

TOGETHER WE CAN

BECOME OUTSTANDING



Avon and Wiltshire  
Mental Health Partnership  
NHS Trust

## Consultant in Child & Adolescent Psychiatry

South Gloucestershire CAMHS  
Kingswood Hub

6 PAs

Reference: 342-RVN020-SSC-HS



[jobs.awp.nhs.uk](https://jobs.awp.nhs.uk)

  @AWPJobs

Pending approval on behalf of  
the Royal College

SWD PEN-CO-STH-2022-00562

# CONTENTS

<b>1. Introduction</b>	<b>Page 3</b>
<b>2. Trust details</b>	<b>Page 3</b>
<b>3. Service details</b>	<b>Page 5</b>
<b>4. The post and local working arrangements</b>	<b>Page 5</b>
<b>5. Clinical duties</b>	<b>Page 8</b>
<b>6. General duties</b>	<b>Page 10</b>
<b>7. Continued professional development (CPD)</b>	<b>Page 10</b>
<b>8. Clinical leadership and medical management</b>	<b>Page 11</b>
<b>9. Leadership development programme</b>	<b>Page 11</b>
<b>10. Mentoring</b>	<b>Page 12</b>
<b>11. Appraisal and revalidation</b>	<b>Page 12</b>
<b>12. Job planning</b>	<b>Page 13</b>
<b>13. Teaching and training</b>	<b>Page 10</b>
<b>14. Research</b>	<b>Page 13</b>
<b>15. Mental Health Act and Responsible Clinician</b>	<b>Page 14</b>
<b>16. Administrative support and office accommodation</b>	<b>Page 14</b>
<b>17. Clinical governance and quality assurance</b>	<b>Page 15</b>
<b>18. Quality improvement</b>	<b>Page 15</b>
<b>19. External duties, roles and responsibilities</b>	<b>Page 15</b>
<b>20. Other duties</b>	<b>Page 15</b>
<b>21. Work programme</b>	<b>Page 15</b>
<b>22. On-call and cover arrangements</b>	<b>Page 16</b>
<b>23. Wellbeing</b>	<b>Page 16</b>
<b>24. Contract agreement</b>	<b>Page 17</b>
<b>25. Leave</b>	<b>Page 17</b>
<b>26. Visiting arrangements</b>	<b>Page 17</b>
<b>27. Suggested timetable</b>	<b>Page 18</b>
<b>28. Population and attraction of area</b>	<b>Page 19</b>
<b>29. Person specification</b>	<b>Page 20</b>
<b>30. Key terms and benefits</b>	<b>Page 22</b>

# 1. Introduction



Avon and Wiltshire Mental Health Partnership NHS Trust (AWP) provides inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES), Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 5,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams across a geographical region of 2,200 miles, for a population of approximately 1.8million people.

We are passionate about promoting good mental health and wellbeing. We strive to use the expertise

and resources within our organisation, and through our partnerships, to deliver high quality services that are safe and focused on people's recovery. Our staff are pivotal in everything we do and we are committed to involving them fully in the development of the Trust and our services.

## 2. Trust Details

AWP is a partner in two Integrated Care Systems (ICSs). We work closely with our partners across the Bristol, North Somerset and South Gloucestershire ICS and the Bath and North East Somerset, Swindon and Wiltshire ICS to meet the health and care needs of the local populations.

The organisations that make up an ICS – including commissioners, local authorities, hospitals and community services – take collective responsibility for managing resources, delivering care and improving the health of the population.

AWP operates under 3 divisions mirroring the ICSs areas:

- West Division: Bristol, North Somerset and South Gloucestershire
- East Division: B&NES, Swindon and Wiltshire
- Specialised, Secure and CAMHS Division

AWP provides a wide range of services which include:

- Adult acute inpatient services
- Adult recovery services
- Complete intervention
- Early intervention in psychosis
- Later life inpatient services
- Primary care liaison services
- Learning disabilities services
- Low secure services
- CARS – liaison and diversion
- Pathfinder service
- Veterans mental health service
- Community drug and alcohol
- Criminal justice services
- Deaf mental health service
- ADHD services
- CAMHS

- Medium secure services
- Mother and baby unit
- Autism spectrum services
- Personality disorders service
- Traumatic stress service
- Care home liaison services
- Eating disorder services
- Anxiety services
- Memory services
- Street triage services
- Health based place of safety
- Therapy services
- Electro-convulsive therapy
- IAPT services

## Our Purpose and our values

We are committed to improving the lives of the people we serve with compassion, respect and dignity. Our purpose can only be fulfilled by staying true to our core values which underpin everything we do; they guide our behaviours and can be seen in every interaction we have with patients, staff and stakeholders. We refer to our values as PRIDE:

P	Passion	Doing our best, all of the time
R	Respect	listening, understanding and valuing what service users and carers, staff and stakeholders tell us
I	Integrity	Being open, honest, straightforward and reliable
D	Diversity	Relating to everyone as an individual
E	Excellence	Striving to provide the highest quality support to service users and their families

## Our Strategy and objectives

We are currently developing a five year strategy to reflect the changing needs and strengths within our local populations.

Our strategy has four key objectives:

### Provide outstanding care



- Continually improve and provide high quality care to help everyone using our services feel safe, involved in decisions about their care and assured that our staff are focused on their recovery and future goals.
- Design and deliver care and treatment that is person-centred, evidence-based and a joint endeavour.
- Improve access and provision in our services to reduce inequalities.

