

**Child and Adolescent Psychiatrist North of Scotland 0.4 WTE available**



**Explore this opportunity with NHS Tayside and you will discover a commitment to innovation in care that is more than matched by the flexibility we offer you. You can build a role that suits your lifestyle.**

Whatever path you take, you will be part of a service that is evolving in unique and exciting ways. We value your expertise and are keen to harness ideas and improvements that will support the ongoing delivery of high quality care for the children requiring our services. You can be part of influencing the future shape of our services, while making a significant difference in the lives of children and young people in the North of Scotland.

What’s more, you will benefit from all the advantages of life in the Tayside area - from thriving towns to stunning countryside, all connected and accessed by easy transport links to Scotland’s big cities. Edinburgh, Glasgow and Aberdeen are within 60 to 90 minutes distance.

Tayside is ideally placed if you want to enjoy the cultural development of the Victoria and Albert Museum, waterfront development, thriving restaurants, shopping and student scene or if your interests lie more in the outdoors, then hill walking, skiing, golden beaches and many coastal towns are with easy commute from the main cities of Dundee and Perth.

**North of Scotland Tier 4 CAMHS network – 0.4 WTE**

The North Region Health and Care Collaboration and NHS Tayside are seeking to appoint to 0.4 WTE Consultant within the North of Scotland Child and Adolescent Mental Health Services. The Regional Young People’s Inpatient Unit (YPU) is based within NHS Tayside and this post is designed to work jointly with the YPU staff and the community CAMHS teams in the 6 Health Boards who contribute to the obligate CAMHS Tier 4 Network. The postholder’s base will be in the North of Scotland region and is not expected to necessarily be in NHS Tayside to allow for flexibility

The YPU is a new purpose built unit that opened in April 2015 and provides intensive inpatient assessment, care and treatment for adolescents from across the North of Scotland including NHS Grampian, Highland, Orkney, Tayside, Shetland and Western Isles within the age range of 12 to 18 years who suffer from major psychiatric disorders which cannot be met within an outpatient or intensive outreach / home based treatment service. The YPU has 12 beds and offers a broad range of therapeutic interventions including individual, group and family therapy. The unit is supported by a regional network team including a Consultant psychiatrist (this post) Senior Network Nurse, Network Liaison Nurses and an Information Officer. The regional team provides consultation, supervision, training and support to other professional who work with Tier 4 patients in the community as well as supporting transitions into and out of hospital. As part of our team, you will coordinate care, provide tier 4 consultations, and offer advice to local CAMHS teams across six Health Boards in the North of Scotland.

The service is a dynamic, forward-looking service with strong links to the University of Dundee (as well as University of Aberdeen, Islands and Highland, Robert Gordon University) , with an active interest in teaching and research.

**About you**

With a passion / caring for the mental health of children and young people, you will bring to your role strong and relevant psychiatric credentials, with a demonstrable commitment to excellent standards of clinical governance. What really sets you apart is your enthusiasm, collaborative spirit, and flair for communication and negotiation.

Applicants must have completed Higher Specialty training in Child and Adolescent Psychiatry and must be included on the GMC Specialist Registrar or be within 6 months of CCT or CESR in Child and Adolescent Psychiatry by the time of interview for the post.

**Learn more and apply**

For further information or enquiries please contact Dr Kandarp Joshi, Consultant Child and Adolescent Psychiatrist and North Region CAMHS Clinical Lead via kandarp.joshi@nhs.scot or Susan Hynes Clinical director in Regional CAMHS NoS Susan.Hynes@nhs.scot or Dr Joy Olver Consultant Child and Adolescent psychiatrist for Regional Young Peoples unit and Community Tier 4 (post holder) joy.olver@nhs.scot

NHS Tayside is committed to equality and diversity and welcomes applicants from all sections of the community.

**Short-listed applicants will be contacted by email. Please check your emails regularly, including your junk/spam folder.**

Reference Number: xxxxx

Closing date for applications is xxxxxx

Interviews are arranged for xxxxx



**NORTH OF SCOTLAND PLANNING GOUP**

REGIONAL INPATIENT CONSULTANT PSYCHIATRIST

#### THE POST

This Consultant post in Adolescent Psychiatry was created through the work of the North of Scotland Planning Group (NoSPG) Project to provide services for Tier 4 CAMHS patients in the 12 to 18 years age range across 6 Health Boards in the NoSPG area (NHS Grampian, NHS Highland, NHS Orkney, NHS Shetland, NHS Tayside and NHS Western Isles. The successful applicant will work across the regional network in all six health boards and the YPU regional inpatient unit in Dundee. This is a new purpose built Unit of 12 beds situated in Dundee and serving the 6 Health Board areas that are partners in this project. The postholder’s base will be one of the North of Scotland region and is not expected to necessarily be in NHS Tayside to allow for flexibility.

