



**Consultant Psychiatrist, TIER 4  
12 Bedded Inpatient Unit Child and  
Adolescent Mental Health Service**

For a better life

# Do you love caring for young people and children?

Join our innovative and passionate Children and Adolescent Mental Health Service (CAMHS) as **Inpatient Consultant for a 12 Bedded 24/7 newly Commissioned Unit.**

This opportunity is open to both international and to UK based doctors who wishes to progress their careers in field of Child and Adolescent Psychiatry across Surrey. We offer a generous salary package worth up to **£114,003 per national terms plus fringe, on-call payments and an extra £25,000 on top of salary** which include recruitment premia, relocation allowance professional development support and much more...

We are recruiting for an Inpatient CAMHS Consultant Psychiatrist post for our newly commissioned TIER 4 12 Bedded Inpatient Unit. This critical post will be the Clinical Lead as Consultant and involve in setting up the service with the Project team, including recruitment of other key staff, involving in development of clinical protocols, pathways, and interfaces.

## Background

Following our successful submission and approval to NHSE for medium term funding, we are progressing with the plan of establishing a 12 bedded inpatient unit in partnership with Elysium in Horley by re-developing April Cottage by Q4 2022/23.

There is full system support to establish the service to help address the ongoing issues we are faced with providing specialised care to Surrey children and young people at the point of crisis.

Our new services will:

- Better support children and young people in Acute settings by bringing together a dedicated team around the child, stopping elongated inappropriate stays on paediatric wards.
- Speed up access to beds and place children as close as home as possible, reducing long waits for out of area placements.
- Provide continuity of care for our children and young people as they move between our Mind Works community services and inpatient services



## The Operating Inpatient model

Working in partnership with Elysium, we are designing a hybrid clinical and operational model for a gender mixed unit for children and young people aged 13-18 with general mental health tier 4 presentations including disordered eating. Children with highly specialised eating disorders will be placed in one of our other CAMHS Tier 4 Provider Collaborative units such as Elysium's Eating Disorder unit in Brighton. We are anticipating that all admissions will be purposeful, and person centred, with clear planned discharge and close working with community teams.

We are working on an operating model whereby:

- SABP will hold responsibility for clinical leadership, day to day clinical assurance, CQC registration and commissioning oversight (through the CAMHS Tier 4 Provider Collaborative function) and directly employ the medical, therapeutic, and quality roles.
- Elysium will hold operational responsibility and directly employ the Hospital Director (with dual reporting into SABP), inpatient nursing staff, education, catering, cleaning, and facilities management support.

The clinical service will be delivered as a fully integrated model providing a core therapeutic offer which will include positive behaviour support, Dialectical Behaviour Therapy, trauma informed care and family resilience therapy. It will align with our new Mind Works Alliance community services based around I-Thrive. The service will operate as a fully integrated model with joint oversight for bed management and closely aligned with our crisis and community services. The education model will be operationally delivered as part of Elysium's existing school and they will hold OFSTED registration. The design of the education offer is being developed in partnership with Surrey County Council to ensure close alignment and be part of Surrey's wider education services and quality oversight. Further details on the operating model are included in the accompanying slide deck.

Children and young people will have a central voice in the planning and commissioning of these new services. Meaningful and proactive co-design and co-production with service users is a key principle that SABP and Elysium both shares. Our engagement workstream has CYP and user voice advocates as leading members and their views and priorities will be considered throughout this process. Our development plans for the new Inpatient unit have already been shaped by children and young people's views, so that the new facilities will be shielded, physically and by sight on entrance / exit by children, young people, and their families, from nearby adult mental health inpatient facilities.