### Develop outstanding people



- Our people make the difference in everything we do. We will retain the best staff by making AWP a great place to work and learn.
- Develop our staff to fulfil their potential.
- Implement great workforce planning to ensure we are fit for the future.



### Provide sustainable services

- Services that are properly resourced to meet rising demand.
- Reduce our environmental impact.
- Capitalise on digital opportunities.



### Delivered in partnership

- Deliver care as a joint endeavour with patients, their family, friends and carers, including the voluntary sector.
- Add value to all partnerships.
- Explore opportunities to develop more partnerships.
- Build and nurture our reputation.

### Key working relationships and lines of responsibility

Medical Director:	Dr Sarah Constantine
Deputy Medical Director:	Dr Pete Wood
Divisional Medical Lead:	Dr Salim Razak
Medical Leads:	Dr Ifeoma Ameke/ Dr Louise Molodynski
Clinical Director:	Vacant
Associate Director of Operations:	Mark Arruda- Bunker
Clinical Lead:	Dr Helen Stephens
Operational Manager:	Heather Kapeluch
Chief Operating Officer:	Matthew Page
Chief Executive:	Dominic Hardisty

## 3. Service Details

The South Gloucestershire Community CAMHS team is based at Kingswood Locality Hub, Kingswood, Bristol. The CAMHS team provide assessment and support to children, young people under the age of 18 years and their families who are experiencing moderate to severe mental health difficulties. We know how important it is to hear the voices of everyone we support, which is why we make decisions together with children, young people and their families.

## 4. The post and local working arrangements

<b>Post and specialty:</b>	Consultant Psychiatrist in Child and Adolescent Psychiatry.
<b>Base:</b>	Kingswood Locality Hub, Alma Road, Kingswood, Bristol, BS15 4DA
<b>Total Number of PAs:</b>	6 PAs per week
<b>Accountable professionally to:</b>	Medical Director

**Accountable operationally to:**

Medical Lead

We are seeking a consultant child and adolescent psychiatrist to work in the South Gloucestershire community CAMHS team. The post has become available due to the relocation of the previous post-holder.

The post-holder will provide psychiatric input in to the South Gloucestershire Community CAMHS Service.

**South Gloucestershire Community CAMHS**

- There are five Community CAMHS teams within AWP – three in Bristol corresponding to the three CYPS/ Bristol Areas (North, East/Central and South), one CAMHS team in South Gloucestershire and one CAMHS team in North Somerset.
- Each team provides a multi-disciplinary Tier 2/3 CAMH service including assessment, treatment and consultation to Tier 1.
- The priority for clinical work is the assessment and treatment of the most complex and severe mental health presentations.
- The post holder will work alongside three experienced Consultant Psychiatrists. They will also be working with a well-resourced, experienced multi-disciplinary team including Psychology, Nursing, Family Therapy, Psychotherapy and Primary Mental Health Specialists.
- The service is in the process of implementing the i-THRIVE model which will bring exciting opportunities to be part of the transformation of services across multiple agencies.

The team receives 40-45 referrals per month; this includes generic, eating disorder and Primary Mental Health Specialist.

Full time clinical staff will offer 14 clinical appointments per week, and therefore hold 20-25 cases depending of frequency of required contacts. The post-holder will offer 8-10 appointments per week and hold a caseload of 40.

**The Clinical Staff South Glos CAMHS (wte) comprises of:**

- 2.6 Consultant Psychiatrists (including this post)
- 1.0 Clinical Service Manager
- 1.0 Clinical Team Manager
- 2.6 Systemic Family Therapists (one senior)
- 2.0 Psychotherapists (one senior)
- 1.0 Advanced Nurse Prescriber/Independent NMP
- 1.0 Senior Mental Health Practitioner/ Independent NMP
- 3.2 Psychologist (three senior)
- 4.8 Mental Health Practitioners (including Social Worker, Nurses, CBT Therapist,)  
Senior Mental Health Practitioners (including CBT therapist)
- 0.8 Occupational Therapists
- 4.8 Primary Mental Health Specialists (some embedded in partner agencies)
- 1.0 Primary Infant Mental Health Specialist
- 1.0 CAMHS Community Support Worker
- 1.0 Clinical Associate Psychologist

Capacity for Specialist Trainee in psychiatry. Regular Family Therapy student and psychology trainee.



### **Model of Clinical Service Delivery:**

Each team values multi-disciplinary working and collaborates to manage complex cases effectively. There are robust liaison and joint working processes with community paediatricians. Multi-agency working practices are well developed including close liaison and consultation to schools and social care. The post holder will be able to contribute psychiatric perspectives to the multidisciplinary team and within multi-agency forums.

The teams are beginning to implement the i-THRIVE model for CAMHS (see <http://www.implementingthrive.org/>). This is an evidence based and evidence informing model for multiagency working for children and young people with mental health difficulties. The post holder will have the opportunity to shape how this model is implemented locally, going forward.

