting	DCC	CPD	SPA
Thursday	ASC assessments	DCC	ASC admin	DCC
Friday	Outpatient Clinic	DCC	Liaison meeting, Supervision/Clinical admin	DCC

The final Job Plan (within the terms of the new Specialist Doctor Contract will be agreed with the Consultant Psychiatrist and in consultation with the Associate Medical Director. 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 8 to 2. There is scope over time to increase SPAs to 2.5 within a 10 PA job plan, depending on the doctor's commitment to undertake audit, research, QI or service development.

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.

The post holder will have access to designated office space based at the Barking and Dagenham CAMHS Community Team, 73 Axe Street, Barking, IG11 7LZ.

NELFT is promoting agile working for its workforce, and therefore the post holder will also have access to a laptop and a smartphone, to be discussed with the AMD.

The post holder will receive the necessary admin support from the dedicated medical administrators (1.6 wte Medical Secretary).

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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 and support any IT queries. The post holder will also have internet access to e-mails, Trust policies and other information.

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 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.

Necessary Registrations:

The post holder must be registered with the GMC and have a licence to practice. It is mandatory that the post holder have Section 12 status, or eligibility towards this. It is also the post holder's duty to ensure that their training and registration remains up to date.

CPD:

NELFT appreciates the importance of; and supports all our Specialty Doctors to undertake regular Continuous Professional Development and make sufficient provision for this within their job plans. There is strong support from the trust for CPD and offers free subscription to CPD online from the Royal College of Psychiatrists.

The post holder will be expected to develop and maintain a programme of personal continuing professional development, and to enrol for CPD with the respective Royal College and annually submit documents to support their CPD activities. The post holder must maintain good standing with the with the Royal College of Psychiatrists for CPD.

The post holder will have 2 PAs per week for Supporting Professional Activities (SPAs). Professional/study leave of up to 10 days per year (or 30 days over 3 years) will be made available for this purpose 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). Professional/study leave may include conferences, courses, shadowing, delivering or receiving teaching/training, paper writing, fieldwork, and examining and private study leave.

As part of CPD the post holder will be encouraged to attend the weekly local Academic Teaching Programme. The post holder will be expected to become part of a Peer Reference/Support Group with a group of peers drawn from within NELFT, in order to discuss and review complex/challenging clinical cases and to provide support in achieving their Personal Development Plan.

Research and development (R&D):

Research is not expected in this role but would be supported if the postholder has a specific interest. The post holder will work collaboratively with the associate professors within the team working in the Neurodevelopmental Service to support research and innovation within the service.

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 encouraged to pursue research, with the possibility of linking this to the programme of such 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.

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.

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, Geriatrics and Audio-vestibular medicine.

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.

Quality Improvement (QI):

The post holder will be expected to support a culture of continuous improvement by utilising a Quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic 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:

Specialty Doctor annual leave entitlement exclusive of public holidays and extra statutory days, is in accordance with the T&Cs 2021 - Schedule 15, as shown below.

1. Doctors upon first appointment to the speciality doctor grade and who are not included in point 2 below, shall be entitled to annual leave at the rate of five weeks (25 days) and two days a year.
2. Doctors who have completed a minimum of two years' service in the specialty doctor grade and/or in equivalent grades or who had an entitlement to six weeks' annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of six weeks (30 days) and two days a year.
3. Doctors who have completed a minimum of seven years' service in the specialty doctor grade and/or in equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of six weeks (30 days), and three days a year.

Study Leave entitlement is 30 days to be taken over a 3-year period. Leave should be applied for in line with the Trusts' Annual Leave Policy and Procedure for medical staffing.

Cross-cover:

It is expected that the three consultants and the two specialty doctor provide cross-cover for each other when one of them are on leave, and in urgent situations if necessary. It is expected that the post holder will in return provide cross-cover for their consultant colleagues when they are on leave and in urgent situations if necessary. The post holder needs to pre-arrange cross-cover with the named consultants to cover his/her clinical duties whilst on leave. Arrangements should be stated in the leave application.

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.

2.3 Leadership

Barking and Dagenham Directorate:



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

Our Barking and Dagenham Directorate covers many services, which are listed under the directorate composition below (3.2).