#### Job Title

Regional Network Consultant Psychiatrist for the North of Scotland Tier 4 CAMHS Adolescent Services.

#### Type of Post

Child and Adolescent Inpatient Service.

#### Full/Part time Post

This is a 16 hours/week (0.4 WTE) post

#### Salary Range

The post holder will be employed under the New Consultant Contract. The WTE basic salary range will be £96,963 to £128,841 per annum.

#### Number of Programmed Activities

The post is 4 Programmed Activity sessions. On appointment SPA time will be negotiated for specific additional activities acceptable to the candidate and the Health Boards, as may be extra programmed activities (EPA). If this is the only job as Consultant psychiatrist candidate has a minimum of 1PA will be SPA to support maintaining appraisal and revalidation

#### Base

The Young Person’s Unit, 17 Dudhope Terrace, Dundee. DD3 6HH. This purpose built Unit is part of the North of Scotland Tier 4 Network and opened in March 2015. As this is a regional post, it will require the post holder to carry out duties across all the Health Boards within the Tier 4 CAMHS North of Scotland network and within the YPU. This would involve significant travel and extensive use of video conferencing facilities. The postholder’s base will be in YPU, Dundee although it is expected that much of the work could be done remotely and within other health boards. Hosting arrangement can be modified ot suit candidates home board in case they live outside Tayside and in another North of Scotland Board. .

#### On Call

There is no on call associated with this post at present. CAMHS OOH service is under development for NoS (decision support model) and it is expected that post holder will contribute to this.

#### Continuing Professional Development

Active engagement in local and national Continuing Professional Development will be expected.

#### Principal Duties Clinical

* To provide Consultant support to the community CAMHS teams across the North of Scotland Tier 4 network and to the Multidisciplinary Team of staff working within the Regional Inpatient Unit. This includes and is not limited to 2nd opinion for patients considered for inpatient care; consultation and support to Island clinicians providing tier 4 care.
* To provide Consultation, supervision and training support, along with colleagues, to staff working within the Unit and staff providing care across the Tier 4 North of Scotland CAMHS network.
* To work closely with the Regional Network staff to ensure best quality (safe, effective, patient-centred, timely, efficient and equitable) patient treatment for young people from across the North of Scotland who require tier 4 outpatient or inpatient care.
* To work collaboratively with the other regional Consultant Psychiatrists to ensure best quality care for all patients (safe, effective, patient-centred, timely, efficient and equitable)
* To work collaboratively with Health and other colleagues as well as young people and their families.
* To work with local CAMH Services through direct contact with staff and patients, Consultation, Supervision and Governance structures to ensure delivery of appropriate high quality care to Tier 4 patients across the NoSPG area.
* To be an Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required duties in relation to this if required.
* To undertake the administrative duties associated with the care of patients and the running of the services.
* To participate in cross cover arrangements for other colleagues within YPU during periods of annual leave, study leave and short term sick leave to ensure operational effectiveness of the YPU.
* To provide expert advice and demonstrate good working links with other agencies and stakeholders.
* To participate, support and develop clinical practice sharing / exchange forum like NoS Scottish Islands practice sharing group.

#### Management

* To take a leadership role in the development of services for Tier 4 adolescent patients across the participating Health boards in line with the aims and objectives of the North of Scotland Planning Group. As per CAMHS specification Scottish government has recognised need to develop Intensive home treatment teams as part of Regional CAMHS.
* To participate in the ongoing development of policies and working practice across the Network
* To actively participate in the Regional Governance and Management Group.
* To represent the YPU/network at appropriate meetings across the North of Scotland Region.

**Education, Training and Research**

* To be an Educational and Clinical Supervisor for Trainee doctors on placement within Tier 4 Services in the Network.
* To participate in planning and delivering appropriate ongoing multidisciplinary training within the inpatient unit and across the Network
* To participate in relevant research, as appropriate.
* To participate in continuing professional development both as a leader and teacher.
* To participate in appraisal and revalidation.

#### THE SERVICE

The North of Scotland Regional CAMHS Obligate Network is a fully supported regional care network including a new regional 12 place inpatient facility. The Obligate Network enhances and supports local care service capacity and capability across the North of Scotland, providing local Tier 4 support along with regional expertise and inpatient care for those residing in the Health Board areas of Grampian, Highland, Orkney, Shetland, Tayside and Western Isles. This is a unique network which therefore requires operational and managerial systems and processes to develop and maintain a regional focus for all related activities.