### **Consultant Child and Adolescent Psychiatrists**

This post is one of 20 (11.1 FTE) consultant child and adolescent psychiatrist posts within Bristol, North Somerset and South Gloucestershire,

#### **South Bristol CAMHS**

Dr Ifeoma Ameke	0.8wte
Dr Samantha Baker	0.8 wte

#### **North Bristol CAMHS**

Dr Fiona Barlow	0.8 wte
Dr Monica Potter	0.7 wte

#### **East and Central Bristol CAMHS**

Dr Ingrid van der Laag	0.7 wte
Dr Helen Stephens	0.4 wte (with 0.5 wte Clinical Lead)

#### **South Gloucestershire CAMHS**

Dr K Harvey	0.9 wte
Dr Philip Shoebridge	0.5 wte
Dr Tania Randall	0.8 wte
This Post	0.6 wte

#### **Treatment Assessment and Outreach Team**

Dr Lisa Jenkins	0.6 wte (with 0.1 wte named doctor for safeguarding for CAMHS)
Dr Ben McLewis	0.8 wte

#### **North Somerset CAMHS**

Dr Geoff Woodin	0.6 wte
Dr Alfred Perera	0.8wte

1.8 wte currently filled by long-term locums

#### **Riverside Adolescent Unit**

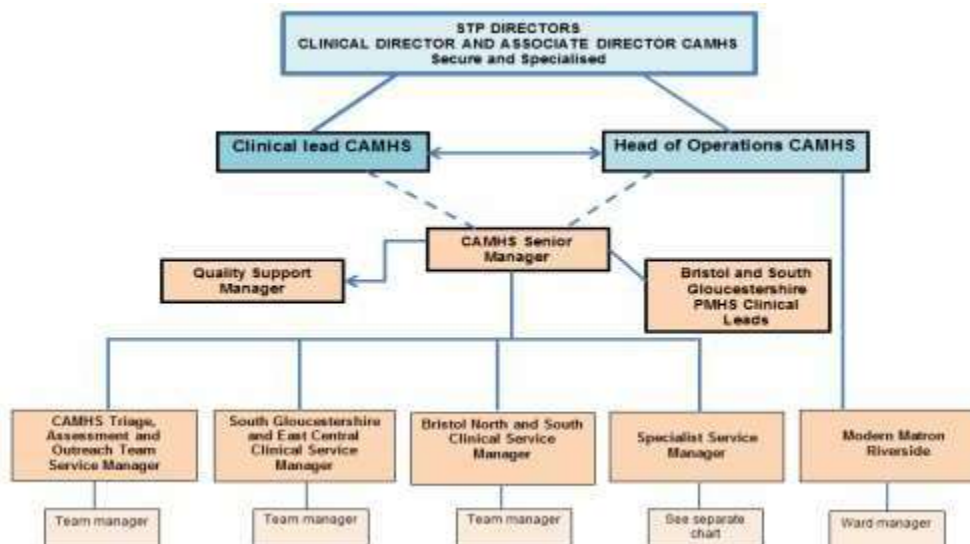
Dr Melanie Merricks	0.8 wte
Dr Louise Molodynski	0.6 wte

#### **Substance and Alcohol Misuse Team**

Dr Helen Rayner	0.5 wte
-----------------	---------

#### **Learning Disability CAMHS**

Dr James Bowler	1.0 wte
Dr Sue Crimlisk	0.6 wte



#### Professional Lead Structure



Key: — Professional accountability to AWP Medical Director, Nursing Director and Head of Psychological therapies

## 5. Clinical duties

- The diagnosis, management and treatment of children, adolescents and families with severe and complex mental health problems.
- The consultant will carry psychiatric responsibility only for those patients seen by psychiatrists within their respective CAMHS team.
- The consultant will not routinely care coordinate. All cases on the consultant's caseload should have another clinician from the team as care coordinator.
- The post-holder would be expected to offer new assessment appointments, follow-up, consultation and multi-agency liaison, as well as be available for unpredictable emergency work.
- The post will be 4.5DCC and 1.5SPA for the first 12 months. This will be reviewed yearly via the job planning process.
- Frequency of follow-up appointments will be determined on a case by case basis, and will include medication reviews, mental state monitoring and reviews with the care coordinator as appropriate.



- There would be an opportunity for the post holder to develop a special interest depending on the needs of the locality team.
- Within South Gloucestershire CAMHS, referrals to Psychiatry are allocated between the 4 psychiatrists on a case discussion basis according to specialist interests, complexity and in the context of other caseload demands.
- The consultant is expected to provide clinical leadership within the multidisciplinary team, in conjunction with the clinical service and team manager and other senior staff.
- When necessary the consultant will contribute to Mental Health Act assessments.
- Liaison with community paediatricians, adult mental health services and other agencies working with children and young people, such as education, early help teams, social care, voluntary sector agencies and primary care.
- To actively participate in team and personal caseload management and supervision.

### Safeguarding Core Competencies

- Will require level 3 specialist safeguarding training;
- Demonstrates an awareness and understanding of child maltreatment
- Demonstrates an understanding of appropriate referral mechanisms and information sharing
- Know who to contact, where to access advice and how to report
- Uses professional and clinical knowledge, and understanding of what constitutes child maltreatment, to identify any signs of child abuse or neglect.
- Acts as an effective advocate for the child or young person.
- Recognises the potential impact of a parent's/carer's physical and mental health on the wellbeing of a child or young person.
- Clear about own and colleagues' roles, responsibilities and professional boundaries
- Able to refer, as appropriate, to role to social care if a safeguarding/child protection concern is identified.
- Documents safeguarding/child protection concerns in order to be able to inform the relevant staff and agencies as necessary, maintains appropriate record keeping and differentiates between fact and opinion.
- Shares appropriate and relevant information with other teams.
- Acts in accordance with key statutory and non-statutory guidance and legislation including the UN Convention on the Rights of the Child and Human Rights Act.

