



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

***Caring for People, Keeping People Well***

## **CONSULTANT NEONATOLOGIST including Neonatal Transport**

**10 sessions per week**

### **Job Description**

Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board.  
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro.

# **CARDIFF AND VALE UNIVERSITY HEALTH BOARD**

## **JOB DESCRIPTION**

### **CONSULTANT NEONATOLOGIST**

#### **1. THE HEALTH BOARD**

Cardiff and Vale University Health Board was established in October 2009 and is one of the largest NHS organisations in the UK. We have a responsibility for the promotion of health and well-being of around 475,000 people living in Cardiff and the Vale of Glamorgan, the provision of local primary care services, running of health centres, community health teams, hospitals – providing treatment and care when health and well-being isn't the best it could be.

We are increasingly focusing the planning and delivery of our care based on neighbourhoods and localities to help ensure people receive care as close to home as possible where it is safe and effective to do so. We also provide specialist services for people across South Wales and in some cases the whole of Wales.

The Health Board also serves a wider population of 2.5 million people across South and Mid Wales and manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, PICU, neurology, neurosurgery, medical genetics, bone marrow transplantation, renal transplant and toxicology. On-site services include 24/7 PCI, stroke thrombolysis, ophthalmology, maxillo-facial, trauma, general medicine, general surgery, urology and paediatrics. From September 2020, University Hospital of Wales is designated as the first Major Trauma Centre to launch in Wales.

In 2021-22, the Health Board's total turnover was £1.7 billion and it employs over 16,000 staff.

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

We are also a teaching Health Board with close links to Cardiff University which boasts a high-profile teaching, research and development role within the UK and abroad; and enjoy strengthened links with the University of South Wales and Cardiff Metropolitan University. Together, we are training the next generation of clinical professionals.

#### **1.1 Values & Behaviours**

In 2012, Cardiff and Vale University Health Board undertook a listening exercise entitled 'Picture the Future' in which staff were invited to provide feedback about working within the Health Board. As a result of this feedback, a plan of action was devised - named 'Organising for Excellence' - which aims to secure the kind of future we want to offer to the people we serve.

'Picture the Future' also identified key Values and Behaviours which should underpin the work of its staff in order achieve success for the organisation. These can also be

closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.

<b>Our Values</b>
<ul style="list-style-type: none"><li>• <b>Care</b> about the people we serve and the people we work with.</li><li>• Act with <b>kindness</b> – because it costs nothing, and makes all the difference in the world.</li><li>• Show <b>trust</b> – because our staff have been trained to do their jobs and we work at our best when we feel we are being trusted.</li><li>• Take and expect <b>personal responsibility</b> – because everyone has a job to do and we are all responsible for doing our jobs as well as we can.</li><li>• Be <b>respectful</b> – because this is what we want for ourselves.</li><li>• Always act with <b>integrity</b> – because we build trust and respect if we keep our promises, do what we say we will do, and work as colleagues together.</li></ul>

<b>Our Behaviours</b>
How these values become part of our everyday behaviour:-
<ul style="list-style-type: none"><li>• Being enthusiastic and taking responsibility for what we do.</li><li>• Doing what we say we will do and being honest with ourselves and others</li><li>• Treating people as we would like to be treated, and always with compassion</li><li>• Thanking people, celebrating success and, when things go wrong, asking “what can we learn?”</li><li>• Looking for feedback on how we’re doing and always striving for better ways of doing things</li><li>• Never letting structures get in the way of doing the right thing</li></ul>

The Health Board needs to be sure that the staff they employ have values and behaviours that are aligned with those of the organisation thereby ensuring that appointees will be able to make an ongoing contribution to the positive culture of the organisation and meet the required standards of behaviour to patients, carers and the public and to one another.

It is therefore likely that interviewees will be asked questions which encourage them to talk about themselves and provide insight into their personal values and behaviours.

## 1.2 NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU foreign nationals. As part of NHS Wales’ ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its services:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

## **2. THE HEALTH BOARD STRUCTURE**

Executive Medical Director & Responsible Officer: Professor Meriel Jenney  
Deputy Medical Director: Dr Richard Skone

Medical & Dental services are delivered via 7 main Clinical Boards (as listed below) and the All Wales Medical Genomics Service:

Medicine	Surgery
Specialist Services	Clinical Diagnostics & Therapeutics
Children & Women's Services	Primary, Community & Intermediate Care
Mental Health	

This post sits within the Children & Women's Services Clinical Board.