The Network comprises the 6 local CAMH Services of the participating Health Boards (total population 1.3 million) , regional staff (consisting of Network Clinical Lead, 1.6 WTE Consultant Psychiatrists in YPU, YPU manager, YPU Senior Nurse, 3 Network Nurse posts and 0.4 WTE Network Consultant (this post being advertised) and a 12 bed inpatient unit based in Dundee.

The key objective of the network is to provide mental health care as local as possible and as specialist as necessary for the most unwell young people aged between 12-18 years of age. This includes where that need may arise in our most remote and rural areas.

This includes people suffering from severe, complex and often enduring mental ill-health such as those with schizophrenia, early-onset psychoses, severe clinical depression, those who persistently self-harm and those with severe and protracted eating disorders. It facilitates comprehensive assessment of complex cases including those with co-existing developmental disorders. These young people have significant long-term morbidity and mortality problems which can be reduced by early, vigorous and age-appropriate treatment of their illness. In terms of the levels of need of these young people, the challenges of high intensity, in at times relatively low numbers can pose real challenges in delivering the support they require.

Parallels can be drawn with those who require support for complex physical health needs such as childhood cancers. Comprehensive treatment packages are required, often involving numerous agencies and individuals. The inherent challenges in delivering such support are compounded by the challenges of the NoS geography. Despite this, there remains a commitment that support which is “as local as possible, as specialist as necessary”, should be available to all who need it. It is this tenet that underpins the network.

The NoS CAMHS Network provides innovative regional roles to support tier 4 working; this includes the Regional Consultant Psychiatrist role (this Post), Senior Nurse and 3 Network Nurse posts. These posts work in conjunction with a Regional Inpatient Unit expanded to 12 beds in 2015 within a new purpose-built facility in Dudhope Terrace, Dundee. The post holder will be an integral member of the team to further develop the Tier 4 network (intensive home treatment pathway). The appointee will also share responsibility for staff recruitment and training and contributing to the development and establishment of network operating policies and procedures.



Line Management.

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Joint working

Network Clinical Lead

Regional Governance & Management Group

**3. ORGANISATIONAL POSITION**

**Regional Inpatient Consultants Network Consultant**

NoS NHS Boards

CAMHS Clinical Lead

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| **NHS Tayside** | |
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| Clinical Director NHST | |

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|  | YPU Manager | | | | |  |
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| Senior Nurse | | |  | Network Nurses x 3 | | |

#### Details of Service Provision in each of the Health Boards involved in the Project

#### NHS Grampian

NHS Grampian CAMHS have 2 bases with Links Unit, City Hospital, Urquhart Rd, Aberdeen, AB24 5AU providing a base for Aberdeen City and Aberdeenshire localities and in Rowan Centre, Glassgreen centre, 2 Thornfield Dr, Elgin, IV30 6GQ providing care for the Moray team covering population of 550,000. All teams are multidisciplinary (110WTE), including 10 funded WTE consultant psychiatrist, speciality doctors, psychology, specialist nursing, AHPs, family therapist, child psychotherapist and play therapists. The service provides for 0 to 18 years of age across a population of Grampian. Depending on clinical situation, risk and the available capacity for intensive outpatient work, adolescents with Tier 4 need may be managed by:-

* Tier 4 outpatient care by local teams in Aberdeen or Elgin
* Admission in Aberdeen to adult psychiatric ward in Royal Cornhill Hospital, with CAMHS team in-reach care and paediatric admission to Royal Aberdeen Childrens Hospital. In Elgin under 16s can be admitted to the paediatric ward and admission to ward 4 Dr Grays Hospital as necessary.

The teams work closely with paediatrics services, regional network staff and the regional network nurse works clinically in all localities as relevant. When necessary, patients are admitted to the regional YPU and the local team remain actively involved in care planning.

**NHS Highlands**

NHS Highlands CAMHS Tier 4 network covers a large geographical area stretching from the far North of Scotland to north Argyll in the South West and Dalwhinnie in the South East and serving a population of over 210,000. The main CAMHS base is in The Phoenix Centre on the Raigmore Hospital site, Inverness although outreach clinics are held across the Health Board. New Craigs Hospital is 30 minutes away and if required/appropriate adolescents can be admitted to general psychiatry inpatient beds.