### Additional specialist competences for Child and Adolescent Psychiatrists;

- Works with other professionals and agencies, with children, young people and their families when there are safeguarding concerns.
- Advises other agencies about the health management of individual children in child protection cases.
- Applies the lessons learnt from audit and serious case reviews/case management reviews/significant case reviews to improve practice.
- Advises others on appropriate information, sharing the knowledge, skills and attitudes that relate to the Level 3 core competences.
- Competences should be reviewed annually as part of staff appraisal in conjunction with individual learning and development plan.

## 6. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Junior Doctor Contract 2016 and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To undertake administrative duties associated with the running of his/her clinical work.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

## 7. Continued professional development (CPD)

The Trust is committed to training and development as it is recognised that trained and motivated staff are crucial to our success. Whether we are inducting new employees to the Trust or meeting new challenges we recognise the importance of training and continuous professional development.

There are a wide range of training opportunities offered by the Training Department, as well as local and Trustwide academic meetings. The Trust expects consultants within local services and specialities to meet in Personal Development Plan (PDP) groups that comply with Royal College or psychiatry guidelines, in order to develop their own PDPs and keep them up to date, and it provides the time for this within Supporting Professional Activity time. The post holder will be expected to maintain good standing with respect to CPD in accordance with the Royal College of Psychiatrists guidelines.

The Medical Education team hold details of PDP groups, and can support new staff in finding a suitable consultant group.

There is a study leave allowance for Consultants of 30 days over 3 years. Study leave and expenses are approved by the Director for Medical Education.

## 8. Clinical leadership and medical management

The responsibility for all medical staff within the Trust lies with the Medical Director, Dr Sarah Constantine. She is supported by Dr Pete Wood, Deputy Medical Director for Professional Standards and Dr Suchitra Sabari Girivasan, Deputy Medical Director for Clinical Effectiveness.

Each Directorate is led by a Clinical Director and an Associate Director of Operations. Operational accountability for the post holder lies with the Medical Lead, who has line management responsibility, and the Operational Manager for the service.

The post-holder will be encouraged and supported in developing the appropriate management and leadership skills to fully participate in service developments.

The post-holder will be expected to provide clinical leadership to the multi-disciplinary team and will be encouraged to contribute to other relevant management activities within the Directorate and within AWP.

The post-holder will be expected to attend the Trust's Medical Advisory Group (TMAG), which meets quarterly and includes all medical staff within AWP. This meeting provides a dual function of both education and information sharing. It enable consultants to extend professional advice to the Executive team and for the Executives to consult and inform medical staff of key Trust business.

## 9. Leadership development programme

The leadership development programme is designed for recently appointed Consultants in AWP to help them understand how their leadership behaviours affect the culture in which they work, and to learn more about themselves as leaders. The programme is one year long and consists of a workshop every 2 months, progressing to masterclasses. It concentrates on 3 core areas:

*Self as Leader*

*Leading teams*

*Leading change and transition*

The programme is run by the Advanced Coaching Academy who have extensive experience of working with the NHS, have been in senior leadership positions themselves, and currently run the Managers Toolkit and coaching training in AWP. The programme includes an individual coaching session at the end of the first module focussing on yourself as a leader.

At the end of the first year of the leadership development programme there will be a series of masterclasses to choose from including:

*Influencing skills for leaders*

*How leaders effectively manage conflict*

*Inclusive leadership*

*Authentic leadership with integrity*

Medical Leads provide individual supervision for Consultants, which is more frequent for newly appointed Consultants to support the transition to being a Consultant in AWP.

## 10. Mentoring

AWP has a mentorship scheme available for newly appointed consultants. The post holder is invited to take up a mentor within our Trust, and upon appointment, the new consultant is invited to contact the Director of Medical Education who will link them in with our database of mentors. Dr Sarah Price is the lead for the mentorship scheme, and she can also be approached for guidance and advice by newly appointed medical staff.

The Trust strongly supports mentorship for newly appointed consultants and the time required for mentorship will be available within the job description and job plan. All consultants are expected to be an active member of a CPD group meeting, Royal College of Psychiatry standards.

## 11. Appraisal and revalidation

All Consultants within the Trust participate in a formal appraisal process and attend an appraisal meeting on an annual basis either with the Medical Lead or an approved Trust appraiser. This is in line with our medical appraisal policy and the good medical practice and guidance from the General Medical Council in preparation for revalidation. The appraisal lead for the Trust and the Medical Education Department hold a list of recognised appraisers within the Trust.

The appraisal process requires all Consultants to use Edgecumbe 360 and to provide an on-going portfolio of supporting evidence which conforms to national, General Medical Council and Royal College standards and guidance.

Appraisals link to the job planning process in line with all Trust medical staff. Sufficient support and time will be allocated in the timetable to allow full participation in the Trust's appraisal process (through allocation of SPA) and the necessary CPD and study leave activity that relates to the appraisal development plan will be supported.

In addition all medical staff must also comply with the Trust policies in relation to the process of Revalidation by the GMC. The Responsible Officer for the Trust is Dr Sarah Constantine, Medical Director.

