



10

**Speciality Doctor**

**Focusing on neurodevelopmental disorders**

**Closing date:**



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**Who to contact about the post**

For more details about the post and application information, please contact:

|  |  |  |
| --- | --- | --- |
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Closing date: TBC

# Introduction

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. There is a separate service for children with moderate to severe Learning Disabilities. 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 staffing complement is 4.6 WTE consultant psychiatrists, 2.0 speciality doctor , and one Core Trainee who changes every six months. The service is accredited for a higher trainee post from the national Higher Training Scheme.

Fife CAMHS includes a core group of experienced and well qualified clinicians from a number of disciplines including Medical, Nursing, Occupational Therapy, Dietetics, Psychology and Child Psychotherapy and social work. The recent expansion of Fife CAMHS through the implementation of the Scottish Government Recovery and Renewal fund has led to a number of developments and a substantial increase in the multi-disciplinary team.

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 an inpatient unit in Edinburgh. In addition Fife CAMHS has a separate nurse-led urgent response team with dedicated medical input.

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.

The establishment of a dedicated project support team 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 the project support team , Fife CAMHS has a well established primary mental health worker team and 2 existing therapeutic services for looked after children and a third team in development focusing on those in kinship care. The Fife CAMHS website (www.nhsfife.org/camhs-thingstotry) provides education and links to further information and advice around all areas of child and adolescent mental health.

Fife has a recently changed Neurodevelopmental pathway which encompasses a stream for Autism Spectrum disorders and a stream for ADHD. Referrals are made via the request for assistance from Education. Information gathering and screening are done in collaboration between health and Education.

The ADHD pathway in Fife sits under community paediatric services and has a Tier 2 and Tier 3 component. Medical input into Tier 2 service is provided from community paediatricians who work jointly with nurse prescribers. Medical input into Tier 3 service is provided via CAMHS psychiatry , again joint working with nurse prescribers as well as psychology interventions have been well established for many years.

# Overview of post

**The post**: Specialty Doctor with an emphasis on neurodevelopmental disorders in CAMHS

**Sessions:** 10 sessions

**Department**: ADHD Tier 3 service and CAMHS neurodevelopmental disorders

This post will be providing 0.5 WTE out-patient medical provision to children and young people presenting to the Tier 3 ADHD service and with neurodevelopmental disorders, especially ASD, in collaboration with other clinicians working in this pathway. The post will be based between Whyteman’s Brae Hospital, Kirkcaldy and Queen Margaret Hospital, Dunfermline. There will also be 0.5 WTE into the CAMHS service seeing patients with ADHD and co occurring mental health conditions or autism or learning disabilities. The base for this is at Queen Margaret Hospital.

**Person specification - Specialty Doctor for neurodevelopmental disorders**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Qualifications and Registration | MB ChB or equivalent qualification  Full registration with the GMC | MRCPsych or equivalent qualification |
| Training and Experience | Recent significant experience and familiarity of UK CAMHS systems and practices (or equivalent)  Training in diagnosis and treatment of ADHD and neurodevelopmental disorders | Other relevant training in therapeutic interventions, Interest in Autism Spectrum Disorder |
| Further Training, Management, and Audit | Experience in audit  Knowledge of contemporary NHS management issues  Knowledge of contemporary political and social policy context relevant to CAMHS | Completion of a general management course or program  Interest in medical management |
| Research, Teaching, and Publications | Proven teaching ability  Willingness to undertake teaching of medical under-graduates & postgraduates and nursing colleagues | Proven track record in research and willingness to undertake further research |
| Personal Requirements (e.g.  Communication Leadership Skills, Flexibility) | Ability to form effective working relationships within a team and provide leadership  Ability to inspire, motivate and develop other staff  Ability to work independently as well as part of the team  To balance individual requirements against those of the wider NHS Organisation  Good written and verbal communication skills  Evidence of the ability to communicate with patients, colleagues and staff at all levels | Ability to gain the trust and confidence of colleagues and patients |
| Any other General Requirements | Ability to fulfil all the duties of the post Must be mobile  Good Health Record Full driving licence | Evidence of interest in the post |

# 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 (see Appendix 1).

# Role of the Specialty Doctor

The 1.0 outpatient Specialty Doctor post will provide medical input into the ADHD Tier 3 pathway - offering some clinics in the West and some clinics in East Fife. In addition the post holder will also offer a clinic to young people with learning disabilities and or ASD where close liaison with community paediatrics or CAMHS or the child LD service is required. Fife has a newly established neurodevelopmental pathway where the referral for assistance process allows supports to be implemented to meet the needs of the child rather than solely focusing on a diagnostic pathway.

The role of specialty doctor is crucial to the smooth, effective and safe running of the Tier 3 ADHD service within Fife. This is done by:

* Responding to requests and referrals for patient consultations
* Teaching
* Filling prescriptions
* Supervising junior medical and nursing staff
* Providing a contribution 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
* Participation in audit and quality improvement activity

The role of the speciality doctor in CAMHS will be in becoming part of the well established team of

consultants and the core team.