#### **OUR PACKAGE:**

- **Salary: CAMHS Consultant Grade £160,000**
- **Car allowance**
- **The equivalent of 30 days annual leave - plus your birthday off**
- **Continuous Professional Development and training opportunities**
- **Pension contribution**
- **Wellbeing support and activities**
- **Life Assurance**
- **Free meals and on-site parking**
- **Enhanced Maternity Package**
- **There are also a range of other benefits including retail discounts and special offers, car leasing without a credit check, and much more.**

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#### **About Surrey:**

Surrey is a county in South East England which borders Kent to the east, East Sussex to the southeast, West Sussex to the south, Hampshire to the west, Berkshire to the northwest, and Greater London to the northeast. With about 1.2 million people, Surrey is the 12th-most populous English county, the third-most populous home county, after Kent and Essex, and the third-most populous in the Southeast, after Hampshire and Kent. It has the highest proportion of woodland of counties in England. It has four horse racing courses, and golf courses including the international competition venue at Wentworth. Surrey has so much to offer as a place to live and work, including excellent state and private schools, nurseries, kindergartens, health, and social care services. Stately homes, theatres, museums, and art galleries, castles, concert halls sports facilities are just some of the tourist attractions on your doorstep. Surrey has excellent road and rail network links to both London and the coast. There is something for everyone no matter what your passion or interests outside of work, many societies, cultural and community organisations offer a wide range of activities to all.

**Dear Candidate,**

Thank you for your interest in this important post.

Through working with the Trust, you will be joining a highly successful, effective organisation and a community of welcoming, generous and dedicated colleagues, including Consultant Psychiatrists, Consultant Paediatricians, Associate Specialists and Specialty Doctors who are involved at the highest level and contribute to the Trust's Strategic Objectives and service delivery.

We are a highly innovative organisation having introduced Technology Integrated Healthcare Management for dementia, Safe Haven Cafes, and children's Havens to the health service. We are highly engaged with research and in using quality improvement methodology to drive better care.

As well as inpatient care and community mental health services for adults, older people, and children, we provide extensive drug & alcohol services, service for people with learning disabilities, liaison psychiatry for five acute hospitals, community/developmental paediatrics as well as specialist services such as perinatal, eating disorder, adult neurodevelopmental and Foetal Alcohol Syndrome. We have an excellent record of providing intensive support for people in the community across all divisions such that our use of out of area placements is very low when compared with similar populations, with excellent use of resources overall. We create a positive culture of learning, scoring among the highest in the country in the national 'speaking up' index. We are rated 'good' across all services and within all domains by the CQC.

Surrey as a county is a fantastic place to live and work with beautiful countryside, charming towns and villages, excellent transport links to London and wonderful schools. We take a lead role in two of the most successful Integrated Care Systems in the country – Frimley and Surrey Heartlands - working with multiple partners in health and social care to improve services and improve lives.

Do you share our values? Do you have the skills and experience we are looking for? If you are driven by a passion to make a positive difference for the people who use our services and their families, come, and join the team. The Trust welcomes applications from all sectors of the community.

We offer a variety of benefits including generous support with relocation, research, and development opportunities, enhanced continuous professional development, flexible working, an NHS pension initiatives, Health and wellbeing support, access to discounts and leisure benefits and highly experienced, qualified, caring, and compassionate multi-disciplinary colleagues to work alongside you.

If you would like to know more about this post or other exciting medical opportunities within the Trust then, please do not hesitate to contact me or one of my Clinical Director or Associate Medical Director colleagues. We look forward to hearing from you!

Good luck with your application and we hope to welcome you to the Trust and team in the near future.

**Yours sincerely**

**Dr Justin Wilson,  
Chief Medical Officer**

## About Us

Surrey and Borders Partnership NHS Foundation Trust is the leading provider of health and social care services for people of all ages with mental health problems, drug and alcohol problems and learning disabilities in Surrey and North East Hampshire for people of all ages.

We provide a broad range of community services, integrated health and social care, early intervention, and detection programmes, as well as highly specialized therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery. 2,605 people on average work with us substantively at Surrey and Borders Partnership to provide our services, which equates to an average 2,541 whole time equivalent (WTE) staff. Many of these are highly skilled professionals who work with a variety of partners in the private, public, and voluntary sectors to ensure we deliver high quality care to our local population of 1.3 million. We seek to involve and engage people who use our services and their families in our community, and we have just over 7,000 public members of our Foundation Trust.