The Trust uses PReP (Premier IT Revalidation e-Portfolio) to organise the appraisal process and facilitate revalidation recommendations by the Responsible Officer. All medical staff will be required to use PReP.

## 12. Job planning

Job planning is undertaken in conformity with the terms and conditions of the new consultant contract. Job planning meetings take place annually between May June and July with a clinical manager, together with a general manager if this is agreed by the consultant. Part of the job

planning process will include local delivery unit (LDU) objectives that are based on the Trust's annual objectives. A group meeting with all the consultants in the LDU may take place to discuss these local objectives prior to individual job planning meetings. Job plans are reviewed within 6-9 months.

The job planning process links to appraisals. Each consultant is provided with a line manager and will have a minimum of a yearly job plan review. Should there be a proposed change in the workload, a timely job plan review will be offered to support safe working and identify the need for any additional support.

Job plans are submitted electronically using PReP (Premier IT Revalidation e-Portfolio) the same software that manages the appraisal process. The Trust does not expect consultants to opt out of the Working Time Directive.

## 13. Teaching and training

All medical staff are expected to be accredited as clinical supervisors, and as an education supervisor if directly responsible for a trainee. The post-holder will be expected to undertake the supervision and training of junior and middle grade doctors, Specialist Registrars, multidisciplinary colleagues; where appropriate and medical students from Bristol Medical School and the University of Southampton.

As a junior doctor trainer the post holder will be responsible for their professional supervision and management. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training. The post holder will be expected to be involved and contribute to the regular teaching programme for trainee medical staff and medical students.

The Director of Medical Education; Dr Angelika Luehrs, is supported by 4 Associate DMEs, one Senior Teaching Fellows, 16 Undergraduate and Postgraduate Tutors and 7 FY Leads across the footprint of the Trust. The Trust has 51 Core Trainees, 37 Advanced Trainees, 35 FY1 and FY2 Doctors, and 18 Vocational Training Scheme posts for General Practice (GPVTS) across 9 training locations within the Trust.

## 14. Research

Research is an area of strength in AWP, with the primary source of income being the West of England Clinical Research Network delivering NIHR portfolio research. In recent years AWP has been nationally commended by NIHR for increasing our level of research activity, and supports circa 1,000-2,000 participants to take part in research each year.

The vision for research within AWP is to shape ourselves towards clinical excellence by conducting research that improves our services and makes a difference to service users, carers and staff. Whilst ensuring we provide as many opportunities for everyone to reduce health inequalities and provide evidence based services. The priority areas for research in AWP are; Research into clinical interventions that have the greatest impact on outcomes and advance services, visible leadership for research trust-wide, research being at the centre of all services, and

linking with local, national and government priorities to make things better for service users, carers and staff.

AWP benefits from good collaboration with three local universities (Bristol, UWE and Bath) and is one of the major national centres for research into suicide prevention. Over recent years, AWP has worked with its partner universities and NHS trusts in the region to form Bristol Health Partners, a collaboration of NHS organisations, universities and councils. The Partners' mission is to generate significant health improvements in service delivery in Bristol by integrating, promoting and developing Bristol's strengths in health services, research, innovation and education. AWP has good representation on all health integration teams (HITs) relevant to the Trust.

## **15. Mental Health Act and Responsible Clinician**

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

## **16. Administrative support and office accommodation**

The consultant will have access to appropriately qualified administrative/secretarial support to enable them to effectively participate in all their roles and responsibilities, to manage their diaries and provide support for non-clinical activities. The named individual will be from South Glos CAMHS administrative support team based at Kingswood Locality Hub. This equates to WT dedicated medical secretary support.

The consultant will have a desk in a shared office with a phone, computer facilities, access to the internet and IT support.

The Consultant will have access to a private room with a phone and computer facilities for the purposes of seeing patients, carers and families where a confidential, safe and therapeutic environment is necessary. This room is also available for the purposes of supervision and speaking with colleagues about patients in a confidential environment. They will also have access to this private room in order to dictate letters and prepare reports, which usually contain confidential and sensitive information.

A mobile phone, bleep and a dedicated laptop will be provided to support mobile working.

## **17. Clinical governance and quality assurance**

The Trust is committed to providing high quality, effective care and to this end has a Trust-wide Clinical Governance Committee and locality based Clinical Governance Committees.

It seeks to support Clinical audit and the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. It seeks also to promote continuous education and monitoring of professional performance in order to promote the highest standards of practice.



The post holder will be expected to:

- Contribute to clinical governance and responsibility for setting and monitoring standards
- Participation in clinical audit, and/other local assurance processes.
- Participation in service/team evaluation and the planning of future service developments.

## 18. Quality improvement

- Leads and manages a team in a way that supports the development of a culture of continuous improvement and learning.
- Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.
- Empowers the team to resolve local issues on a daily basis using the tools and method of quality improvement without staff having to seek permission.
- Promotes awareness and understanding of quality improvement, and shares learning and successes from quality improvement work.

## 19. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

## 20. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

## 21. Work programme

It is envisaged that the post-holder will work 6 programmed activities over three days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post-holder. The overall split of programmed activities for a full time post is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities ( as per the Royal College of Psychiatrists recommendations). The timetable is therefore indicative only. A formal job plan will be agreed between the post-holder and medical lead and service manager three months after commencing the post and at least annually thereafter.

