

Meeting:	Shetland NHS Board
Date:	25 June 2024
Report Title:	Consultant Psychiatrist post for CAMHS
Reference Number:	Board Paper 2024/25/18
Author / Job Title:	Kirsty Brightwell and Jacqueline Whitaker

Decisions / Action required:

Approve the creation of a substantive consultant psychiatrist post for CAMHS

High Level Summary:

CAMHS is currently supported by 2 x part time Consultants (1 via SLA and one locum) who provide on island provision for children and young people with moderate to severe mental health problems. The consultant providing care under SLA visits monthly and the locum quarterly. A job description for the substantive consultant (although part time) has, built in to the job plan weekly sessions, both SPA and DCC for the provision of remote support. Appropriately trained and motivated Psychiatrists are very difficult to recruit and retain, therefore it is hoped that the model proposed will appeal and lead to a substantive appointment.

Corporate Priorities and Strategic Aims:

The proposal meets the requirements for service provisions described in the CAMHS NHS Scotland service specification document

Working collaboratively with the lead Nurse, as well as providing direct clinical care the post holder will provide clinical leadership and improved governance for the service by the developing and maintaining clinical standards.

Key Issues:

The funding for this post is available (currently used to fund the SLA). There will be a positive impact for the service if we are able to recruit as there will be improved continuity, improved access, clinical leadership, and closer ties with other colleagues in the North of Scotland

Implications : <i>Identify any issues or aspects of the report that have implications under the following headings</i>					
Service Users, Patients and Communities:	Positive impact, as there will be improved access and support for the clinical staff				
Human Resources and Organisational Development:	Potential for single point of failure.				
Equality, Diversity and Human Rights:	No issues				
Partnership Working	No issues				
Legal:	This types of contract is have already established in Shetland and elsewhere in Scotland				
Finance:	Costs will be from within current establishment. SLA will be terminated to fund post.				
Assets and Property:	None				
Environmental:	None				
Risk Management:	Minimal impact				
Policy and Delegated Authority:	Board Decision to proceed to recruitment				
Previously considered by:	<table border="1"> <tr> <td>CAMHS workforce planning 04.03.24</td> <td rowspan="3"><i>Provide dates of the meetings</i></td> </tr> <tr> <td>Regional Pathways meeting 18.03.24</td> </tr> <tr> <td>NoS CAMHS regional leaders group 25.03.24</td> </tr> </table>	CAMHS workforce planning 04.03.24	<i>Provide dates of the meetings</i>	Regional Pathways meeting 18.03.24	NoS CAMHS regional leaders group 25.03.24
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Regional Pathways meeting 18.03.24					
NoS CAMHS regional leaders group 25.03.24					
“Exempt / private” item	N/A				

The main report is to be attached together with a list of the appendices and references to any background documents or material e.g. include web links.

Consultant Psychiatrist CAMHS

Situation

For a Tier 3 service, the CAMHS specification (Scottish Government 2020) requires the Board to provide a multi-disciplinary team that is made up of nurses, clinical and applied psychologists, social workers, occupational therapists and psychiatrists. Currently the service is supported by a consultant psychiatrist who visits the island for 1 week per month as part of a SLA. We also have a locum consultant who visits for 1 week every 3 months. As part of a plan to ensure delivery of safe service in NHS Shetland the Board Medical Director would like to propose recruiting to a substantive consultant psychiatrist post.

Background

Currently consultant support is provided by visiting consultants with additional support provided from NHS Grampian and NHS Tayside. This has allowed us to maintain a service for the children and young people between the ages of 0 -18 years.

The CAMHS team operates in a collaborative culture, in keeping with modern roles for consultant psychiatrists. There is a history of close multi-disciplinary and multi-agency working in Shetland, and the CAMHS team is a strong example of this, with a consultative and case supervisory model of working in which the consultant plays a lead role. The team as a whole have been instrumental in developing the service to its present levels, and this post holder will be encouraged to continue this development, in the present context of regional network collaboration (building on the already close links with the Grampian service in Aberdeen and Young People' Dundee).

This has enabled the team to provide support and management to children and young people to ensure transfers to the mainland are kept to a minimum.

It is anticipated that recruiting a suitably qualified Consultant Psychiatrist will be challenging. Therefore the post is being advertised as part time to allow for the option of not having to relocate. This model has been successful when recruiting to posts in other specialties in Shetland.

Although the current model provides clinical support, the team are lacking clinical leadership and governance. A major part of the role will be to support the development and governance of the service and to form stronger links with CMHT and other disciplines within the Acute, Community and 3rd sector stakeholder groups as well as other providers in the North of Scotland.

Assessment

As we are seeing an increase in the number of referrals to the service, NHS Shetland could secure the future of mental health service by recruiting to a consultant psychiatrist. The job plan is 0.4wte and it is anticipated the consultant psychiatrist will spend one week per month working in Shetland. The remaining PAs will be worked remotely. There is therefore the opportunity for the team to access a consultant on a weekly basis. The applicant will also be expected to a member of the North of Scotland Network and attend the meetings. Clinical governance will be an important part of the role as will developing and maintaining clinical standards.

Proposed Job plan

Mon	Tues	Wed	Thurs	Fri	Sat	Su
DCC	DCC	DCC	DCC	SPA		
SPA	DCC (Admin)	DCC	DCC (Admin)	SPA		

Mon	Tues	Wed	Thurs	Fri	Sat	Su
		SPA				
		DCC				

Mon	Tues	Wed	Thurs	Fri	Sat	Su
		SPA				
		DCC				

Mon	Tues	Wed	Thurs	Fri	Sat	Su
		SPA				
		DCC				

Finance

There is currently funding for the SLA and if recruitment is successful the SLA will be terminated and the funding used to pay for this post. Utilising our own team of clinical staff reduces variation in practice and improves patient safety – a problem the team have struggles with. There would be regular savings in locum pay and transport costs.

Recommendations

The Board is asked to approve the recruitment of this post.