In April 2005 we were established as a health and social care partnership Trust and, in May 2008, we became an NHS Foundation Trust; the first mental health and learning disability Trust in the South East Coast NHS region to gain this status.

Our overall Trust income for the 2020/21

financial year was £271 million. In previous years we reported the income for Children and Family Health Surrey, this service now trades within the Trust.

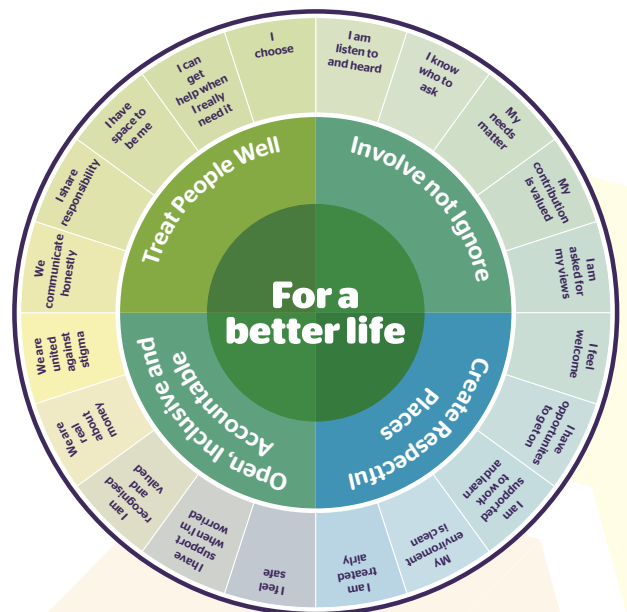
We deliver high quality care across our 140 services, all of which are registered with the Care Quality Commission. Individual treatment and support which helps people work towards recovery is at the heart of everything we do.

Our services are provided in community settings, hospitals and residential homes with an emphasis on providing local treatment and support close to people's homes wherever possible.

We actively seek to engage people who use our services and our communities in improving the mental wellbeing of the local population. We work closely with other NHS and voluntary sector organisations who provide services and support people who use services and carers.

Our values ensure we put people at the centre of everything we do. These form the basis for the way our services are run, the way we learn and the way we grow:

- **Treat people well**
- **Involve not ignore**
- **Open, honest and accountable**
- **Create respectful places**



## Medical Staffing across the Trust

There are 97.88 wte headcount of 112 Consultants. In addition, there are 70 specialty or equivalent junior grade doctors which includes Higher Specialist Trainee, 9.78 wte, 24.71 wte Core Trainees, 21.70 wte Specialty Drs and 3.80 Associate Specialist. Our Trust encourages flexible working through job shares where appropriate.

### Medical Education

We have a strong academic programme under the direction of Director of Medical Education, Dr. Jeremy Mudunkotuwe. Library facilities are available and there are links with the Academic Department of Psychiatry at St. George's Hospital Medical School for research and training purposes. Weekly Trust Academic Programmes are also accessible for all Medical Staff.

## Digital and Communication

Desktop PCs are widely available at all sites. All medical practitioners will have dedicated use of a trust approved laptop with remote access, as well as smart phone usage. Access to electronic based literature searches is available to all who register with the local library.

The Trust has standardised on Microsoft Office software and all clinicians are strongly encouraged to develop computer skills. The Trust uses SystmOne for its clinical electronic record keeping system. Training will be provided if required.

## Main Conditions of Service

The appointment is subject to the 2003 Consultant Contract and is non-residential. The Salary will be in accordance with the Terms and Conditions for Consultant pay scales, the starting point being dependent upon seniority. Annual leave and study leave are granted according to the national conditions. The Post holder will be expected to follow all the Trust's Policies and procedures relevant to the post.

The appointment will be subject to a satisfactory reference, enhanced DBS disclosure and medical clearance and prior to commencement in post.

Access to a mentor will be available for anyone in their first consultant post.

The Trust will require the successful candidate to have, and maintain, full registration of the General Medical Council with a Licensed to Practice. The successful applicant is expected to be accredited and registered on the Specialist register of the GMC. The post holder will be encouraged to take out adequate Medical Defense Insurance.

