

Job Title: Professor or Associate Professor (Clinical) in Child and Adolescent Psychiatry/Honorary Consultant
Grade: Clinical
Department: College of Life Sciences
Hours/Contract: Full-time permanent
Reference: 190

Role Purpose:

To be a contributor to the University's REF return, or equivalent; be a significant research income generator, and supervise a team of clinical and non-clinical postgraduate and undergraduate researchers.

To carry out, disseminate and obtain funding for high quality research in the field of mental health, collaborating with and supervising others in producing innovative research with a major influence on the discipline, in line with and making a significant contribution to the College's research and teaching strategies.

To provide a leadership role in line with the Department and College's learning and teaching and research strategies, and to support the mental health service within Leicestershire Partnership NHS Trust.

To contribute to direct clinical service delivery within the Child and Adolescent Mental Health service (CAMHS) depending on the skills, knowledge and expertise of the successful applicant. We are particularly interested in those who specialise in autism/ADHD To play a prominent role in shaping and developing the future of these services.

Principal Responsibilities	% Time
<p>Research (see also LPT index)</p> <p>You will be expected to maintain and further develop a programme of high quality and competitive research capable of securing substantial external funding. We welcome research that extends or complements existing areas of research within the University and the NHS, which will also be supported by the Research and Development team within the Trust.</p> <p>In summary you will:</p> <ul style="list-style-type: none"> • Produce research of the highest standard with best outputs internally and externally assessed at least 3* that will contribute to the Department's research profile and at a level compatible with inclusion in future REF exercises • Raise your external profile and that of the Department by presenting research papers at academic and/or professional conferences, refereeing or reviewing publications or grant, and externally examining postgraduate research students • Manage research projects within the university, including their financial control and supervise staff and research students • Secure, in collaboration with colleagues, as appropriate, external research funding through research grants or contracts to support a well-defined research agenda, which will deliver outputs of international excellence 	25



- Consistent with the resources available and departmental and other obligations, attend and present research findings and papers at academic and professional conferences, and to contribute to the external visibility of the department
- Engage and collaborate with national/international networks and to publish in internationally recognised high quality peer-reviewed journals
- Ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University, and work within the principles of Research Governance both within the Leicestershire Partnership NHS Trust, and the University, including the General Data Protection Regulation, patient confidentiality, and the ethical conduct of research

Teaching

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You may be required on occasion to contribute to teaching appropriate to your expertise and the requirements of the MB ChB and other undergraduate and postgraduate courses. The medical curricula are integrated, and the structure and content is the responsibility of a single Medical School Curriculum Committee. Teaching is coordinated by the Leicester Medical School in consultation with academic departments. Staff may contribute to lectures, tutorials or practical work in either the core curricula or student selected Special Study Modules where appropriate. In the case of the core curricula, staff will be responsible to a relevant Module Leader for the content and nature of their teaching. The Social and Epidemiological Psychiatry group offers a SCAN (WHO Schedules for Clinical Assessment in Neuropsychiatry Version 2.1) training course twice a year in collaboration with local NHS partners.

- To give lectures, seminars, tutorials and other classes, as appropriate in support of the required teaching obligations and to supervise project work by undergraduate and postgraduate students
- To undertake academic duties (e.g. setting examination papers, marking, invigilation and pastoral support of students) required to sustain the delivery of high quality teaching
- To support and comply with the University and departmental teaching quality assurance standards and procedures including the provision of such information as may be required by the Department or the University

Engagement/Enterprise/Leadership

15

- Contribute to the enterprise strategy of the Centre and college
- Innovation in an area of engagement that leads to greater success, external profile and impact for the discipline and Centre
- Leadership at department or college level, with college or institutional impact
- Contribution and innovation in broader institutional or college change projects and to internationalisation

Clinical Duties

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The clinical duties will be agreed with Leicestershire Partnership NHS Trust (LPT) CAMHS and the nature of the work will be tailored to the area of expertise or interest of the successful candidate.

The post holder will be required to work in partnership at both strategic and operational levels with relevant and external stakeholders. The post holder will need to ensure that people who use services, carers and advocates are treated with respect and dignity.