## 22. On-call and cover arrangements

On-call is a service requirement of this post. There is an on-call commitment for Child and Adolescent psychiatry that is low frequency (1:9; Category A) providing senior Psychiatric cover for Bristol, South Gloucestershire and North Somerset, between 5pm-9am and weekends.

The on call service is currently undergoing reorganisation with the development of a non-medical service providing extended hours overnight 7 days per week.

In addition to the 3% Cat B payment, on-call is paid at 0.5 PA per week in recognition of the predictable increase in direct clinical work since there is no longer a middle grade doctor first on call rota routinely. This can be paid or taken as time in lieu.

Provision of reciprocal, mutually agreed, cover for consultant psychiatrist colleagues within the CAMHS team (and occasionally from other CAMHS teams) for annual leave, study leave, unplanned leave and for short term sickness etc.

## 23. Wellbeing

### **Effective local occupational support**

As part of our Health and wellbeing program AWP work in partnership with People Asset Management (PAM OH) to provide our staff with a high quality occupational Health services. PAM OH are SEQOHS accredited (Safe, Effective, Quality, Occupational health Service) and provide a full range of OH services including new employee health assessments, access to a full workplace immunisation programs and manager referrals to support staff and managers during periods of ill health. Staff also have access to a 24/7 "sharps" telephone advice line, and a wealth of health and wellbeing information and resources via both the PAM OH website and the AWP health and wellbeing pages on ourspace.

As a mental health Trust AWP recognise the importance of supporting staff mental wellbeing, a free employee assistance program (EAP) provided by PAM assist gives staff access to 24/7 confidential counselling service, which can be accessed online, via the telephone or face to face, additionally we have our own in-house staff Traumatic stress service which can provide support to staff following a traumatic incident.

### **Proactive local organisational systems to support doctors' wellbeing following serious incidents**

AWP has a range of sources of psychological wellbeing support that would be available to doctor's following an incident. Following a serious incident a Staff Support Debrief Meeting can be requested for all staff involved and are facilitated by trained AWP staff. In addition, further wellbeing support is available through our Occupational Health service and psychological interventions for post-traumatic stress disorder are available from AWP's Traumatic Stress Service for staff.

### **Availability of local initiatives/resources that promote workforce wellbeing**

AWP has several ways to support the Health and Wellbeing of staff. There are policies that cover the approach to work life balance such as flexible working and retire and return the flexible approach to retirement. AWP also supports psychical wellbeing through schemes like the cycle to

work scheme, our health and wellbeing booklet, vulnerable person's risk assessment and events like the Walking Challenge. Psychological wellbeing is also important and AWP has a range of interventions starting with wellbeing conversations with line manager to a pathway of interventions such as reflective practice, staff support debriefs and the AWP Traumatic Stress Service for staff. We have an active coaching network and doctors can take part in reciprocal mentoring. There is also peer group support and Balint groups for Consultant/SAS doctors. There are active Health and Wellbeing Groups in each area that you can connect in with and have your voice heard.

## 24. Contract agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

## 25. Leave

Entitlement will be 32 days per annum for full time working, increasing to 34 days on completion of 7 years' service as a Consultant. In addition, there is entitlement to 8 Public/Bank Holidays. For consultants contracted to work less than 10 PAs per week, annual leave, including Public/Bank Holidays will be calculated pro rata.

## 26. Visiting arrangements

We would welcome the opportunity to meet with any interested candidates prior to the interviews or submission of an application. To discuss the post further or to arrange a visit to the hospital or community facilities please contact:

Dr Fiona Barlow, Medical Lead for CAMHS 0117 354 6800

[fiona.barlow@nhs.net](mailto:fiona.barlow@nhs.net)

Dr Helen Stephens, Clinical Lead for CAMHS 0117 340 8600

[helen.stephens7@nhs.net](mailto:helen.stephens7@nhs.net)

Michelle Blackler, Clinical Service Manager,

South Glos CAMHS 01454 862433

[m.blackler@nhs.net](mailto:m.blackler@nhs.net)

Debbie Millar, Service Manager – Drug & Alcohol, Veterans,  
Secure Childrens Homes & Personality Disorder services

[debbiemillar@nhs.net](mailto:debbiemillar@nhs.net)

Short listed applicants are encouraged to take the opportunity of discussing the post with the Chief Executive or Medical Director prior to interview.

### **Dominic Hardisty**

Chief Executive

Tel: 01225 258241

### **Dr Sarah Constantine**

Medical Director

Tel: 01225 258407

### **Dr Pete Wood**

Deputy Medical Director

Tel: 01225 258407

## 27. Suggested timetable

Day	Time	Location	Activity	Category	No. of PAs
Monday	09:00 – 13:00	Base	Out-patient Activities	DCC	1.0
	13:00 – 17:00	Various	Teaching, audit, Service Development	SPA	0.5
			Admin	DCC	0.5
Tuesday	09:00 – 13:00	Base	Multidisciplinary Team Meetings/Management Consultation	DCC	1.0
	13:00 – 17:00	Base	Clinical assessments and follow-ups including dedicated time for potential unpredictable urgent work	DCC	1.0
Wednesday					
Thursday					
Friday	09:00 – 13:00 every 2 weeks	Various	Consultant advisory group/other SPA activity	SPA	1.0
	09:00 – 13:00 Alternative weeks		Revalidation prep – CPD, peer supervision, audit, journal club, mentoring		
	13:00 – 17:00	Base	Outpatient Activities  Trainee supervision (if/when takes on trainee)	DCC	1.0

Programmed activity	No of PAs
Direct clinical care (DCC)	4.5
Supporting professional activities (SPA)	1.5
<b>Total Programmed Activities</b>	<b>6</b>
Unpredictable emergency on call work (APA payment)	0.5

## 28. Population and attractions of area

### Population

The population estimate for the 2021 census in South Gloucestershire is 290,400. This is an increase of 10.5% compared to the recorded population in 2011 (262,800). These latest projections suggest that the population of South Gloucestershire will rise to 354,300 in 2043.