## Employees must:

- **Cooperate with the Trust and its officers in implementing the requirements of the Health and Safety at Work Act 1974**
- **Take reasonable care of their own health, safety and welfare.**
- **Refrain from doing anything that may constitute an unacceptable health and safety risk to themselves or others.**
- **Report any defective equipment, unsafe situations or practices immediately to the responsible manager.**
- **Take individual responsibility for compliance with the Trust's Health & Safety Policy and Safety Manual standards.**
- **Ensure that Health & Safety arrangements are established and maintained that safeguard the operations under their control.**

## General Information

All applicants are welcome to make an informal visit to the Trust but travelling expenses will not be payable.

Candidates are asked to note that canvassing of any member of the advisory appointments committee or the Trust will disqualify them. This should not, however, deter candidates from approaching any person for further information about the post.

The post is available from the date of appointment. The starting date will be agreed between the Trust and the appointee. The appointee will be required to take up the post no later than three months after the offer of appointment unless a special agreement has been made with the Trust. If you consider it is unlikely that you will be able to take up the post within this time scale you should declare this on your application.

## About this role

### JOB DESCRIPTION

<b>Job Title:</b>	Inpatient Consultant in Child and Adolescent Psychiatry
<b>Reporting To:</b>	Lead Clinician and/or Clinical Director CAMHS
<b>Accountable To:</b>	Chief Executive via the Medical Director
<b>Location:</b>	April Cottage Horley
<b>Grade:</b>	Consultant
<b>Hours:</b>	Full Time
<b>Salary Range:</b>	Consultant salary, depending on seniority (£149 Fringe London Weighting to be added) £84,559 £114,003

### Description of the Post

An experienced and motivated CAMHS Consultant Psychiatrist is required to join a newly commissioned 12 Bedded unit. The new unit brings together a unique approach to the delivery of care where the patient is embedded in the heart of all aspects of hospital life.

Our aim is to deliver, treat and empower each young person to live a safe and independent life and reach their individual potential. We are also committed to making families and friends an active part in each young person's recovery process. The Unit provides Child and Adolescent Mental Health Services (CAMHS) Tier 4 General Adolescent services for young people aged 13 to 18 with a wide range of disorders and complex needs. The Consultant as Clinical Lead will be part of set up the services and assist in recruitment of other members of the team including Specialty Dr, Senior Nursing Staff and other members of the team.

The young people are encouraged to individualise their own en-suite bedrooms in order for them to feel comfortable and at home. The ward has a laundry, dining area, quiet room and communal living space to give the young people the opportunity to socialise with their peers and be as independent as possible in an environment where they do not feel isolated. We work with tailored treatment programmes designed for the individual needs of each young person. You will be working in a service that provides an evidence based and focused treatment programme.

You will be registered on the Specialist Register for Child and Adolescent Psychiatry with a license to practice and have experience of working with and leading multidisciplinary teams. You will have experience of working with CAMHS patients.

- Review referrals and determine appropriateness for admission
- Conduct Admission assessment and ensure effective management plans of all patients on the unit
- Conduct risk assessment and review regularly
- Allocate specialist psychological treatments in line with individual need
- Assess physical health - taking special responsibility for medical issues
- Supervising and directing the work of other staff who treat the patients.
- Ensuring effective liaison with referring/community teams, specialists and Commissioners.
- Facilitating regular CPA, professionals and family meetings
- Act as Responsible Clinician for patients detained under the Mental Health Act.
- To ensure the provision of medical cover to the CAMHS Wards at all times.
- Cross-cover with the other CAMHS Consultant for annual and study leave.
- Take part in the On Call Consultant rota.
- Involvement in quality, inspections and governance processes
- Maintaining professional development, Annual Appraisals and Revalidation.

