

## Trainee Job Description

|  |  |                |                    |   |            |
|--|--|----------------|--------------------|---|------------|
| Job Title                                  | St 4-6 trainees in Psychiatry  |                |                    |   |            |
| Educational Supervisor                     | Dr Shermin Imran   |                |                    |   |            |
| Clinical Supervisor                        | Dr Shermin Imran, Dr Michael Crawford, Dr Navdeep Malik                            |                |                    |   |            |
| Team Name<br>(e.g. blue ward/red CMHT)     |  |                |                    |   |            |
| Hospital Address as appears on GMC Connect | FCAMHS-NW and Gardener Unit, Prestwich Hospital, Bury New Road, Manchester M25 3BL |                |                    |   |            |
| Trust                                      | Greater Manchester Mental Health   |                |                    |   |            |
| Speciality                                 | Psychiatry   | Sub Speciality | Child & Adolescent |   |            |
| Is the trainer...<br>Full Time/Part Time   | Part Time  | Days Worked    | 4                  | Who is supervising when you are not around (of part time) | Dr S Imran |
| Year of Trainee<br>(Delete those N/A)      | 4  | 5              | 6                  |   |            |

### Description of Placement (please check with Tutor for Standard Text if there are a number of posts on one site)

**Facilities:** FCAMHS-NW and Gardener Unit.

The Forensic CAMHS out-pt. Service (FCAMHS-NW) is commissioned by NHS England to provide forensic assessment and treatment services for young people up to 18 years old and works with a network of 12 other national FCAMHS teams as one of the earliest established teams in the country.

The Gardener Unit is a 10-bedded medium secure adolescent forensic inpatient unit for males between 13 and 18 years old. The unit works together with other national adolescent medium secure services in a managed clinical network. The Unit is situated on the Prestwich Hospital site and is part of a young person's mental health directorate, which includes the Junction 17 (Generic adolescent service). The main administrative base for the Trust (Greater Manchester NHS Foundation Trust) is also on the hospital site. At the Gardener unit, Core and Higher Specialist Trainees have their own desk, filing cabinet and telephone and personal computer (with internet access). The trainer's secretary provides secretarial support. There are research facilities and a post-graduate library on site.

**Number of Beds:** 10 inpatient beds.

**Population Served:** Predominantly North west and by agreement with NHSE a national catchment area for 13-17 year old population

**Number of Consultants:** 2 part time

**Junior Medical Staff:** 1 core trainee and 1 SPR across the forensic CAMHS post at GMMH

**Multi-disciplinary Team:** The trainee will work within a small and experienced multi-disciplinary team at FCAMHS-NW including consultant Psychologist, and other staff from psychology, social work and nursing background. In-pt team at gardener unit includes inpatient nurses; psychologist; occupational therapist; art and music therapists; family therapist; teachers (from Cloughside College); and social worker.

**Specific Features:** This post offers unique learning experience in working with adolescents with severe and complex mental health problems within a forensic context, regionally and often from a national footprint. This includes gaining experience working with young people with psychosis, affective disorders, anxiety disorders, eating disorders and co-morbid neurodevelopment difficulties (ADHD/ASD/Mild LD) and those at high risk of harming others and offending as well as deliberate self-harm. Additionally, due to the forensic nature of the unit and complexity of problems there are often significant safeguarding concerns and /or social difficulties and there is the opportunity to gain experience and understanding of the medico-legal issues and interfaces in liaison with social care, youth justice and Ministry of Justice.

There are opportunities to work closely with FCAMHS team members for selected community patients as well as take a lead role with the in-pt team for selected patients under the CPA framework and under supervision; liaison with external agencies in maintaining communication and planning aftercare; providing support/intervention to carers in liaison with MDT. There are also opportunities to take part in specialised forensic risk assessment and management work e.g. SAVRY with adolescents, gaining experience alongside the team psychologist and other MDT. Trainees can develop skills around neurodevelopmental assessment, psychological formulations and therapeutic skills including CBT, informed by patient's formulation with supervision from psychologist and participating in assessments with the consultant and other MDT members of assessment of new referrals which is discussed and planned in liaison with the national Adolescent Medium Secure network on weekly basis via video conferencing link.