In South Gloucestershire there has been an increase of 7.6% in children aged under 15 years, an increase of 8.4% in people aged 15 to 64 years, and an increase of 21.8% in people aged 65 years and over. 5.7% of the population is estimated to be of Black and minority ethnic (BME) origin.

The health of people in the county is generally better than the England average. Gloucestershire is one of the 20% least deprived counties/local authorities in England, however about 12% (13,100) of children live in low income families. Life expectancy for both men and women is higher than the England average. (Gloucestershire Joint Health and Wellbeing Strategy 2019 – 2030)

### Attractions of area

South Gloucestershire is situated in the South West of England and covers an area of 49,700 hectares; a diverse landscape stretching from the Severn estuary in the west to the Cotswold Hills in the East. It is a mix of urban communities, market towns and small villages with amazing countryside.

It has many attractions such as the Concorde Museum, Thornbury Castle, Avon Valley Railway, Westonbirt Arboretum, Dyrham Park and The Mall, Cribbs causeway for shopping.

It is ideally placed along the M4, M5 corridor with easy access to surrounding towns and cities.

Kingswood is a suburb in South Gloucestershire, England, on the eastern border of the City of Bristol. The suburb is situated 3.4 miles east-northeast of Bristol City Centre and 102 miles west of London. Kingswood is a largely residential area with a central high street for shopping, with cafes and restaurants. Houses are mainly period terraces, but there are also some modern flats. Kingswood has a park with a play area, bowling green and tennis courts. There is also a leisure centre with a swimming pool and gym.

There are plenty of bus services running through Kingswood, which means it's easy to pop into the centre. The A420 links up with the ring road with easy access into Bristol and Bath.

To find out more visit:

[www.visitbristol.co.uk](http://www.visitbristol.co.uk)



## 29. Person Specification

Criteria	Essential	Desirable	How assessed
<b>QUALIFICATIONS</b>	MB BS or equivalent medical qualification.	Relevant Higher Degree e.g MD,PHD,Msc or other additional clinical qualifications  MRCPsych OR MRCPsych equivalent approved by the Royal College of Psychiatrists.  Additional clinical qualifications.	
<b>ELIGIBILITY</b>	Fully registered with the GMC with a licence to practise at the time of appointment.  Included on the GMC Specialist Register OR within six months of gaining CCT in Child and Adolescent Psychiatry.  Approved clinician status OR able to achieve within 3 months of appointment  Approved under S12 OR able to achieve with 3 months of appointment		Application form Documentation
<b>EXPERIENCE</b>	Wide breadth of clinical experience working with children and young people with mental health problems and their families  Knowledge and evidence of participation in CPD.  Evidence of effective multidisciplinary team involvement.	Specific additional therapy training (e.g. CBT, systemic therapy, DBT etc.)	Application form Interview
<b>PERSONAL SKILLS</b>	To possess leadership skills and be able to work collaboratively in a multidisciplinary team.  Ability to manage own time, workload and prioritise clinical work.  Ability to appraise own performance as a Consultant.  Able to demonstrate excellent communication skills, in order to effectively work with patients, carers and staff.	Evidence of specific achievements that demonstrate leadership skills Flexible and tolerant.  Relaxed when dealing with teams under pressure. Motivational skills.	Application Interview References Discussion Group



	Excellent written and oral communication skills Approachable and compassionate personality with good listening skills.		
<b>CLINICAL SKILLS</b>	Skills in psychiatric assessment, formulation and risk management (including safeguarding) as well as psychopharmacology in children, neurodevelopmental disorders and attachment difficulties.		Application Form Interview
<b>KNOWLEDGE</b>	Understanding of the management skills required to function successfully as a Consultant.  Awareness of current issues in mental health service provision, policy and legislation.  An understanding of the importance of Clinical Governance in NHS organisations and importance in patient care.	Knowledge of alternatives to inpatient admission care approaches.  Excellent knowledge of diverse range of interventions.	Application Form Interview
<b>TEACHING</b>	Commitment to and experience of undergraduate and postgraduate learning and teaching.  Understand principles of teaching.	Experience as an Educational Supervisor for trainees.  Evidence of organisation of further teaching programmes in medical education or multi-professional education.	Application Form Interview
<b>RESEARCH &amp; AUDIT</b>	Experience or involvement in a research project and publication.  Ability to supervise junior medical staff undertaking research projects.  Experience of carrying out an audit project.	Ability to critically appraise published research.  Published audit project.	Application Form Interview
<b>MANAGEMENT</b>	Able to manage priorities.  Evidence of management/leadership skills training.  Ability to manage risk.	Previous management experience including that of other junior medical staff.	Application Form Interview
<b>APPRAISAL &amp; REVALIDATION</b>	Name and details of current Responsible Officer, where appropriate	Evidence of satisfactory completion of Appraisal within the last 12 months. Copy of Output of Appraisal (Form 4 or equivalent).	Post interview processes
<b>OTHER</b>	Able to fulfil the duties of the post.  Independently mobile and willing to travel.  Satisfactory pre-employment checks		Application/Interview/Post interview process

## 30. Key terms and benefits

Following is a summary of the main terms and conditions together with the benefits of joining Avon & Wiltshire Mental Health Partnership NHS Trust. Any formal offer of employment will be accompanied by a full statement of terms and conditions.