CAMHS are part of the NHS Highland Children’s Service and CAMHS works closely with Community paediatrics and Medical Paediatrics in Raigmore Hospital. Primary Mental Health provide closer working links across Health and Local Authority. The clinical team includes 3 funded WTE Consultant Psychiatrists, Clinical Psychologists, Mental Health Nurses, Family Therapists and AHP’s. There are also 10 Primary Mental Health Workers locally based across Highland and a small paediatric liaison service.

**NHS Orkney**

NHS Orkney CAMHS is co-located with the adult mental health team in Vaenta, Kirkwall. Nearby is the newly built Balfour Hospital. There is a well-equipped temporary bed available in Balfour Hospital near the Emergency Department where individual patients can be nursed whilst awaiting transfer off island as there are no psychiatric beds on island. The MDT team has recent expanded it’s team considerably. There are two consultant CAMHS psychiatrists, one of whom is also the CAMHS Orkney Clinical Director (Dr Chetana Patil) who attend Orkney regularly to work with the MDT and provide clinical care.

#### NHS Shetland

NHS Shetland CAMHS is based in Breiwick House, next to the main Health Centre, adult mental health services and the general hospital (Gilbert Bain Hospital). The CAMHS team develop individualised care packages developed locally when a Tier 4 need arises. If local provision is insufficient for the need (i.e. in-patient psychiatric assessment/treatment needed) this is sought off island although there are identified general medical beds in the Gilbert Bain Hospital for admission whilst awaiting transfer. The CAMHS team has recently expanded MDT lead by the lead nurse and MDT including nursing, clinical associate psychologist, primary mental health worker, nurse therapists and a small AHP team of Speech and Language Therapy and Occupational Therapy. There are 2 part-time monthly visiting consultant clinical psychologists and 2 part-time visiting consultant psychiatrists. There are close links with adult psychiatry to ensure quality of care when there is no available CAMHS psychiatrist available.

#### NHS Tayside

NHS Tayside has multi-disciplinary Community CAMHS teams providing Outpatient Services over a large geographical area with a population of approximately 415,000. Care is delivered principally from two bases, the Centre for Child Health in Dundee who serve Angus and Dundee City localities and St Leonards Bank in Perth. A considerable amount of activity takes place in the community.

The clinical team includes 4 funded WTE Consultant Psychiatrists, Clinical Psychologists, Mental Health Nurses, Family Therapists and AHP’s.

The community CAMHS teams work alongside the MDT Eating Disorders CAMHS team and a well-developed nurse-led Intensive Home Treatment team (MacX team) who provide community Tier 4 care in Tayside and work closely with the Regional Network Tier 4 Staff. There are close links between NHS Tayside community CAMHS and the YPU who are based on the same campus.

**NHS Western Isles**

NHS Western Isles CAMHS is a nurse led service based in Stornoway Health Centre. There is a small MDT including nursing, community mental health worker, primary care worker, CAMHS nurse manager, seconded family therapy, psychology and visiting part-time locum psychiatrist. There are also 2 community mental health workers based in Uist.

**Regional Young Peoples Unit –Dudhope**

Hosted by NHS Tayside Regional adolescent mental health in-patient unit has 12 beds and 40 WTE staff including 1.6 WTE consultant psychiatrists, speciality doctor, psychologists, nursing, family therapist, specialist AHPs (occupational therapist, dietetics, physiotherapist).

#### RESEARCH, AUDIT AND TRAINING

All the Health Boards within the project are committed to Continuous Professional Development (CPD) and resources are available for Consultants’ own CPD plans each year. CPD plans will be negotiated through the annual appraisal process.

Grampian, Highlands and Tayside are centres for Higher Training for Child and Adolescent Psychiatry as well as Core Psychiatry training and it is expected that the Network will play its part in supporting and supervising trainees on placement throughout the various components of the services. Medical student teaching is also an integral part of the medical education within the network and it is expected that the successful candidate will have opportunities to be involved in teaching and training at all levels.

Participation in research is encouraged and there are a number of research projects across the North of Scotland.

It is planned that quality improvement will be a central focus of the Regional Governance Group attached to this project. In particular, the monitoring of variance within Tier 4 CAMHS and analysis of this data provides an exciting opportunity to be involved in implementation of new and innovative pathways within CAMHS.

**6. SERVICE CLINICAL AND PROFESSIONAL STRUCTURES**

The Consultant will be a member of the Consultant Group within the employing authority but will be expected to develop working relationships with the Consultant staff across the Network. It is expected that the network will continue to be managed within the managerial structures of NHS Tayside and will therefore be placed within Children and Families’ Clinical Care Group managed through Women, Children and Families Care Group. The current Clinical Director for Women, Children and Families Care Group is Dr Helen Dunne, whom the successful candidate will be managerially accountable to. The Service Manager for YPU is Ms Rosie Baillie.