Clinical Board Director – Dr Clare Rowntree  
Clinical Board Head of Operations & Delivery – Catherine Wood  
Interim Head of Nursing – Andy Jones

Clinical Director (Acute Child Health) – Dr Rim Al-Samsam  
Directorate General Manager (Acute Child Health) – Becci Ingram  
Lead Nurse (Acute Child Health) – Karenza Moulton

## **3. THE JOB ITSELF**

**Title:** Consultant Neonatologist with an interest in Neonatal Transport

**Base location:** University Hospital of Wales (UHW)

An exciting opportunity has arisen for a substantive Consultant appointment within Cardiff and Vale University Health Board (UHB). The Neonatal Unit in Cardiff is a level III tertiary Neonatal Unit providing intensive care, high dependency and special care services for the local population of Cardiff and the Vale of Glamorgan, as well as a tertiary service for South Wales. It is the only unit in Wales to provide neonatal surgery with approximately a quarter of its admissions coming from other units in Wales.

A new Neonatal Intensive Care Unit was opened in 2019. This includes high quality on-site family facilities and an expansion in cot numbers. The new Neonatal Unit has resulted from a review of key paediatric and other specialties along the M4 South Wales corridor (the South Wales Programme). Capital funding was approved by the Welsh Assembly Government for the development of a 50 cot neonatal unit, based on the second floor of the University Hospital of Wales, and with a specification based on the latest All Wales and British Association of Perinatal Medicine standards. The unit is currently funded for 32 cots (8 intensive care, 12 high dependency, 12 special care cots), although facilities and infrastructure are available to allow increase to 50 cots in the next years.

Although this post is full-time, consideration will be given to applicants who require flexible working arrangements. The post holder will participate in all aspects of the Neonatal Service at UHW. This will include neonatal intensive care service weeks, second-on weeks, neonatal on-call as well as neonatal follow-up with regular out-patient clinics.

The post holder will also be expected to contribute to the Neonatal Transport service at UHW. There will also be the opportunity to develop a special interest to complement those of the rest of the team and contribute to research on the unit. Further details of the work of the department can be found in section 4.

The successful applicant will join an enthusiastic and dedicated team of neonatal nurses, junior doctors, Consultants and a professor. Each Consultant has a particular area of expertise and research interest including neonatal respiratory disorders and chronic lung disease, perinatal epidemiology, neonatal neurology, nutrition, prenatal diagnosis and counselling, fetal medicine and intra-uterine growth restriction. Current research being undertaken on the unit includes alternative methods for surfactant delivery, umbilical line measurement, neonatal sepsis, and azithromycin for chronic lung disease (AZTEC). The neonatal unit at UHW has been part of the Vermont Oxford international network for benchmarking and quality improvement since 2006. The nursing team includes Neonatal Outreach team and a Practice Education team who now run our own neonatal high dependency and intensive care course which is validated by the University of Glamorgan.

This post comes at an exciting time for neonatal services in Wales and has arisen as a result of expansion of the new-born transport service (CHANTS service) to a 24-hour a day, 7 days per week service. It is also a time of expansion for all paediatric services in Cardiff - Phase II of the Children's Hospital for Wales opened in February 2015. Therefore an enthusiastic and motivated individual is required to join and further develop neonatal services as part of a larger local and comprehensive tertiary paediatric service.

#### **NEONATAL SERVICES IN WALES:**

The joint Wales Maternity and Neonatal Network was established in 2019 and brings together NHS health professionals and partners from other organisations, with the aim of ensuring equitable, high quality and clinically effective neonatal care is available to babies and their families in Wales. There are 9 neonatal units in Wales providing a range of different levels of care. Neonatal Care in Wales is underpinned by the 'All Wales Neonatal Standards' which were issued in October 2008, updated in 2013 and again in 2017.