- The consultant will provide clinical leadership to the MDT and be responsible with members of the multidisciplinary team in the consultants agreed area for providing the provision of a comprehensive Service to those children and young people referred with their families to CAMHS
- The consultant has a continuing responsibility for the care of patients and for the proper functioning of the department. The consultant will liaise with the General Practitioners, hospital and community specialists and other agencies wherever relevant
- The consultant will also undertake the appropriate administrative duties associated with the care of patients and the running of the clinical department, including the prioritisation of the case load according to need
- The consultant will be a full member of the CAMHS Senior Medical Staff Committee which meets on a monthly basis to discuss professional issues, service development and provision. The post-holder will be encouraged to play his/her full part in the management of the service, including the design of services, protocols and policies
- The post holder, who needs to be Section 12 approved under the Mental Health Act, will join the consultant non-resident on-call rota which works on a second/third on call basis at the frequency of a one in eleven. On Call duties are from 9am to 9am on weekdays and 9am Saturday to 9am Monday
- The consultant will contribute to the development of clinical expertise for the benefit of patients and the Service as a whole and will be responsible for offering expert advice on clinical issues, together with the maintenance of long term case work with individual patients if this is appropriate
- The consultant will participate in training, teaching and supervision, as applicable within the wider service (supported by the Trust recording system U-Learn)
- CAMHS has CT3 and STs who rotate across the service for their individual training needs. Once the appointee to this post is approved as a clinical/educational supervisor, trainees will be allocated to them on a rotational basis
- Active participation in clinical research, audit and continuing professional development will be encouraged
- The consultant will be expected to actively participate in regular local and Trust-wide audit. There is an active clinical audit department supporting clinical audits



These duties are an outline of the main duties of the post. The post holder may be required to undertake other duties commensurate with the grade, and is encouraged to develop special interests in agreement with the Service Group Manager/Lead Consultant. Any changes to clinical commitments would include a review of the job plan and would take account of the experience of the post holder and the need for any additional training. It is expected that the post holder will participate in peer supervision - necessary and appropriate arrangements for this will be negotiated with the post holder.

The content of this post will be reviewed in consultation with the post holder when necessary and in line with changing service needs.

The service is currently pursuing delivery re-design and the current configuration of Outpatient Teams may alter to reflect improvements in efficiency and accessibility. It will be required that the post-holder will provide services where the clinical need dictates, with the expectation that job plans and support services e.g. IT and admin provision remain consistent. WTE consultant colleagues offer on average 2 new assessment slots / week, and the case load / clinician is under active development as new staff recruitment gets under way with Vanguard and Transformation monies becoming available.

The post holder will participate in the CAMHS consultant rota, initially on a RATE basis although the frequency of on-call duties maybe subject to change as new clinical roles in new consultant posts are developed in the service.

Cover for annual leave another planned absences will be provided by arrangements with consultant colleagues.

Management and Administration

- To attend departmental meetings and to participate in other committees and working groups within the department, the College and the University to which appointed or elected
- To engage in continuous professional development, including participation in the Royal College's Continuous Professional Development (CPD) scheme.
- To undertake, subject to agreement of the Head of Department (see the role) and the University as appropriate, external commitments which reflect well upon and enhance the reputation of the University
- To ensure compliance with health and safety requirements in all aspects of work
- To be responsible for the day-to-day running of your research group and the associated laboratories and facilities
- To be responsible for administration related to your clinical duties
- To contribute to the preparation of reports (e.g. the REF submission)
- To undertake additional administrative tasks for the Department as allocated by the Head of Department



Secretarial support, office accommodation and a computer with Microsoft Office, email and networked to both the Internet and Intranet will be provided. In addition to the normal office location there will also be access to hot desking facilities in other locations around the Trust. The post holder University office accommodation will be based in the Centre for Medicine.

Ambassadorial role

You will at all times endeavour to represent your work and that of the Department in the best possible way and raise the external profile of research in Leicester. These activities include, for example, presentations at national and international meetings, and sitting on advisory committees and boards.