## Roles and Responsibilities of the Trainee

These are the service key roles and responsibilities, though this list may not be exhaustive. There are separate competencies as per your portfolio folder.

However, potential competencies that may have been achieved whilst carrying out these duties are identified at the end of each section for your assistance. Nonetheless, this very much depends on the specific patients and there may be considerable overlap. Thus, the competencies detailed are by no means exhaustive for that particular section.

Aim is to develop forensic competencies by e.g. working with a few selected cases under clinical supervision of the adolescent forensic in-pt psychiatrist, attending the national referral meeting for adolescent MSU network and taking a lead on assessing selected new referrals as appropriate with other MDT members under supervision. Participate in specialised and structured risk assessment e.g. SAVRY and HCR with MDT under supervision for selected cases. Day to day work related to specified case load in conjunction with core trainee may include:

**Regular Review:** For selected Inpatients - mental and /or physical health needs reviewing on a regular weekly basis, more frequently if mental state and risk behaviour necessitates, make clinical decision on medication if required under supervision from RMO, review risk assessment, observation level, leave, etc. supervising any necessary physical investigations and /or referrals for external opinions. liaison with MDT and nursing staff regarding any changes in mental or physical health and delegate for supervisor as appropriate and agreed in supervision. Competency ILOs 9, 1, 2, 3, 4, 5, 7,8, 11

**CPA Meetings:** Attend and chair weekly ward rounds and CPA meetings and pre admission meetings for selected cases. Competency 9, 1, 2, 3, 11 and 18

**CPA Medical Report:** For CPA meetings it is expected that a medical progress report is supervised or prepared since previous CPA meeting. This will include progress re mental state, changes in medication, risk behaviour, engagement with treatment plan, etc. Discharge Summary, supervise or complete any discharge summaries within 2 weeks of date of discharge.

**NB:** CPA documents still need to be completed, in advance, of CPA meetings that Trainee cannot attend due to annual leave, etc. where possible. Competency 9, 4, 11.

**Updating Documentation:** To supervise the record of physical health monitoring (PhiT), prescription

sheets, documenting significant changes onto PARIS, including updating risk assessments (STAR) weekly. Leave and discharge prescriptions to be supervised or completed, as required. Competency 9, 4, 11

Supervision: The trainee will attend weekly supervision with educational supervisor/consultant. Option to attend senior leadership team meeting with supervisor.  
Various competencies - could cover all. Including 20.

New Assessments: New referral assessments, this may include joint assessments with other members of MDT. Supervise clerking of new admissions with detailed history, mental state, risk assessment and physical examination/investigation to be documented within PARIS. Competency 1,2, 3,

Supporting core trainees or medical students placed with the team in developing a learning plan and learning the competencies relevant to the plan, supervised by their named supervising consultant. Competency 11.

**Core Clinical Work** *Include details of where this will be carried out, type of assessments and therapies for which the doctor in training will be responsible (all experience must be appropriate to the level of training provided)*

This is within the FCAMHS-NW outreach team covering across the North West and within the Gardener adolescent unit as described.

**Intended Learning Objectives** *Indicate how the post will meet the trainee's curriculum requirements as identified in the portfolio*