# 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

Currently 4.1 WTE posts within CAMHS (not including this post):

|  |  |  |
| --- | --- | --- |
| *This Post* | *ADHD Tier 3 service* | *0.5 WTE* |
| *This Post* | *WEST Team* | *0.5 WTE* |
| Dr Jan Esparon | ADHD Tier 3 service | 0.4 WTE |
| Dr Claudia Grimmer | CURT and clinical lead | 0.8 WTE |
| Dr Sheela Das | EAST team | 0.8 WTE |
| Dr Connor McIntyre | EAST team (Spdr) | 1.0 WTE |
| Under recruitment | EAST team | 0.7 WTE |
| Dr Mhairi McNeil | WEST Team | 0.6 WTE |
| Dr Farah Rozali | WEST Team | 0.8 WTE |
| Dr Steven Voy | WEST Team | 0.9 WTE |

## Managers and senior staff

|  |  |
| --- | --- |
| Jane Sinclair | Interim 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 |
| Eugene Adams | Nurse Consultant |
| Rebecca Beveridge | Lead Nurse |

**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 medical input to children and young people presenting to the Tier 3 ADHD service.
* To continue to hold clinical medical responsibility for patients referred to the Tier 3 ADHD service.
* To provide medical input into a neurodevelopmental clinic. It is expected that this clinic will link into work with learning disability and paediatrics.
* 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 colleagues from wider health services and/or 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 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 (see Appendix 2), 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
  + This post does not carry an on-call commitment.
* 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 in the service ensuring that the service is adequately covered at all times.
  + Supervision will be available for the post holder by the consultant from the ADHD Tier 3 service and in their absence by any of the other CAMHS consultants.

# Qualifications and experience

The post holder must be a fully qualified medical practitioner fully registered with the General Medical Council and a Member of the Royal College of Psychiatrists or Royal College of Paediatricians having completed a recognised period of training sufficient to equip them for a Specialty Doctor post in the ADHD Tier 3 service.

Recognised equivalent overseas training and qualifications will be acceptable. See also Person specification (page 3).

# Additional post information

## Secretarial support and office accommodation

The post holder will have access to a shared fully equipped office and have access to full secretarial support provided between CAMHS and the ADHD service.

## Contract, accountability and professional support

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.

An outline job plan has been included with this job description (see Appendix 2). 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.

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

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.

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.

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

The base salary will be £38,685 rising to £72,140 per annum, paid monthly and will progress by annual increments, in accordance with the current national agreed salary scale for your grade.

On commencement to this post your salary will be the base rate of £38,685 until your previous service details have been confirmed, upon which this will be amended and back dated accordingly.

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

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

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.

# NHS Fife Strategic Framework

***Our Vision***

The people of Fife live long and healthy lives

***Our Mission***

Transforming health and care in Fife to be the best

***Our Values*** Safety First Dignity & Respect

Care & Compassion Excellence

Fairness & Transparency

## We aspire to be Person-Centred

*Our Objectives - we will:*

* listen to what matters to you and treat you as an individual
* design services in partnership with service users, carers and communities
* give you choices and information
* create environments that encourage caring and positive outcomes for all
* develop and redesign services that put patients first, supporting independent living and self- management of health through the integration of health and social care

## We aspire to be an Exemplar Employer

*Our Objectives - we will:*

* create time and space for continuous learning
* listen to and involve staff at all levels of the organisation
* give staff the skills, resources and equipment needed to do their jobs
* encourage and expect all staff to take appropriate decisions
* encourage staff to be ambassadors for health and social care in Fife
* create high performing multi-professional clinical teams through clinical education and development
* equip people to be the best leaders

## We aspire to be Clinically Excellent

*Our Objectives - we will:*

* work with you to ensure you receive the best possible care
* ensure there is no avoidable harm
* achieve and maintain recognised quality standards
* ensure that NHS Fife’s environment is clean, tidy, well maintained, safe and something to be proud of
* embed patient safety consistently across all aspects of healthcare provision
* support research, innovation and quality improvement which will see NHS Fife as a centre of excellence

## We aspire to be Sustainable

*Our Objectives - we will:*

* ensure the maximum impact of our resources in the promotion of health and wellbeing
* increase efficiency and reduce waste
* ensure that our activities are cost effective and within budget
* ensure that all service redesign and development makes the most effective use of resources and avoids waste and unwarranted variation
* develop, in collaboration with our partners, our property and assets to meet the changing needs of health and social care provision

# Living and working in Fife

Fife is situated between the Firth of Tay and the Firth of Forth, with inland boundaries to Perth and Kinross and Clackmannanshire. Fife is Scotland's third largest local authority area by population. It has a resident population of just under 367,000, over a third of whom live in the three principal towns of Dunfermline, Kirkcaldy and Glenrothes, all within easy reach of other.

Dunfermline is a large town in the west of Fife. It was once the capital of Scotland and it's a great place to visit if you're interested in history. Dunfermline's heritage quarter includes the 12th century abbey which is the final resting place of Robert the Bruce and the burial site of 11 other Scottish kings and queens. The historic town of St Andrews is located on the northeast coast of Fife. It is well known for the University of St Andrews, one of the most ancient universities in the world and is renowned as the home of golf.