Job Plan

The Job Plan will be based on the standard 10 programmed activities (PAs) of a professor/consultant contract (5 academic/5 clinical) with consideration of up to 2 additional clinical PAs. A standard 1.5 SPAs are allocated in order to support the requirements clinical management activity, clinical audit, CPD and revalidation. 1.25 SPAs of this time will fall within the NHS SPA allowance and the remaining 0.25 SPA within the academic allowance. A further 1 SPA will contribute to academic activity eg teaching, research. In addition the appointee will take part in the on-call rota.

An initial job plan will be agreed and signed prior to the appointment commencing by the University, Trust and appointee. The job plan will be reviewed annually and any changes mutually agreed between the post holder, the Head of Service and the University; a first review after three months may be appropriate.

The importance of study leave is recognised and supported. Funding for study leave will be based on the trust policy at the time of the request for study leave.

The precise configuration of activities and duties will need to be negotiated between the post-holder, the head of the host University Department and the clinical director. It is envisaged that the approximate breakdown will be as follows:

Programmed activity	Number
NHS Clinical sessions	3.75
Supporting Professional Activities (SPAs) (including supervision of trainees and CPD)	1.25
Academic programmed activities (including 1.25 SPAs)	5.0
Total programmed activities	10

The job plan will be reviewed annually and any changes mutually agreed between the post-holder, the Trust and the University; the first review after three months may be appropriate.

Academic Career Plan





As a Professor/Associate Professor you will be expected to engage in at least two of the following activities:

Enterprise

- Contribution to income and external impact in at least two aspects of the enterprise agenda (including CPD, working with external organisations, both nationally and internationally, commercialisation, commissioned research and consultancy) .
- Enhancement of overall enterprise activity and outputs at Department or college level.
- Contribution to international enterprise initiatives.

Engagement

- Innovation in at least one area of national and/or international engagement that leads to greater success, external profile and impact for the discipline and University.

Leadership

- Leadership at department or college level, with college or institutional impact.
- Contribution to and innovation in administration.
- Contribution and innovation in broader institutional or college change projects and to internationalisation.
- Coaching and mentoring of others, especially Grade 6, 7 and 8 staff.

Our academic career structure is set out as follows:

Career Level	Career Path		
<p style="text-align: center;">Associate Clinical Professor</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Clinical Professor</p>	Teaching and Research	Teaching Focused	Research Focused
<p>Members of staff will choose one of the three career paths. Staff can move between career paths, subject to a successful strategic business case.</p>			

Domains of Contribution and Achievement

Our approach to the career structure encourages a balance between breadth and specialisation. We highlight the central importance of research and teaching while encouraging all colleagues to develop their contributions to and achievements in other areas.

We have established five domains of contribution and achievement:





- Research (Scholarship for teaching focused careers)
- Teaching (Teaching and supervision for research focused careers)
- Enterprise
- Engagement
- Leadership and citizenship

Promotion

Our approach to promotion strikes a balance between valuing a range of contributions and achievements and acknowledging excellence in particular areas of specialisation. We also highlight career progression as the outcome of a sustained conversation about contributions, achievements and career enhancement, based upon coaching, mentoring and effective, constructive appraisal. We also ensure that the evaluation of promotion cases forms part of that conversation, including effective feedback between staff, their mentors, their heads of department and heads of college, and the relevant committees.

More detailed information can be found at: <http://www2.le.ac.uk/offices/hr/pay/ann-review/chair>

Accountability and Reporting Arrangements

You will be responsible for all academic activities to the Head of Department and accountable to the PVC and Dean of the College, and to the University.

For clinical duties the post holder will be part of CAMHS and be managed by Dr Alvina Ali, Lead Consultant for CAMHS and Dr Avinash Hiremath Clinical Director, but professionally accountable to the Medical Director, who acts as the professional link between the post holder and the Trust Board. The Medical Director is responsible for professional performance as implicit in the Medical (Professional Performance) Act 1995.

Appraisal, Revalidation and CPD

All clinical academics must maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. All clinical academics are expected to participate in annual appraisal. Appraisal will meet Royal College, GMC and University guidelines and follows a nationally agreed process with annual appraisals involving an appropriate Trust representative and University Head of Department or their nominee. This carries an expectation of active involvement in audit, continuing professional development in line with best practice in clinical governance. The Leicestershire Partnership NHS Trust will be the designated body for the appointee and their responsible officer will make revalidation recommendations to the General Medical Council.

