**Consultant Psychiatrist**

**Service for Children and Young People with Learning Disability**

**Closing date: Friday 6 July 2018**

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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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To find out more about Fife, local psychiatry services, and the latest opportunities, please visit:

**Introduction**

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 NHS Fife Service for Children and Young People with Learning Disability is a well-established but expanding Multi–Disciplinary Team, providing a community based service, to children and young people from the age of 0 to 18 years and /or who still attend school. The service is provided for children who have a diagnosis of Learning Disability or Global Developmental Delay, living with Moderate, Severe or Profound Learning Disabilities who experience mental health issues, or severe and complex behavioural difficulties which severely impact their well-being and functioning.

Positive Behaviour Support is a key framework for intervention. We work with children who are living with a wide range of difficulties including autism, hyperactivity, attention deficit/hyperactivity disorders, anxiety, sleep disturbance, stress and distress symptoms resulting in self injury and/or aggression, mental illness, genetic disorders, the impact of trauma and attachment disorders.

The Service for Children and Young People with Learning Disability, will consult on an individual basis with children, but also offers a more holistic approach by supporting families, carers, and other disciplines involved in the care of the child.

Clinical Psychologists within the team use diagnostic pathways to assess children and young people to aid diagnosis of Learning Disability and Autism. The psychology team provide group programmes to parents/carers to help them better understands their child’s diagnosis, communication, behaviours, and anxieties and how best to support their child to achieve their full potential by using relevant support strategies.

Fife Health and Social Care Partnership have recognised the need for change, allowing the Service for Children and Young People with Learning Disability, to become part of a life span service resulting in an exciting period of expansion and development. This is supporting the sharing of skills and expertise within child and adult services, improving the transition process supporting prioritisation and early intervention for the most complex children and families. In addition to this new Consultant Psychiatry post the nursing complement is being expanded and new AHP posts developed to provide the following permanent staff complement:

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| **Consultant Psychiatrist – NEW post** | **0.8 WTE** |
| Consultant Psychiatrist | 0.5WTE |
| Nursing Team Leader | 1WTE |
| Community Charge Nurse | 4WTE |
| Community Staff Nurse | 2 WTE |
| Health Care Support Worker | 3 WTE |
| Consultant Clinical Psychologist | 0.3 WTE |
| Clinical Psychologist | 0.5 WTE |
| Clinical Associate Psychologist in applied Psychology | 0.55 WTE |
| Speech and Language Therapist | 0.6 WTE |
| Occupational Therapist | 0.6 WTE |
| Dietician | 0.5WTE |

The Service for Children and Young People with Learning Disability consults to Fife CAMHS to support their joint work with those children who are living with a mild learning disability. The teams aim to work together to support beneficial joint working, with various CAMHS/neurodevelopment services which includes the Attention Deficit and Hyperactivity Disorder service, and also specialist services for looked after children and those who experienced trauma and abuse.

The Service for Children and Young People with Learning Disability is currently supporting developing a coordinated approach to neurodevelopment pathways.

The Service for Children and Young People with Learning Disability maintains excellent links with NHS, Education, Local Authority and Third Sector partners. The service participates in Child Wellbeing Meetings and Child’s plans. For children with the most complex needs their psychiatrist may implement the Care Programme Approach as they approach transition. All staff members working with the Service will have knowledge of the Child and Adult Protection Process

The new Consultant Psychiatrist will be based at Lynebank Hospital, Dunfermline, within the Learning Disability Department. This will provide and supportive and stimulating environment with an opportunities for peer support and learning.

This will also provide opportunities to participate in both the regional Learning Disability Continuing Professional Development Programme and local CAMHS, Paediatric and General Adult Psychiatry Continuing Professional Development Programmes.

Further development opportunities and peer support are also available through The LD CAMHS Scotland Multidisciplinary Network and the Child & Adolescent Intellectual Disability Psychiatry Network.

The Child Learning Disability Psychiatric Service is a popular placement request for trainees at ST5 and ST6 from the South East Scotland CAMHS and Learning Disability Training Schemes.

**Overview of post**

**The post**: Consultant Psychiatrist

**Sessions:** 8 sessions

**Department**: Service for Children and Young People with Learning Disability

This post will be providing 8 sessions (0.8 whole time equivalent), Consultant Psychiatrist based Lynebank

Hospital, within the Service for Children and Young People with Learning Disability.