There are extinct volcanic features, such as the Lomond Hills which rise above rolling farmland, and Largo Law, a volcanic plug in the east. At 522 metres (1,713 ft), the West Lomond is the highest point in Fife. The coast has fine but small harbours, from the industrial docks in Burntisland and Rosyth to the fishing villages of the East Neuk such as Anstruther and Pittenweem.

Fife offers a very relaxed and laid back lifestyle. There is an abundance of picturesque villages surrounded by blue flag beaches and Scotland’s longest coastal walk, making Fife a natural outdoor playground. Voted number one outdoor destination for last 8 years Fife also has the highest number of National attractions in Scotland. It also has a very rich cultural heritage. Some of the world’s most influence thinkers, industrialists and politicians were from Fife. Their legacies can be seen in Museums, galleries and libraries throughout the county. Not only does Fife boast an array of award winning restaurants it is also a great place for retail therapy and many other leisure pursuits.

Living and working in Fife provides a great life-work balance. The road network rarely sees traffic jams and public transport links are excellent. There is plenty on offer for families of all ages and stages in Fife. The rest of Scotland is also within easy reach, with Dundee, Aberdeen and the Highlands to the north, the central belt to the west and Edinburgh just to south over the water.

Information adapted from Wikipedia and Welcome to Fife.

# Appendix 1: Overview of Fife ADHD Integrated Pathway

E-Health/Tele-health

Workforce planning

Patient & Staff education

**UNDERPINNING STRUCTURE**

Multidisciplinary/Multiagency Involvement Patient Safety

Corporate/Financial Governance

Audit and Research

Standards

Patient/Carer experience/PFPI Clear patient pathways/journey

**PRIMARY/SECONDARY CARE**

Referral:

GP/HV/AHPs/School Nurses/Teachers to Community Paediatrician

**COMMUNITY SERVICES**

**TERTIARY CARE**

**Assessment**

Referral to ADHD Specialist Team Assessment (Medical, Specialist Nursing, Psychology, Psychiatry) Existing information from Community Paediatric Assessment will be used.

School observations/ Cognitive assessment if indicated

Formal feedback to child and family following assessment

**Intervention**

Individualised response and action plan based on identified needs and relevant disciplines and models

Review and discharge as necessary Group interventions (parents)

Individual psychological input if indicated

**Management**

Links to education

Dedicated Adolescent clinic for 14-18 yrs Transition to adult services, link with adult psychiatry/ ADHD adult nurse Medication review clinics

Multi –disciplinary reviews

**Care of Individuals with Specific Needs** Multi-agency working including social work, education and youth justice

Dual diagnosis – ASD, conduct disorder, dyspraxia, learning disabilities.

**SECONDARY/ TERTIARY CARE**

Referral Only from Community Paediatrician having used

Secondary Assessment Process **Criteria –** Severe and combined / co- morbid/atypical cases

**SECONDARY HEALTH CARE**

**Assessment**

Referral received by Community Paediatrician. Standard information gathering from schools – standard questionnaires –**prior to assessment session**

Standard pro-forma, interview and assessment measures with child and family including multi –disciplinary input and questions.

Formal feedback to child and family on outcome of assessment

**Intervention**

Medication if indicated (refer to protocol of titration and monitoring) Liaison with other services including schools, child psychology, educational psychology, allied health professionals, social work etc

**Management**

Medication monitoring (Shared care protocol with GP’s)

Parents Programmes: Parents Inc (6- 12yrs) YPINC (13-17 yrs)

**Support**

Parents Inc / YPINC Parents Facebook group

Education/Training/Liaison with Teachers & Learning Support Staff

**Primary Awareness**

Campaigns Study Days Leaflets Conferences

Voluntary Organisations Planned publicity

**SECONDARY/ TERTIARY CARE**

Re-referral Re-refer back to Community Paediatrician or other appropriate services as indicated

**Secondary Awareness**

Helpline

Parents Inc / YPINC Information Packs for Families/Teachers Regular liaison with schools

Multi-agency Pathway launch(2010)

**Self Care**

Website/Web resources Support Groups

**ASSESSED AS NON-ADHD**

Refer on to appropriate services as indicated for further assessment or intervention / management

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# Appendix 2: Example job plan for a 10 session post

This post will consist of 9 sessions of programmed activities (PA) and 1 session supported programmed activity (SPA).

|  |  |  |
| --- | --- | --- |
|  | **AM** | **PM** |
| **Monday** | ADHD T3 West clinic | ADHD T3 West clinic |
| **Tuesday** | ADHD T3 West clinic | ADHD T3 West clinic |
| **Wednesday** | ADHD T3 East clinic | ADHD T3 East clinic |
| **Thursday** | SPA | ADHD T3/Team meeting and team supervision |
| **Friday** | Neurodevelopmental disorder clinic | Neurodevelopmental disorder clinic |

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.

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