The trust has a range of mandatory training and competence initiatives which are reviewed on a regular basis. Appointees are required to register and participate in these programmes (mainly via e learning and assessment) The Trust recognises that priority must be given to the continued training and development of all staff if the changing needs and demands of providing quality healthcare are to be met. The Trust's philosophy is underlined by the clear intention to develop and invest in the people we employ.



Newly recruited consultants will attend the mandatory Trust induction and be provided with a local induction within the Service. The Trust encourages new consultants to work with a mentor and will support consultants with this. The mentor can be from within or outside the Trust.

It is expected that the post holder will become a member of a PDP group that meets regularly, and will take part in appraisal, and be in good standing for CPD with the Royal College of Psychiatrists. The Trust has a large number of trained appraisers, and there is an Associate Medical Director for Revalidation, (Dr Saquib Muhammed). There are 2 main peer groups in CAMHS which the post holder would be welcome to join to discuss PDP requirements and take part in case based discussion.

The Trust is committed to continued training and development of all staff and to providing opportunities for continuous medical education and professional development for medical staff. Educational and Professional leave should be planned through a personal learning process supported by joint appraisal and a jointly agreed personal development plan.

The post holder will hold an integrated clinical and academic job plan and consideration must therefore be given to this when applying for study leave. The Trust facilitates access to study leave for clinical time, and funding for appropriate courses, as agreed by the Trusts' Continuing Professional Education Committee. Each consultant will have access to funds within the medical educational and professional leave budget and there is an allowance of 30 days over a three year period to support CPD. Where study leave is sought during academic time individuals must comply with the University's academic study leave policy obtainable at <http://www2.le.ac.uk/offices/hr/docs/policies/ac-st-lve-policy.pdf>. A clinical academic may claim study leave for the academic portion of his/her duties, but continue to do their clinical duties. Alternatively, where an extended block of study leave would impact on both clinical and academic time approval must be given by both the University and the Trust.

The Trust aspires to be a learning organisation which supports continuing medical education. The Associate Medical Director for Education is Dr Judith West.

Resources Managed

The post holder will lead a research team that may include post-doctoral researchers (PhD, MD, MSc) and intercalating medical students. He/she may also jointly manage research support staff including laboratory technicians

Research and contract income. The post holder will work alongside existing staff to generate and manage income streams from the funders.

Internal and External Relationships

Staff of the University including Head of Department, academic colleagues, research and support staff
Coordination with central University offices (eg RBDO, Graduate Office, Registry, Estates) as required.

National and international collaborators

National/international scientific bodies/committees.

NHS patients and staff

University students

Qualifications, Knowledge and Experience





Essential

- MB BS or equivalent*
- Full GMC Registration/ Eligible for Full GMC Registration*
- Current Licence to practice/eligible for licence to practice*
- Fully Accredited for Higher Specialist Training, or will be eligible for inclusion on the Specialist Register for Child and Adolescent Psychiatry within 6 months of the interview date via one of the following*
 - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)
 - Certificate of Eligibility for Specialist Registration (CESR)
 - European Community Rights
- MCR Psych or equivalent*
- Relevant higher degree (MD/PhD)*
- Established track record of clinically relevant research, which is evidenced by significant publications in peer reviewed journals in line with the REF aspirations for the College*
- Evidence of ongoing high quality research programme*
- Evidence of effective collaborative relationships
- Awareness of the requirements of, and commitment to, effective clinical governance, with particular reference to the specialty
- A strong plan for research which fits into and complements those of the Centre and College*
- A strong track record of obtaining peer-reviewed externally funded*
- A record of training and mentoring research students and/or fellows
- Record of presentations of work at a national or international meetings*
- Academic teaching qualification as defined by HESA, or commitment to gain the appropriate category of HEA Fellowship within a reasonable time frame*
- Experience in and commitment to medical and research audit and application to clinical and research practice

Desirable

- Experience in the supervision of postgraduate students.
- Evidence of representation and leadership at a regional and national level*
- Intercalated honours degree and/or additional qualifications e.g. MSc etc*
- At least one 4* REF returnable publication*