The London Borough of Barking and Dagenham is a London borough in East London. It lies around 9 miles (14.4 km) east of Central London. It is an Outer London borough and the southern part of the borough is within the London Riverside section of the Thames Gateway; an area designated as a national priority for urban regeneration. At the 2011 census it had a population of 187,000, the majority of which lived within the Becontree estate. The borough's three main towns are Barking, Chadwell Heath and Dagenham. The Local Authority is the Barking and Dagenham London Borough Council. There are a total of 52 listed buildings located within the borough's boundaries.

The borough has extremely good transport links to central London and eastwards to Essex and Kent. In terms of public transport, the borough is served by a good local bus network as well as National Rail/C2C (Barking), the District Line (Barking, Upney, Becontree, Dagenham Heathway, Dagenham East), the London Overground (Barking & Barking Riverside) and the new Elizabeth Line (Chadwell Heath). In terms of roads the A12 and A13 major arterial roads run through the borough (Barking Community Hospital is just off the A13 close to the junction with the A406 North Circular Road) and both the Blackwall Tunnel and Dartford Crossings are not far away, granting access to South London & Kent. The Silvertown Tunnel, due to open in 2025 between Newham and the Greenwich Peninsula, will enhance these links further.

From the 2021 census, Barking and Dagenham now has a population of 218 900 – this represents an increase in the population of 17.7% since the 2011 census. This is the 3rd biggest increase in population out of 331 districts across England and Wales and Barking and Dagenham is the 18th most densely populated of those 331 districts. Barking and Dagenham had the highest percentage of its population in the 0 - 4 age range in the country according to the 2021 census. There has been a decrease of 1.7% in people aged 65 years and over, an increase of 20.8% in people aged 15 to 64 years, and an increase of 17.3% in children aged under 15 years.

In the Annual Population Survey conducted by the Official for National Statistics (ONS) Barking and Dagenham was rated as London's happiest borough between April 2021 and March 2022, with a score of 7.77 out of ten. When quizzed on why the borough was the capital's happiest, both of its MPs hailed its sense of community, which particularly came to the fore during the Covid Pandemic.

Barking and Dagenham services have a culture of continual learning and development. Several service development and Quality Improvement initiatives are being progressed.

Composition:

The Barking and Dagenham Directorate overall hosts 5 main areas of services delivery:

1. Community CAMHS services,
2. Community Paediatric services,
3. Community Learning Disability services
4. Community Adult Mental Health services
5. Community Older Adult Mental Health / Memory services

The 4 London Community Directorates (Havering, Barking & Dagenham, Redbridge, and Waltham Forest) all have the following services:

- Community CAMHS services
- Community Paediatric services
- Community Adult Mental Health & Wellness Teams
- Community Older Adult Mental Health & Wellness Teams
- Early Intervention in Psychosis teams (for patients with First Episode Psychosis)

This post is located within the Barking and Dagenham CAMHS Community Service, which is described in more detail under 3.4.

NELFT also provides a psychiatric liaison service to Queens Hospital A&E (Romford), King George Hospital A&E (Ilford) and Whipps Cross Hospital A&E (Leytonstone).