| ILO |   |
|-----|---|
| 1   | The trainee will be able to develop appropriate knowledge and skills related to professionalism in working with children, adolescents and families e.g. practice in an ethical manner, child and family centred practice, multiagency working and understanding stigma and other barriers to accessing help.  |
| 2   | The trainee will be able to establish and maintain trusting and respectful therapeutic relationship in working with children, adolescents and families and be able to advise on confidentiality and competence.   |
| 3   | The trainee will be able to work with the family and professional network to clarify and manage safeguarding  |
| 4   | The trainee will be able to undertake clinical assessment of children and young people with mental health problems including history taking using developmental approach (from parents and child/adolescent) where appropriate, physical examination, use of rating scales/questionnaires/structured assessment instruments, seeking information from other sources diagnosis, formulation and feedback of assessment and management plan to parents and child/adolescent, note-keeping and clinical correspondence |
| 5   | The trainee will be able to assess and manage main clinical conditions in children including under 5 and adolescents including their transition to adult mental health services.  |
| 6   | The trainee will be able to undertake assessment and management of psychiatric emergencies, including minimising risk to patients, parents and carers, themselves and others and use relevant legal framework.  |
| 7   | The trainee will be able to recognise the indications for drug treatment in children and young people, be able to explain the risks and benefits and develop treatment decisions collaboratively and be able to prescribe safely.   |
| 8   | The trainee will be able to assess suitability of child and adolescent patients for specific therapy, refer appropriately and monitor progress of child and adolescent patients in therapy and have ability to engage and deliver therapy to child and adolescent patients and families   |

|    |   |
|----|---|
| 9  | The trainee will be able to assess and manage children and young people with complex mental health problems in the in-pt and day-pt settings, managing their physical wellbeing, using relevant legal framework and providing day to day leadership for the team.   |
| 10 | The trainee will be able to demonstrate the knowledge, skills and behaviours to manage risk, involve service users, demonstrate evidence based practice, apply good practice standards and conduct and complete audit.  |
| 11 | The trainee will be able to develop the ability to organise and deliver teaching in a variety of formats, can supervise another's clinical work, completing structured assessment and providing constructive feedback.  |
| 12 | The trainee will be able to find and analyse research carried out by others, can generate original research, disseminates findings.   |
| 13 | The trainee will be able to assess and treat neuropsychiatric disorders such as acquired brain injury and progressive neurological disorders, ADHD, tic disorders, Tourette syndrome, OCD and autism spectrum disorder, and be able to contribute to the management plan of an individual with autism spectrum disorder and neuro-epileptic disorders.  |
| 14 | The trainee will be able to assess and manage learning disability and co-morbid conditions with the multidisciplinary team and be able to advise courts and legal process in relation to children with learning disability.   |
| 15 | The trainee will be able to advise on the presentation of psychiatric disorder in the context of physical illness, assess and manage cases of deliberate self-harm and other psychiatric emergencies that present in the A & E department or on the ward, to be able to assess and manage somatisation disorders, abnormal illness behaviour, and cases of unexplained physical symptoms and be able to provide consultation to the paediatric team.      |
| 16 | The trainee will be able to prepare reports for manager's hearings and tribunals and for the family and criminal courts in child & adolescent mental health cases, be able to attend court and present evidence.  |
| 17 | The trainee will be able to provide developmentally sensitive assessment and contribute to multiagency intervention plans for substance misuse in young people, being able to deliver integrated interventions with appropriate agencies and contribute to development of specialist services for young people in this area.  |
| 18 | The trainee will be able to assist young people with enduring mental health problems engage with adult mental health services.  |
| 19 | The trainee will be able to understand and apply relevant public health aspects in their work with children and families, understanding interaction between wider social determinants and mental well-being and between good emotional health and quality of life, be aware of stigma and other barriers to accessing help, outcomes of epidemiological studies and use of population screening, understand economic evaluations and early interventions. |
| 20 | The trainee will be able to understand and apply advanced leadership and management skills to their practice, handle complaints, analyse clinical outcomes and contribute to leadership in the organisation.  |

**On Call** Please state frequency of on-call and nature of duties plus arrangements for clinical supervision

This is a 1:8, non-resident on-call, for the Central and East Manchester Out of hours CAMHs rota.

This is varied work, but is essentially supervising core trainees in delivering on-call for any medical or psychiatric emergency, this may also include admission assessments, medication prescribing and risk assessments / seclusion review and mental health act assessment. They will also provide advice and support for adult mental health colleagues in emergency psychiatric assessment and management of young people who are 16 to 18 years old.

There is a hospital at nights nursing team available for Junction 17 and Gardener unit out of hours, who will screen calls and liaise and contact the doctor if they regard it as indicated.