Skills, Abilities and Competencies



Essential

- Consultant level ability in the management of a range of complex mental health presentations including ADHD/ASD in children and young people up to the age of 18 years
- Willingness to work as a member of the academic and clinical team and share administrative responsibilities
- Ability to influence others
- Be able to lead, manage and supervise a research team
- Ability to support the day to day management of the overall research programme and the management of research collaborations both within and outside the University.
- Ability to write up research findings, assessing outcomes and options.
- Ability to contribute, as a senior partner, to the authorship of research papers and grant proposals
- Effective oral communication; clear, fluent and articulate in verbal presentation and spoken English skills*
- Commitment to personal and professional development*
- Commitment to and competence in teaching undergraduate and postgraduates

Desirable

- Willingness to develop new approaches to teaching
- Ability to project the interests and achievements of the Department/research theme
- Awareness of service and academic development issues and their impact on the Department and institution as a whole
- Evidence of participating in management issues
- Knowledge or interest in or commitment to Information Technology

****Criteria to be used in shortlisting candidates for interview***

Level of Appointment

This post is offered at Professorial or Associate Professorial level.

The level of appointment will be determined by the extent and degree of experience of the appointed candidate.

Associate Professor

- The appointee will be able to demonstrate extensive professional experience and the ability to deliver substantial contributions in research, teaching and leadership and management and make a significant impact on the institution and on their discipline.
- The appointee will have a substantial reputation in their field with an established national research reputation and a clear record of impact shown by substantial and sustained research outcomes



Professor

- The appointee will have a high international standing with a substantial and sustained reputation based on an extensive track record of innovative research and be able to evidence a major influence and impact on the discipline
- In addition they will be able to demonstrate recognised leadership/management ability and will be required to undertake significant leadership/management responsibilities on behalf of the department and/or the university

Other Requirements

Essential

- Eligible for Section 12 of the Mental Health Act approval
- Satisfactory enhanced DBS disclosure
- Satisfactory occupational health clearance
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)
- Medical defence cover

Contract

An Honorary Consultant contract will be sought from Leicestershire Partnership NHS Trust. You will be based at the Greenwood Institute. You will be provided with research facilities and appropriate office accommodation and clerical support for both your academic and NHS duties.

Professional Requirements

You must be registered with the GMC, hold a licence to practice, abide by the codes of professional practice and have appropriate cover from a medical defence organisation for the duration of your appointment. Lapsing may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse. You are required by the GMC to revalidate every five years. You must therefore advise the University of your revalidation dates and provide written evidence of your satisfactory revalidation where these fall within your period of employment with the University. You are also required to abide by the codes of professional practice as detailed by the professional body GMC.

Where the duties of a post involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of research it is necessary to ensure that the performance of the duties attached to the post is covered by NHS indemnity arrangements and the appointee must comply with all such arrangements.

It is a fundamental condition of employment that you hold and retain an honorary consultant contract with a recognised NHS Trust acceptable to the University for the duration of your employment. You must not commence work prior to this contract being awarded. It is the responsibility of an individual member of the clinical academic staff to advise the University immediately if his/her honorary contract is terminated or withdrawn or if s/he is at any time subject to disciplinary action under the honorary contract.

During the term of appointment to the post you may undertake private practice for personal remuneration only within the conditions laid down in the University's scheme for such practice.





You will be required to comply with all NHS employment checks and satisfactorily meet these requirements prior to commencement in post. You are required to comply with the appropriate occupational health procedures for the post which you are to undertake. Where the post requires that you undertake Exposure Prone Invasive Procedures any offer of employment is subject to satisfactory clearance from the Trust Occupational Health department and you cannot commence in post until satisfactory clearance has been received. Where the post does not require Exposure Prone Invasive Procedures you must provide evidence of attendance at a Trust occupational health interview within the first 3 days of commencing in post.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS)). The successful applicant for this post will, therefore, be required to give consent for the University to check with the DBS for the existence and content of any criminal record in the form of an Enhanced Disclosure. Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

Further information about the Disclosure and Barring Service is available at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>

VITAL

The University encourages all staff to live our [VITAL values](#) which are:
Valuing People, Innovators, Together, Accountable, Leaders.