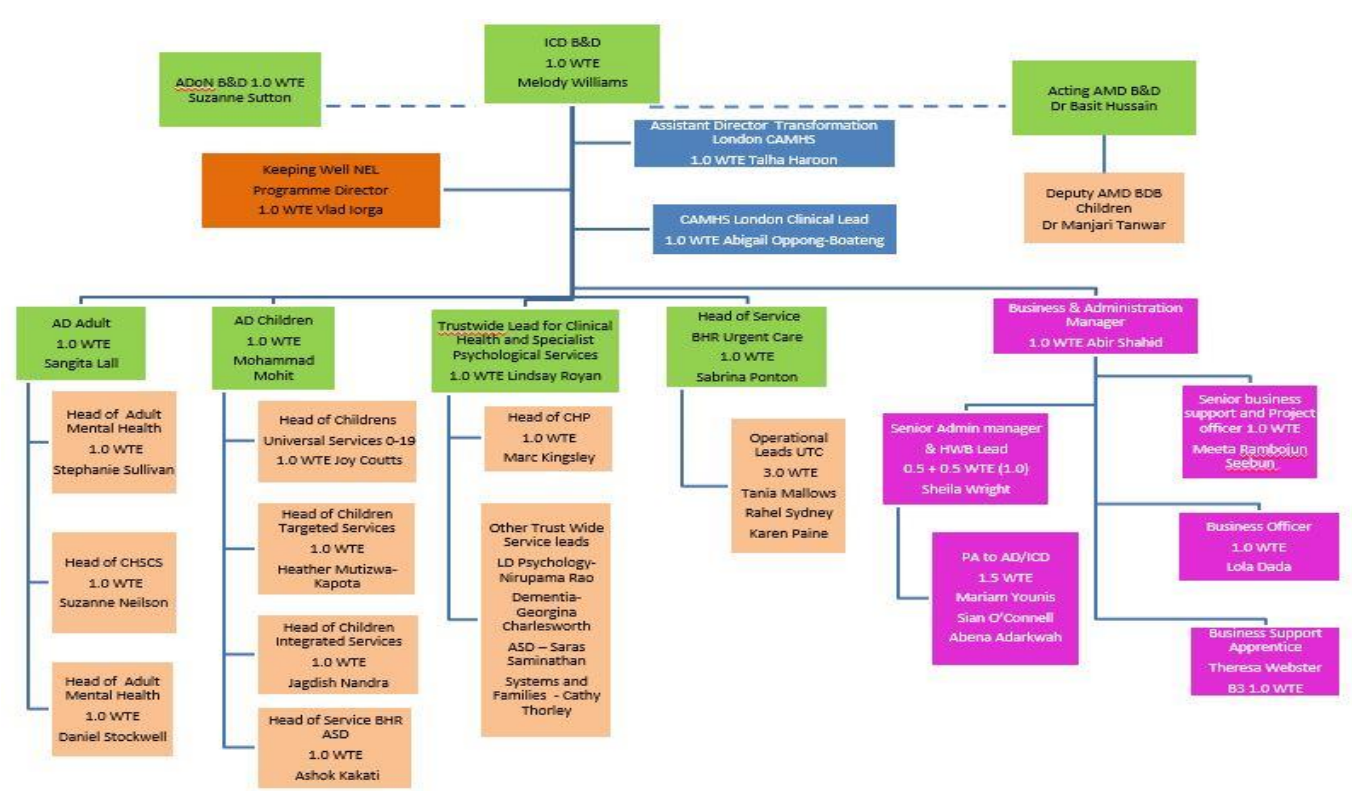
NELFT also has a Trust-wide Eating Disorder service, a Perinatal service, as well as a Personality Disorder service (IMPART).

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 such as Brookside where needed).

Leadership:

Each Operational Directorate is led 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 some directorates to strengthen Medical Leadership, and provide support to the AMD.



Barking and Dagenham CAMHS Community Team:

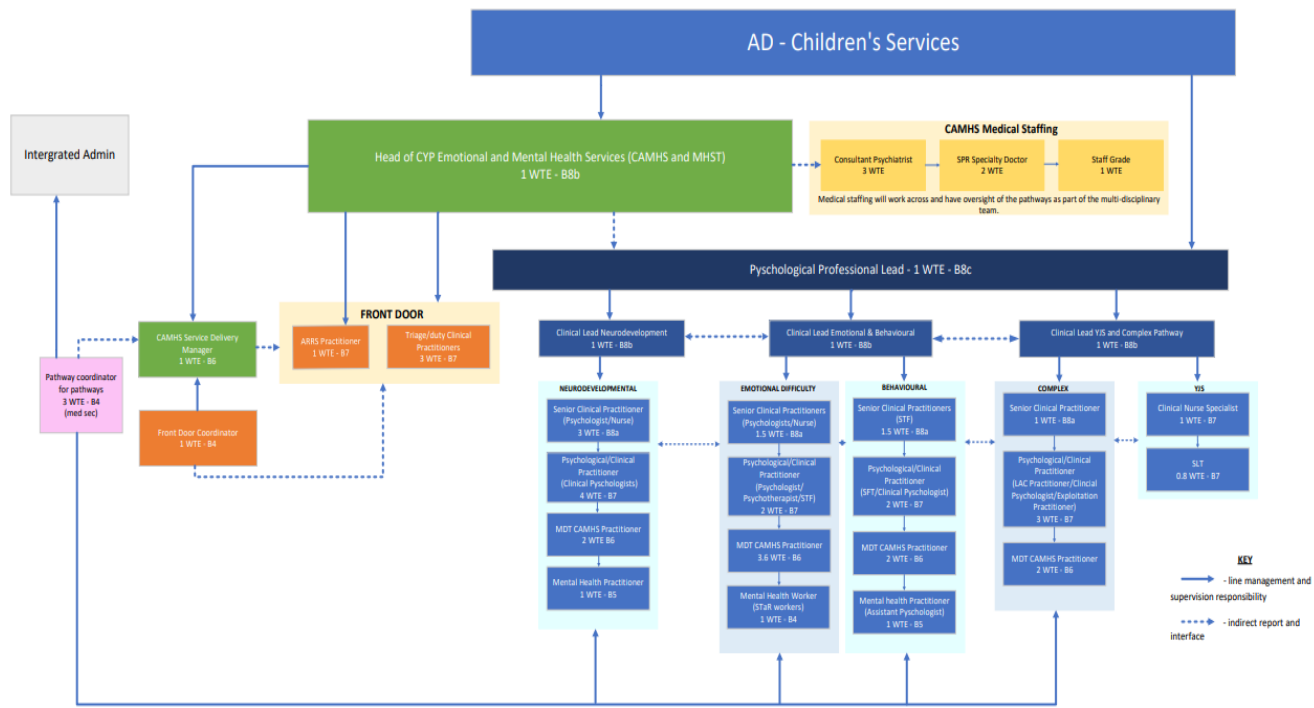
The Barking and Dagenham CAMHS Community team provides a service to children and young people (under the age of 18 years) living in Barking and Dagenham. Barking and Dagenham has a CYP population of 68 937.

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 NELFT for the treatment of eating disorders and moderate to profound learning disability. The services run a pathway model with clear treatment pathways for Mood & Anxiety, Conduct & Behaviour, Neurodevelopmental cases and Complex cases. The service is also supported by 0 - 19 Neurodevelopmental/ASD service run by NELFT across BHR, currently operating at three localities (Barking and Dagenham; Havering; Redbridge) within community paediatrics and CAMHS services. We are able to offer a range of evidence-based treatments including CBT, DBT, Family therapy, NVR and Child psychotherapy.

All referrals to Tier 3 CAMHS are triaged and received at our Single Point of Access (SPA) in Barking and Dagenham then sent to locality teams after initial information gathering and risk assessment. The Barking and Dagenham team receives between 150 to 200 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 a caseload of 900, which is subject to change due to discharges and received referrals. The team currently receives between 20 to 40 referrals a week. You will be responsible for a caseload of neurodevelopmental CAMHS work including ADHD and Autism assessments as well as managing a medication caseload for ADHD.

Barking and Dagenham CAMHS Community Team Structure:



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.