CAMHS on-call consultant is available for advice and support on the rota

### **Academic Activities** *(These should include case conferences/Journal Clubs/Lectures etc)*

There is an active regular monthly academic programme for SPRs at MRI and they can contribute to chairing and providing teaching for the weekly academic programme for all trainees at Prestwich site.

### **Facilities** (please check with Tutor for Standard Text if there are a number of posts on one site)

The junior doctors share an office and have access to their own computer and administrative support. They have access to E-mail and to the hospital medical records on computer. There are on-site catering facilities (Waterdale Restaurant), providing range of meals/sandwiches.

### **Supervision Arrangements** (if trainer is part time – please state who supervision can be obtained from when not here)

There is an hour timetabled for trainee supervision per week, which is in addition to day to day clinical supervision

### **Teaching/Academic Experience**

Teaching: SPR trainees are required to attend and contribute to monthly SPR Academic days at MRI. All trainees also participate with the local academic MRCPsych training programme, with opportunities to chair the session or present expert led session on selected topics.

Additionally, the service holds monthly CAMHS in house teaching sessions, providing opportunity for in-house training and opportunities will arise for trainees to teach other professional groups (e.g. nurses, MDT staff).

### **Audit/Research Opportunities**

There are regular audit activities and opportunities in this post, which the trainee can participate. If trainees have specific ideas for audit, these can be discussed with their supervisor.

### **Management Opportunities**

Trainees will have opportunities to demonstrate competencies in chairing and managing clinical case meetings, CPAs and MDT ward meetings. They will be able to attend the service leadership and governance meetings in discussion with their supervisor.

### **Other/Additional Experience**

## **Description of Special Interest Opportunities**

There is a variety of structured risk and developmental assessment opportunities under supervision with other MDt members or individually as appropriate.

There is an extensive variety of therapies and therapists. This includes family therapy, Psycho Social Interventions, CBT, Art and Music therapy.

As part of their training, trainees are encouraged to take on one of these modalities of therapy, should they so wish.

There is also opportunity to develop skills and competencies with developmental assessment, and gain experience working with staff supporting therapeutic group for young people who self-harm as described above.

## **On Call (Please state frequency of on-call and nature of duties plus arrangements for Clinical Supervision)**

1:8 non-residential on call for the Central and East Manchester Out of hours CAMHS rota

Clinical Supervision of CT trainee in CAMHS and providing advice and support to adult mental health colleagues for 16-18 year olds, CAMHS on-call consultant is available for advice and support on the rota

## **Additional information**

## Trainee timetable

*Please ensure trainee and trainer timetable match for supervision arrangements and that time has been allocated for Psychotherapy, Academic/local teaching and admin time.*

| MONDAY  | TUESDAY   | WEDNESDAY  | THURSDAY     | FRIDAY               |
|---|---|--|--------------|----------------------|
| 09.30 to 10.30<br>Weekend Handover<br><br>Ward Clinical Activity  | FCAMHS team meeting                                 | Ward round<br><br>Education Supervision (1 hour) | Research Day | FCAMHS clinical work |
| FCAMHS/admin etc<br><br>Every first Monday of the month SPR<br>Academic Day/Therapeutic modalities training/management training | GU National adolescent MSU network referral meeting | FCAMHS clinical work                             | Research Day | Ward work            |

## Trainer timetable

**Name of Trainer: Dr Shermin Imran**

| MONDAY                                  | TUESDAY   | WEDNESDAY  | THURSDAY  | FRIDAY       |
|---|---|--|---|--------------|
| Cover for Junction 17 and referral rota | Cover for Junction 17 referral rota /FCAMHS-NW team meeting | FCAMHS-NW consultation to colleagues/Admin<br><br>Education Supervision (2 hour) | Clinical Governance and lead consultant work/FCAMHS Clinical work | Non Work Day |
| FCAMHSNW clinical and admin work        | FCAMHSNW clinical and admin work                            | FCAMHSNW clinical and admin work   | Research  | Non Work Day |