The North of Scotland Network Steering Group includes representation from all regional partners. The consultant will therefore also have accountability through the structures of this group to the Network Clinical Lead, Regional Director and Chief Executives of NoSPG.

The Consultant will be expected to participate in appraisal and revalidation processes as required by the General Medical Council.

**8. OUTLINE JOB PLAN**

The job plan is open to negotiation to best serve the needs of the North of Scotland Tier 4 network and taking into consideration the experience, skills and special interests of the post holder.

**7. RESOURCES**

It is expected that remote working is likely to be a significant part of the workload due to the nature of the geographical area covered. The successful candidate will have office accommodation and a base within the YPU, Dundee. Secretarial support will be provided from the Admin staff based in the YPU.

The Consultant will be provided with their own laptop and mobile telephone.

The current Inpatient Unit provided by NHS Tayside has 12 beds. The Senior Charge Nurse is Ms. Fiona Redpath and the YPU Manager is Ms Rosie Baillie. They can be contacted for further information on 01382 649033.

For additional information about the development of this Network, see the North of Scotland Planning Group website CAMHS section which contains details of the outline business case and other pertinent material.

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| Direct Clinical care  3 x PA weekly | * Consultation, supervision, training and direct clinical assessment * Support and provide clinical leadership in the development of Tier 4 clinical pathways * Working with the Tier 4 network, YPU and community staff to improve the care and outcomes for young people experiencing Tier 4 care * Provide support to the professional systems around the Tier 4 network |
| Supporting Programme activity  1x PA weekly | * CPD/ revalidation/ appraisal/job planning requirements * Attendance and contribution to service development and Consultant Group Meeting |

**9. RESPONSIBILITY FOR RECORDS MANAGEMENT**

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 1937. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.



**NORTH OF SCOTLAND PLANNING GOUP**

**PERSON SPECIFICATION**

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| 1. Qualifications and Education | M.R.C.Psych (or equivalent)  Full G.M.C. Registration with a Licence to Practise  Included on the General Medical Council Specialist Register (or Specialist Registrar within 6 months of) CCT in Child and Adolescent psychiatry at the date of interview for the post  Applicants should hold Section 22 of the Mental Health (Scotland) Act or be willing to gain the approval once in  post | Higher degree in a relevant subject  Qualification or experience in another relevant specialty such as paediatrics or medicine  Training in a number of specific therapeutic approaches |
| 2. Experience | Minimum 3 years higher training on a Child and Adolescent Higher Training Scheme  Or equivalent evidenced by  CESR(CP).  Experience and skills in multi- disciplinary and multi-agency working  Experience of working in Tier 4 CAMHS (high intensity service) | Experience of regional working  Experience of remote and rural working  Experience of inpatient CAMHS working |
| 3. Skills and Abilities | Up to date clinical expertise in the assessment and treatment of Child and Adolescent Psychiatric patients  Skills in the supervision and training of junior medical staff, medical students and staff from other disciplines  Excellent communication skills in both written and verbal communication.  Evidence of good multi-disciplinary  working. | Training, accreditation or experience in psychological therapies such as Dialectical Behavioural therapy, Family based Treatment for Anorexia nervosa, Good psychiatrist management for personality disorder, Family and systemic practice or other evidence based modalities. |

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|  | Evidence of good leadership skills.  An ability to participate in service design and development. |  |
| 4. Clinical Governance | Knowledge and experience of principles and implementation of clinical governance processes | Evidence of participation in specific audit and quality improvement projects |
| 5. Research | Evidence of knowledge of research principles and ability to critically appraise research papers  Knowledge of up to date research in Child and Adolescent Psychiatry | Published research  Current involvement in research project |
| 6. Teaching | An interest in and commitment to education  Evidence of participation in teaching and training as an educator | Formal training in adult education |
| 7. Management | Understanding of management processes in the NHS  Willingness to develop management skills | Previous training in and/or experience in NHS Management |
| 8. Other General Requirements | Excellent communication skills and skills in interpersonal relationships  PVG Scheme membership in respect of regulated work with children.  Occupational Health Clearance  Ability and willingness to travel extensive distances within the North of Scotland Regional Network area  Familiarity with technology and willingness to use video-conferencing  facilities | Evidence of physical and psychological resilience |