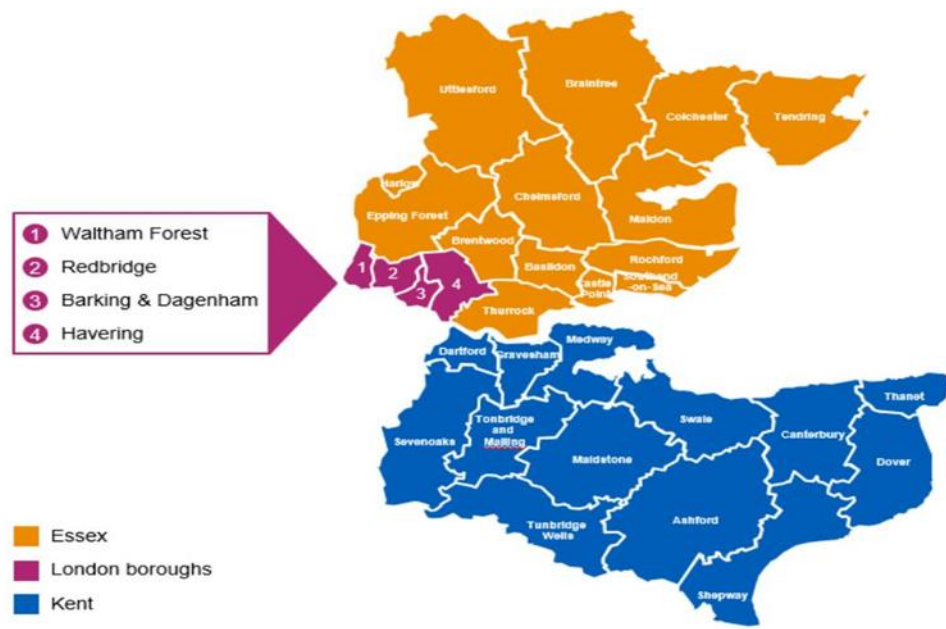
We employ over 6,500 staff and operate with an annual budget of more than £490 million in order to deliver the *best care by the best people* across the communities we serve.

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 Deputy Chief Medical Officer for Psychiatry is Dr Sarah Dracuss & for Babies Children & 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.

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:

Associate Medical Director:

Basit.Hussain@nelft.nhs.uk

Integrated Care director:

Melody.Williams@nelft.nhs.uk

Deputy Chief Medical officer for BCYP:

Manjari.Tanwar@nelft.nhs.uk

Deputy Chief Medical officer for Psychiatry:

Sarah.Dracass@nelft.nhs.uk

Chief Medical Officer: Dr Helene Brown

Helene.Brown2@nelft.nhs.uk

Medical Staffing:

medicalstaffinghr@nelft.nhs.uk

Job evaluation reference number:

	Essential	Desirable	Measurement
Demonstration of Trust Values			
Putting people first			Interview
Prioritising quality			Interview
Being progressive, innovative, and continually improve			Interview
Being professional and honest			Interview
Promoting what is possible, independence, opportunity, and choice			Interview
Qualifications			
Registration with the GMC with a licence to practice.			Application Form Interview
Section 12 Approval or eligibility for it.			Application Form Interview
A postgraduate qualification in psychiatry			Application Form Interview
Clinical Experience			
Mastery in the management of a broad range of mental disorders			Application Form Interview
At least 4 years of full-time postgraduate training (or its equivalent gained on a part-time basis) of which at least 2 years will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee or shall have equivalent experience and competencies.			Application Form Interview
Experience in managing patients from different cultural backgrounds. <i>Working with interpreters and translators</i>			Application Form Interview
Experience of working in multidisciplinary teams			Application Form Interview
Experience in general medicine			Application Form Interview
Knowledge			
Good knowledge of the biological, psychological and social determinants of			Application Form Interview

Best care by the best people 9

mental health disorders and evidence-based management interventions.			
Up to date knowledge of recent DH documentation and NICE Guidelines.			Application Form Interview
Evidence of change management skills			Application Form Interview
Clinical Skills			
Excellent clinical skills. Excellent communication skills both verbally and written. Familiarity with a wide range of theoretical and clinical approaches. Ability to provide medical leadership to the multi-disciplinary team and to function as an active member of the multi-disciplinary team			Application Form Interview
Clear thoughts on how to involve service users in service development and to provide a service which is experienced as being "service-user friendly".			Application Form Interview
Practical experience in a short-term psychological therapy			Application Form Interview
Basic awareness of IT and IT skills			Application Form Interview
Organisation and Planning			
Ability to effectively manage time and plan work independently			Application Form Interview
Teaching			
Willing to assist with multidisciplinary professional development			Application Form Interview
Experience in teaching undergraduate medical and health students.			Application Form Interview
Academic skills			
A willingness to participate in research			Application Form Interview
Experience in audit.			Application Form Interview
Personal skills			
Enthusiasm Probity Industriousness Flexibility Ability to cope under pressure			Application Form Interview
Other			

Competence in IT			Application Form Interview
Valid driving licence			