This new Consultant Psychiatry post is part of an exciting expansion and development of the Service for Children and Young People with Learning Disability. The focus on the children’s service aims to allow early intervention, treatment and prevention of escalation of mental health and behavioural issues and improve the quality of life and lifetime trajectory for our patients and families. Working alongside an experienced Child & Adolescent Learning Disability Psychiatrist will allow for peer support, which can be tailored to meet the needs of the successful candidate. Both Consultants will have responsibility for specified areas based on school attendance and will provide cover for each other on non-working days/leave periods. When neither Consultant is available, the CAMHS Psychiatrist of the Day will provide emergency cover.

Consultations with patients and families will be undertaken, within clinic spaces, the child’s home, or schools across Fife. Joint working with multidisciplinary team members is key to the role and the team regularly discuss cases informally and via formulation and CPD sessions. There are a wide range of health and other agencies with close positive links to the service. The Consultant Psychiatrist will have the opportunity to work alongside many skilled and dedicated colleagues, including Community and Acute Paediatricians, Specialist School Nurses, Disability Social Workers, Special School and Additional Support Needs staff, Third Sector outreach and respite providers, Patient and Family Advocacy, Special Needs Dentistry and many others.

Technology can be utilised to undertake video consultations when required. This will support interagency working and attendance at Multi Agency Meetings either in person or by video link.

This service is based within and managed by the NHS Fife Learning Disability Service, but the importance of maintaining close links, joint working and liaison with CAMHS is clear. The new Consultant will have the opportunity to lead on aspects of ongoing service development. This will be discussed as part of job planning, but could include consultation and liaison to Fife CAMHS Child & Adolescent Psychiatry colleagues regarding children and young people with a mild degree of learning disability who have additional mental illness, autism and behavioural challenges/forensic issues.

The job plan specific to the post holder will be agreed on appointment. 1 SPA will be included. Working days will be agreed on appointment, but will include Thursday and Friday working to allow for departmental meetings and psychiatric cover within the department. An example job plan is as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| am | Non-working day | LD Consultants meeting/School visits | Clinic | New referral triage & case discussion (weekly)Business meeting & CPD (monthly)Formulation (monthly)Reflective Practice (monthly) | Clinic/ LD Regional CPD |
| pm | Non-working day | Non-working session |  Clinical admin/multiagency meetings (CAMHS Consultant meetings Monthly with CPD) | SPA | Clinical admin/home visits |

**Person specification - Consultant Psychiatrist, Service for Children and Young People with Learning Disability.**

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Qualificationsand Registration | MB ChB and MRCPsychFull registration with the GMC with a license to practiceMust have a Child and Adolescent Psychiatry or Learning Disability Psychiatry CCT or CESR and be entered on the Specialist Register or within 6 months of entry on the Specialist Register at date of interview. | Other relevant academic qualifications  |
| Training andExperience | Recent significant experience and familiarity of UK CAMHS & LD systems and practices (or equivalent)Training in diagnosis and treatment of child and adolescent psychiatric conditions within the LD population | Other relevant training in therapeutic interventions, e.g. Family therapy and Positive Behaviour Support.An interest in Autism Spectrum Disorder |
| Further Training, Management, and Audit | Experience in Quality Improvement.Knowledge of contemporary NHS management issuesKnowledge of contemporary political and social policy context relevant to CAMHS & LD | Completion of a general management course or programmeInterest in medical management |
| Research, Teaching, andPublications | Proven teaching abilityWillingness to undertake teaching of medicalUnder-graduates & postgraduatesEvidence of relevant publications in peer reviewed journals | Proven track record in research and willingness to undertake further research |
| PersonalRequirements(e.g. CommunicationLeadership Skills, Flexibility) | Ability to form effective working relationships within a team.Ability to provide leadership, be flexible and adaptable, use initiative and prioritise, with effective time management skills 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 OrganisationGood written, verbal and interpersonal 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 GeneralRequirements | Ability to fulfil all the duties of the post | Evidence of interest in the post Full driving licence |

**Role of the Consultant Psychiatrist & duties of the post**

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

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

**Clinical Responsibilities**

* + - To provide a psychiatry service to children and young people with moderate/severe/profound learning disability in Fife in collaboration with other multidisciplinary team clinicians.
		- To provide a regular and consistent consultant psychiatry input to the Service for Children and Young People with Learning Disability service, working closely with team members in managing young people with severe mental health disorders who require high levels of support in a community setting and contributing to the ongoing delivery of the service to such patients and to clinical management decisions affecting them.
		- To 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 team clinical colleagues.
		- 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, psychiatric colleagues in CAMHS, Learning Disability and General Adult Psychiatry services, , and community based paediatricians and others.
		- To undertake duties as an approved medical practitioner under the terms of the Mental Health (Care and Treatment) (Scotland) Act 2003.
		- To undertake the administrative duties associated with the care of patients and the organisational systems designed to support this care.
		- A job plan will be agreed with the person appointed. A provisional job plan for the post is appended, but will be subject to review in the light of experience and in response to service developments.