### Salary

The appointment is at Consultant grade with salary thresholds from £88,364 - £119,113 per annum for a full time post of 10 Programmed Activities (PAs). Part Time employees will receive payment pro rata to the above full time salary range. The starting point on the salary scale will depend on the date on which the doctor was first appointed as an NHS Consultant and may take account of other consultant level experience or factors, which have lengthened consultant training, in accordance with the Terms and Conditions – Consultants (England) 2003. This post is also subject to nationally determined terms and conditions of service. If candidates are in receipt of Discretionary Points or Clinical Excellence Awards these will be honoured.

### Registration Requirements

It is a condition of your employment that you are, and remain, a fully registered medical practitioner and are included on the Specialist Register held by the General Medical Council (GMC), and continue to hold a licence to practise at time of appointment.

### Sick Pay

Entitlements are outlined in paragraph 225 – 240 of the TCS.

### Pension

The NHS offers a superannuation scheme, which provides a variety of benefits based on service and final salary. Their pay will be subject to the deductions of contributions in accordance with the scheme's regulations. Membership of the scheme is via automatic enrolment, further details are available on appointment.

### Equal Opportunity & Diversity

Avon and Wiltshire Mental Health Partnership NHS Trust is committed to the fair treatment of all people, regardless of their sex, gender re-assignment, race, colour, ethnicity, ethnic or national origin, citizenship, religion, beliefs, disability, mental health needs, age, domestic circumstances, social class, sexual orientation, ex-offender status, political allegiance or trades union membership. The Trust requires all of its employees to treat all of its stakeholders including colleagues, service users, carers and their visitors with dignity and respect.

### Flexible Working

The Trust is committed to assisting employees to achieve a healthy work/life balance and will consider sympathetically requests for flexible working arrangements, taking into account the impact on colleagues and the service.

### Maternity, Paternity and Special Leave

AWP offers generous maternity leave, after qualifying service, with extended maternity pay together with up to a year's leave with the right to return to your role within the Trust. Paid Partner Leave of two weeks following the birth of a child is also available, as well as Additional Paternity Leave (APL) subject to eligibility. Special Leave is also available when staff are experiencing difficulties for compassionate, domestic, personal or family reasons.

### **Relocation Expenses**

The successful candidate *may* be eligible to apply for assistance with removal and associated expenses in accordance with the Trust's Relocation Policy.

### **Travel Expenses**

Travel expenses will be in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties.

### **Interview Expenses**

Second-class travelling expenses will be reimbursed to shortlisted candidates for costs associated with making a pre-interview visit. Subject to the prior agreement of the Trust, shortlisted candidates who make a second visit may be granted expenses on this occasion also. For candidates travelling from abroad, expenses are payable only from the point of entry into the UK.

### **Two Ticks Disability Symbol**

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment we use the Two Ticks Disability Symbol awarded by the Employment Service. We guarantee an interview to anyone with a disability who meets the minimum criteria for the post. You do not have to be registered disabled but consider yourself to have a disability.

### **Policies and Procedures**

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines.

### **Confidentiality**

Much of the work is of a confidential nature. This means that no discussion should take place about the care, needs, or activities of any service user, except in the clear interest of that service user or other members of staff. Staff are reminded that personal information concerning colleagues is also confidential.

### **References**

Candidates are required to submit the names and addresses of three referees, one of whom must be their current or most recent employer. Any offer of employment will be subject to the receipt of three satisfactory references.

### **Occupational Health**

Any offer of appointment will be subject to satisfactory medical clearance by an external Occupational Health provider. This is usually by health questionnaire, but may involve a medical examination.

### **DBS Checks**

The appointment will be subject to clearance from the Disclosure and Baring Service.

### **Induction**

The AWP central and local workplace induction programme will be offered on commencement with the Trust, the content will vary according to individual need. In addition to this all new consultants within the first two months of joining AWP will also be offered a bespoke induction with the Executives. This will be in the form of one to one meetings and will enable new consultants to gain

a better understanding of AWP's aims and objectives, the boards approach to strategic leadership and how the board puts this strategy of into practice.

### Library services

Avon and Wiltshire Mental Health Partnership Trust (AWP) Library and Knowledge service (LKS) provides library and information services to all staff, students on placement, carers and partner organisations who support our service users across the AWP geographical area.

We support the provision of the highest quality mental health care through access to authoritative, high quality information and resources for clinical decision making, continuing professional development, study and research.

We offer book loans, e-book access, document supply, access to an extensive range of journals and databases, evidence and literature search services, current awareness services and training in digital skills. We also provide support for health and wellbeing, run reading groups and book clubs.

The majority of services are accessible online, whilst physical libraries are available at Callington Road Hospital, Green Lane Hospital Devizes and Fountain Way, Salisbury, offering computer access and quiet study space.