## Requirements:

- Registered on the GMC Specialist Register for Child and Adolescent Psychiatry with a license to practice.
- Experience of CAMHS Forensic and/or Eating Disorders desirable

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## Responsibilities of the Post

### Clinical

- To provide a diagnostic, assessment and treatment service for children and adolescents with a mental health problem
- To adopt a multi-disciplinary approach to care, promoting high quality multidisciplinary working and relationships To provide psychiatric support and consultation to other team members.
- To provide consultation and liaison with other services, including paediatrics, children's service, adult psychiatry and education, as appropriate.
- To hold clinical responsibility for the Consultant's care of patients where the Consultant is directly involved
- To promote the development of close and effective working relationships with colleagues in allied agencies, notably children's services and education.
- To record clinical activity accurately and comprehensively both in case records and supporting data entry for service data systems
- To provide health information to other agencies where appropriate in accordance with the Trust's confidentiality and information sharing policies.
- To take part in emergency out of hours rota which provides back-up for professionals involved in the assessment of young people seen in A&E (see on call section below).

### Professional

- To receive regular clinical and managerial supervision as per the Trust policy of Supervision To undertake all necessary statutory and mandatory training
- To keep updated with latest research and participate with research as appropriate and as negotiated through Job Planning
- To undertake appraisals for all team members under your supervision on an annual basis ensuring feedback on performance is given at regular intervals throughout the year.
- To take part in annual Appraisal and Job Planning processes. At present the Medical lead conducts the annual job plan review, in association with the sector manager and appraisal is arranged with a trained peer appraiser by mutual agreement.
- To actively contribute to quality improvement, through personal development and service development, encouraging a research ethos, implementing best practice and developing audit projects to measure clinical effectiveness.
- It is anticipated that the successful candidate will be recognised (or eligible for recognition) under Section 12(2) of the Mental Health Act, and will be an approved clinician.

### Managerial

- To undertake the administrative and managerial duties associated with the care of his / her patients.
- To cover colleagues during daytime hours, supporting annual leave and absences for short term sickness and study leave as far as possible
- To participate in Trust-wide activities as a fully committed member of the Consultant body, contributing to achieving performance targets for the service.
- To work closely with the Sector manager to ensure that clinical standards are maintained.
- To contribute to the healthy and safe working environment by adhering to health and safety regulations and Trust policies.



- To contribute to the prevention and control of health care associated infection by adhering to Trust policies and guidelines.

Surrey & Borders Partnership NHS Foundation Trust is committed to valuing and promoting diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts is that each individual will take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.

### Teaching and Training

- To provide training for medical students on paediatric placements coordinated through St George's Hospital medical school and Southampton Medical School.
- To contribute to the in-service training programme, including seminars on a range of clinical topics and case presentations, run as part of teams or educational half days.
- To deliver training as appropriate to professionals in other agencies e.g. staff from special schools, social workers, and special needs teachers.

### Continuing Professional Development, Research and Audit

- To follow Royal College of Psychiatrists guidance on Continuing Medical Education / CPD to maintain accreditation. Course fees and study leave will be granted to support personal development plans and in line with service needs.
- To carry out audit, on selected topics, with other disciplines, particularly psychology, and with other child psychiatrists.

### On-call Arrangements

During the day, medical cover is provided by a county wide duty system, which the post holder contributes to. This is largely a consultative provision, except when there is a need to assess S136 presentations. It is supported by the Crisis Service workers, who are the first point of contact with emergencies.

Out of hours on call cover is delivered on a 1:10 rota, providing telephone consultation in almost all instances.

The Trust does not have direct access to "emergency" beds. However, the HOPE service provides responsive input to young people in crisis, which is supported by inpatient admission where necessary. There are two short term crisis beds in HOPE House that can be used if necessary and appropriate and this is staffed by nurses.

**Early Intervention in Psychosis** teams are organised in two units. These cover the West and the East.

In addition to the multi-professional Tier 3 services, CAMHS has developed a service for young people who have complex needs involving Mental Health, Education and Social Care that require a multi-professional approach. The **HOPE service** has been established for Surrey patients since 2005. It delivers day and intensive community treatment services for young people aged 11 – 18. Input is provided to West Surrey and East Surrey young people from locations in Guildford and Epsom respectively. The remit of the HOPE Service is to reduce or prevent the possibility of Tier 4 care through early intervention and help with stability at home and at school where necessary. The HOPE Service deals with children who are either too complex or need more frequent input than would be available on an outpatient basis only. Extended HOPE are an out of hours service that provide consultation to young people and carers in crisis and can assess young people at home.