**Quality Improvement 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 LD 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 currently does not carry an out of hours on-call commitment.
	+ You will be expected to respond to urgent referrals during working hours and cross-cover for the other Consultant Psychiatrist in the team
* Locum Policy
	+ It is expected that the Consultant Psychiatrists in the Service for Children and Young People with Learning Disability will normally cover for each other for short periods of absence.
	+ Leave arrangements will be agreed between the Consultants and authorised by the Clinical Service Manager, ensuring that the service is adequately covered at all times.
* Member of Groups
	+ The post holder will be a member of:
		- Fife Division of Psychiatry
		- Other short term and long term committee responsibilities depending on specific interests and clinical responsibilities undertaken.

**Flexible working will be considered if requested.**

**Medical staffing establishment**

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The LD Psychiatry Department.:

Dr Adnan Rodriguez (Locum) Child Learning Disability Consultant 0.8 WTE (Post Advertised)

(New appointment pending) 0.5 WTE

Dr Swaraj Akanti Learning Disability Clinical Lead 1.0 WTE

Dr Karthik Bommu Consultant Psychiatrist 1.0 WTE

Dr Fionnuala Williams Consultant Psychiatrist 0.7 WTE

Dr Saduf Riaz Consultant Psychiatrist 0.6 WTE

Vacant Post Consultant Psychiatrist 1.4 WTE

Dr Rosalind Vallance Sraff Grade 0.6 WTE

Vacancy Staff Grade 1.0 WTE

Dr Adeeb Abuthahir Core Trainee 0.8 WTE

Dr Alex Annow Locum Clinical Fellow 1.0 WTE

CAMHS Psychiatrists:

Dr Claudia Grimmer Clinical Lead 0.8 wte

Dr Lynn Brown EAST Team 0.7 wte

Dr Sheela Das EAST Team 0.8 wte

Dr Farah Rozali EAST Team 0.8 wte

Dr Mhairi McNeil WEST Team 0.6 wte

Dr Steven Voy WEST Team 0.9 wte

Dr Ramanujapuran (Speciality doctor) WEST Team 0.5 wte

Dr Jan Esparon ADHD Tier 3 Service 0.4 wte

Dr Ramanujapuran (Speciality doctor) ADHD Tier 3 Service 0.5 wte

**Managers and Senior staff**

Alison McPherson Clinical Services Manager

Dr Swaraj Alkanti Clinical Lead – Consultant Psychiatrist

Katrina Johnston Consultant Clinical Psychologist

Claire McCulloch Senior Charge Nurse

Douglas McHale Community Charge Nurse

Yvonne Collins Community Staff Nurse

**Junior medical staff**

Higher trainees from the National CAP and LD training schemes rotate to NHS Fife LD CAMHS Psychiatry for 6 month WTE placements.

**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 having completed a recognised period of higher training or equivalent sufficient to equip them for a Consultant post in Child & Adolescent Learning Disability Psychiatry.

This should include a CCT or CESR in Child & Adolescent and/or Learning Disability Psychiatry, with at least 6 months WTE higher trainee (or equivalent) experience of LD CAMHS.

Recognised equivalent overseas training and qualifications will be acceptable.

See also Person specification (page 5).

**Additional post information**

**Secretarial support and office accommodation**

The post holder will have access to a fully equipped office and have access to full secretarial support provided by the LD 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.

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 33 days and 8 public holidays per annum on a pro rata basis.

The salary scale will be that appropriate to a full time consultant i.e. £91,474 to £121,548 (exclusive of any distinction and service awards payable).  Part time appointments will be calculated on a pro rata basis.  The starting salary and other terms and conditions are subject to the nationally agreed Consultant Grade terms and conditions.

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. This post is non resident, and therefore, you will be entitled to a reliable mobile phone network as well as the public telephone service.

**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