Equality and Diversity

We believe that equality, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.

APPENDIX

Leicestershire Partnership NHS Trust

Leicester, Leicestershire and Rutland are rich in culture, heritage, and leisure activities, from our vibrant multi-cultural city, to the market towns and rural settings. Often described as the heart of rural England, the area features beautiful country villages, the National Forest, great rivers and castles, and a popular cosmopolitan city centre, making it an exciting and diverse place to live and work.

Leicester is home to the state of the art Curve Theatre, as well as large and multi-cultural festivals. The City hosts an annual Pride Parade (Leicester Pride), a Caribbean Carnival, the largest Diwali celebrations outside of India and the largest comedy festival in the UK.

The area features award-winning family attractions on your doorstep including Twycross Zoo, the National Space Centre, and Twinlakes Park. Discover Roman ruins, majestic castles and historic events, including the Battle of Bosworth re-enactment at Bosworth Battlefield; or visit the King Richard III visitor centre. Experience top high-street and designer shopping in Leicester or browse the markets in our





market towns.

We work in close partnership with our local world-class universities, with research opportunities aplenty.

Our central location in the heart of the Midlands makes Leicester, Leicestershire and Rutland accessible from all directions. It takes just 62 minutes to come to Leicester on a fast, direct train from London.



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LA100010771. Published 2008.

Trust Details

In April 2011, mental health and learning disability services in Leicester, Leicestershire and Rutland were brought together with local community services and families, children and young people’s services to create Leicestershire Partnership NHS Trust as we know it today.

Our services are provided by over 5,500 dedicated staff, through three clinical directorates:

- Adult mental health and learning disability services
- Families, children and young people’s services
- Community health services

Our Trust provides a range of integrated services from over 150 different locations across the Leicester, Leicestershire and Rutland (‘LLR’) region, including hospitals, longer term recovery units, outpatient clinics, day services, GP surgeries, children’s centres, schools, health centres, people’s own homes, care homes and prisons.

The population of LLR is currently estimated to be just over 1 million (1,043,880 according to ONS mid-2014 estimate) meaning that LPT serves more people than the average community and mental health NHS Trust.

LPT is also a teaching trust, conducting research and providing training and education for medical,



psychology, nursing and therapy students. We work in partnership with a range of educational establishments such as University of Leicester, De Montfort University and Loughborough University to deliver effective pre and post-registration education and learning opportunities

Our vision is

“To improve the health and wellbeing of the people of Leicester, Leicestershire and Rutland by providing high quality, integrated physical and mental healthcare pathways”

We deliver these services through our Trust values of compassion, respect, integrity and trust.



Our Trust objectives are:

- To deliver safe, effective, patient-centred care in the top 20% of our peers
- To partner with others to deliver the right care in the right place at the right time
- Staff to be proud to work here, and we will attract and retain the best people
- To ensure sustainability

As an employee of Leicestershire Partnership NHS Trust you can expect to receive an excellent benefits package, giving you access to a range of wellbeing opportunities and discounts on products and services. We have a staff physiotherapy service, recognition awards for exceptional commitment and long service, and corporate discounts for gym membership, health spa and much more.

Research

LPT is committed to developing, hosting and collaborating with local, national and international research through our partnerships with academic and other NHS organisations as part of the National Institute of Health Research (NIHR), including Heart of England Mental Health Research Network (MHRN), Thames Valley Dementia and Neurodegenerative Diseases Research Network (DeNDRoN) and others. Our research profile also includes projects adopted within other networks, including Stroke, Diabetes, Medicines for Children and Cancer. We have played an active role in the last year planning for the transition of the current clinical research network structure into a regional “footprint” of 15 networks. As a large, integrated care trust, we hope to play a role within all six of the new divisional themes within the “Clinical Research Network – East Midlands” that formally exists from 1st April 2014.