### Management arrangements

CAMHS Services are managed in the children and young people's services (CYPS) care group, which also includes Children's Eating Disorder Service, CAMHS Specialist Services and CAMHS LD services. Primary mental health teams are managed by the sector general managers.

### Job Plan

A Job Plan will be agreed with the appointed candidate.

## Interested? Come to visit us

please contact:

Dr Justin Wilson, Chief Medical Officer

justin.wilson@sabp.nhs.uk



### Person specification/selection criteria

Requirements	Essential	Desirable	Demonstrated by
1. Qualifications and Training	<p>Recognised basic Medical Degree</p> <p>MRCPsych or equivalent</p> <p>Full Medical Registration with a Licence to Practice</p> <p>Eligibility for inclusion on the Specialist Register or CCT in appropriate specialty (or within 6 months at time of Interview/ Assessment) or equivalent</p> <p>Approved Clinician Status and approval under Section 12 of the Mental Health Act within 6 months of appt</p> <p>Management qualification or evidence of an interest in developing leadership skills</p>	<p>Relevant Higher Degree e.g. MD, PhD, MSc or other additional clinical qualifications</p>	<p>Application and documentation</p>
2. Experience	<p>Experience of working with a variety of patient groups presenting with the full range of clinical severity across a range of care settings including community, inpatient and specialist teams.</p> <p>Evidence of active participation in Continuous Professional Development</p> <p>Evidence of effective multidisciplinary team involvement and experience</p> <p>Knowledge of UK psychiatric provision</p>	<p>Experience in UK Psychiatric settings</p>	<p>Application/Interview/Assessment</p> <p>Application</p> <p>Application</p> <p>Application/Interview/Assessment</p>

<p>3. Skills</p>	<p>Ability to take a clinical leadership role in a multidisciplinary team, ensuring high quality care.</p> <p>Skills in managing time and prioritising clinical work</p> <p>Ability to appraise own performance as a Consultant and reflect on development needs.</p> <p>Skills and sensitivity in being able to negotiate with patients, relatives and other professionals where opinions differ.</p> <p>Skills in providing consultation to other professional groups under New Ways of Working</p> <p>A high-level ability to communicate effectively at both a written and oral level complex and clinically sensitive information to patients, their families, carers and a wide range of lay and professional people within and outside the NHS.</p>	<p>Evidence of specific achievements that demonstrate leadership skills</p>	<p>Application/Interview/Assessment</p> <p>Interview/Assessment</p> <p>Interview/Assessment</p> <p>Interview/Assessment</p> <p>Application/Interview/Assessment</p> <p>Interview/Assessment</p>
<p>4. Knowledge</p>	<p>Understanding of the management skills required to function successfully as a Consultant</p> <p>Ability to use IT including email and the internet</p> <p>Knowledge of Risk Management</p> <p>Knowledge of legislation, Department of Health Guidance and literature and its implications for clinical practice.</p> <p>Knowledge of NHS strategic vision in Next Stage Review (High Quality Care for All)</p>	<p>Experience of management.</p>	<p>Application/Interview/Assessment</p>
<p>5. Teaching</p>	<p>Commitment to and experience of undergraduate and postgraduate teaching.</p> <p>Understanding of principles of teaching and learning</p>	<p>Ability to develop and use complex multimedia materials for presentation in public, professional and academic settings.</p> <p>Specific teaching qualification/ Certificate of attendance on recognised teaching course</p>	<p>Application/Interview/Assessment</p>

<p>6. Research and Audit</p>	<p>Ability to critically appraise published research. Experience of carrying out a range of audit projects.</p>	<p>Peer review or research publications Published audit or research projects.</p>	<p>Application/Interview/Assessment</p>
<p>7. Other Requirements</p>	<p>Full valid Driving Licence suitable for the UK or alternative transport arrangement Access to a vehicle for work purposes</p>		<p>Application/Interview</p>