LPT is active within the new Collaboration for Applied Health Research and Care (CLAHRC) for the East Midlands which has significant themes in mental health, frail older people and others that map to our own service delivery framework. Further progress has also been made in the development of the East Midlands Academic Health Sciences Network (EM-AHSN), including the engagement of Health Enterprise East as a means of identifying and protecting innovations and intellectual property arising from all activity, not exclusively that arising from research.

Research and development is explicitly supported in the trust objective and clinical strategy. Medical director is the executive lead for research. R&D department is headed by Prof Susan Corr. Trust has

strong links with all the regional universities (Leicester, De Montfort and Loughborough). There is an LPT wide research forum and regular themed research workshops are held to actively encourage and support clinical research.

Child and Adolescent Mental Health Services (CAMHS)

CAMHS currently operates within Leicestershire Partnership Trust as a part of the Families, Young People and Children's Services. The Service Group Manager and CAMHS Lead Consultant have full managerial and professional responsibility for CAMHS and will work closely with other head of professions within the service.

Teams provide specialist assessment and treatment for children up to the age of 18. The remit of the service is to provide for young people and their families who present with a range of mental health difficulties (for example depression and anxiety, eating disorders, psychosis, and neuro-developmental disorders such as ASD and ADHD).

There is a strong team identity, consisting of 3 x outpatient teams : City, East and West with a single point of access to deal with new referrals. The service receives approximately 3000 new referrals per year. It covers a population of just over 1 million with approximately 350,000 under the age of 18.

The CAMHS outpatient service consists of 47 WTE clinical staff (consisting of psychiatrists, clinical psychologists, nurses, primary mental health workers, occupational therapists, and psychotherapists). A significant aspect of the work is collaborating with other statutory and voluntary service in the areas covered.

The long-term development strategy for CAMH services in Leicester, Leicestershire and Rutland is driven and supported by the Child and Young People's National Service Framework, and by the local CAMHS Multi-agency Partnership. There is a move to implement the new Improving Access to Psychological Therapies transformational money to improve the service delivery for tiers 2 and 3.

The CAMHS Service has embarked upon an exciting redesign programme which is currently in implementation phase. This will involve the remodelling of access arrangements, definition of consistent quality packages of care in an efficient and effective manner. The national *Future in Mind* resource, through local Transformation planning, will also provide significant additional funding to develop the Crisis and home treatment service, increase outpatient capacity and the specialist team role within Leicester, Leicestershire and Rutland.

CAMHS Out-Patient Teams

As mentioned previously, there are currently three generic and four specialist out-patient teams. The West and East County Teams and the City Team are generic and cover identified geographical sectors. The two County Teams are based at the Valentine Centre in Leicester, while the City Team is located at Westcotes House, nearer the city centre.

The Learning Disabilities Team provides a county-wide and city-wide service to children and adolescents with moderate to severe learning disabilities.

The Young People's Team (Westcotes House) has been developed to provide an overarching structure of mental health input to looked-after and adopted children, young offenders and homeless families.

Eating Disorders (Mawson House) have been managed utilising dedicated time provided by individuals within the generic outpatient teams, and recently benefitted from the investment made available by the Dept of Health for the development of community-based Specialist Eating Disorder teams and offers outpatient assessment and treatment to children and young people suffering from a significant eating



disorder.

The Paediatric Psychology Team (Artemis House) provides psychological assessments as outpatients to the University Hospitals Leicester NHS Trust. There is also dedicated time from a multidisciplinary staff group who provide paediatric liaison assessments to support this.

The development of a Crisis Resolution and Home Treatment is underway and intended to be operational for the coming financial year.

There are close links with the local Psychosis, Early Intervention and Recovery Team, which accepts referrals of young people aged 14 and older in the early stages of a psychotic illness.

Leicestershire Partnership Trust CAMHS has developed a community-team based philosophy. These are multidisciplinary teams comprising psychiatrists, psychologists, community nurses, occupational therapists, with trainees of all disciplines attached when on placement. In addition there is service wide provision of Child Psychotherapy and Cognitive Behavioural therapy with additional team members formally trained to deliver therapy within the team setting. Systemic Family Therapy has been well-established in CAMHS for many years to provide service-wide access to this therapeutic approach.

Since 1999, Leicester has been at the forefront of the development of Primary Mental Health Work in CAMHS and there are now PMHWs attached to each of the generic teams, providing continuity with and consultation to, our primary care referrers. The PMHWs also operate the 'CAMHS Advisory Service' for referrers, providing telephone access and advice.

Specialty Trainees rotate through the CAMHS service and currently there are 7 Specialist Trainee posts, with one post rotating through Northampton, and 1 Lecturer. Junior doctors are attached to teams according to their training needs. Each junior doctor is supervised by a named Consultant. In addition there are Core Trainees who will have CAMHS as part of their training scheme and these trainees rotate through the teams, usually 2 / 6 months, clinical supervisors being allocated in turn rather than a trainee being attached to a particular post.

Leicester CAMHS is also a popular placement for trainees from other professions, including Nursing, Occupational Therapy, Clinical Psychology and Child Psychotherapy, which makes for an active and vibrant training environment.

Although the main outpatient bases are at Westcotes House and the Valentine Centre, there are clinics throughout the county in a number of population centres such as Hinckley, Coalville, Melton Mowbray, Oakham, Market Harborough, Loughborough. The teams covering the Loughborough and Melton areas are based in new accommodation provided within Loughborough General Hospital, and St. Mary's Hospital respectively.

Children and Young People with Learning Disabilities

The Learning Disabilities Team provides for the mental health needs of children with moderate or severe learning disabilities, up to the school leaving-age for individuals with a Statement of Special Educational Needs, currently 18 years. The team comprises a Learning Disability Consultant, a Clinical Psychologist and specialist trained, community nurses. The Team also succeeded in securing permanent funding for the Home Intervention Project in which trained nurses initiate and supervise short pieces of focused behavioural work within a client's home, training carers as the 'therapist'. This has been consistently positively evaluated.

Young People's Team

The Young People's Team has been developed to provide an overarching structure of mental health input to looked-after and adopted children, young offenders and homeless families. The team comprises Community Psychiatry Nursing, Clinical Psychology, Primary Mental Health Work, Family Therapy and Consultant Psychiatrist. The remit and staffing of the team has expanded incrementally since its inception



in 1999 and has recently won a multiagency bid to deliver Multi-systems therapy to highly vulnerable families

Ward 3, Coalville Hospital Adolescent Resource

Ward 3 is the residential inpatient facility for patients aged 12 to 18 years. There are currently 10 contracted beds for young people under the age of 18 and 1 emergency assessment placement. Referrals to the Adolescent Service based at Ward 3 are managed by the senior clinical staff in the unit, including Consultant Psychiatrist Dr Rathore, liaising closely with NHS England

The Unit offers the possibility of 24 hour, 7-day / week care. Although the majority of inpatients return home at weekends as a matter of policy, the 7-day capacity has enabled the Unit to accept young people with more serious or acute mental health problems necessitating full-time admission.

Relationship with Paediatric Services

There are no inpatient psychiatric beds for children under the age of 12 in Leicester, but where necessary, arrangements can be made with the Paediatricians at the Leicester Royal Infirmary, part of the University Hospitals Leicester (UHL) Trust. There has been recent investment to develop a new Paediatric Liaison Service between CAMHS and Paediatrics and there has been considerable expansion of the Paediatric Psychology Team. Individual clinicians in CAMHS have forged informal working relationships with Paediatricians around special interests. There is additionally a Paediatric Neuropsychologist who works closely with the Paediatric Neurology Service.

Academic Unit of Child Psychiatry – The Greenwood Institute

The Greenwood Institute houses the Academic Unit of Child and Adolescent Psychiatry, which is part of the University of Leicester, College of Medicine, Biological Sciences and Psychology, School of Psychology. The present staffing includes a Clinical Professor (part-time in the Leicester City O/P Team); one Clinical Senior Lecturer (part-time in the Leicester City O/P Team); one non-clinical Senior Lecturer in Psychology. The lecturer/honorary ST post is vacant. The academic unit is committed to integrating the development of academic research and teaching activity, with the clinical needs of CAMHS. Following the retirement of one of the Clinical Professors the Unit is developing a new direction in moving forwards in identifying how the important partnership with the LPT and University can best be maintained for the benefit of child mental health.