#### **NEONATAL TRANSPORT SERVICE FOR SOUTH WALES:**

In South Wales, critical care is provided in three Level 3 units (Cardiff, Swansea and Newport), with Cardiff being the regional unit offering neonatal sub-specialty care and neonatal surgery. In addition, there are 4 other obstetric units with supporting paediatric services and local neonatal units. A smaller number of births occur in small delivery units in Powys, Royal Glamorgan Hospital, and in homes. The birth rate in Wales has been increasing steadily since 2002, and with it the number of babies requiring neonatal services.

The Cymru inter-Hospital Acute Neonatal Transport Service (CHANTS) provides a dedicated emergency neonatal retrieval and repatriation service across the whole of South Wales. A separately staffed, fully trained team is provided using a dedicated and fully equipped neonatal ambulance, including nitric oxide and cooling equipment. The

service is Consultant-delivered, with the three tertiary units in Cardiff, Newport and Swansea, each contributing one week in three for 12 hours/day, 7 days per week.

On the day, the transport team consists of the transport Consultant, transport nurse and the ambulance driver. Occasionally, neonatal trainees or nursing students join the team for experience.

CHANTS covers a wide geographical area in South Wales, starting from Newport in the east up to Carmarthen in the west, including Aberystwyth in mid Wales. The three neonatal units in North Wales are covered by a separate service. Transfers are expected between all of the units in South Wales including uplifts for intensive care from local neonatal units, specialist care and elective procedures. Occasionally, due to capacity reasons, transfers outside the network are undertaken. Referrals for cardiac surgery are transferred to Bristol. The same transfer team undertakes repatriations as well, so transfers for the day are usually prioritised based on need and the judgement of the consultant.

Around 500 transfers are undertaken by CHANTS, of which around 20% were ventilated and another 25% were supported with non-invasive ventilation. Since 2021 the service is operating 24 hours a day and 7 days per week.

In view of the fact that the Health Board is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change and the place(s) of duties modified.

#### **Accountability:**

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Clinical Board Director.

### **3.1 Names of Senior and Consultant members of the Department of Child Health**

#### **Neonatology**

Dr Amar Asokkumar	Consultant Neonatologist
Dr Jennifer Calvert	Consultant Neonatologist
Dr Mallinath Chakraborty	Consultant Neonatologist
Dr Cora Doherty	Consultant Neonatologist
Dr Nitin Goel	Consultant Neonatologist
Dr Angela Hayward	Consultant Neonatologist
Dr Rachel Hayward	Consultant Neonatologist (Transport Lead)
Dr Rebekka Jones	Consultant Neonatologist
Dr Ian Morris	Consultant Neonatologist
Dr David Odd	Senior Lecturer Population Med, Consultant Neonatologist
Dr Alok Sharma	Consultant Neonatologist
Dr Elisa Smit	Consultant Neonatologist (Clinical Lead)
Dr D Gallacher	Locum Consultant Neonatologist

#### **Speciality Consultants in the Department of Child Health**

Mrs Selena Curkovic	Lead Consultant Paediatric Surgeon (Urologist)
Mrs Aruna Abhyankar	Consultant Paediatric Surgeon (Urologist)
Mr Prabhu Sekaran	Consultant Paediatric Surgeon (Oncology/thoracic)

Mr Oliver Jackson	Consultant Paediatric Surgeon (Lower GI)
Mr Eniola Foloramni	Consultant Paediatric Surgeon (Upper GI)
Mrs Ceri Jones	Consultant Paediatric Surgeon (Lower GI)
Mrs Anjli Khakar	Locum Consultant Paediatric Surgeon
Mr Ma'in Masarwaeh	Locum Consultant Paediatric Surgeon
Mrs Genevieve Thueux	Lead Consultant Paediatrician
Dr Jennifer Evans	Consultant Paediatrician (interest in Infectious Diseases)
Dr Gillian Body	Consultant Paediatrician
Dr Siske Struik	Consultant Paediatrician
Dr David Tuthill	Consultant Paediatrician
Dr Martin Edwards	Consultant Paediatrician
Dr Ambika Shetty	Consultant Paediatrician
Dr Jennifer Stevens	Consultant Paediatrician
Dr Dan Rigler	Consultant Paediatrician (interest in Respiratory Paeds)
Dr Ne Ron Loh	Consultant Paediatrician
Dr Ieuan Davies	Consultant Paediatric Gastroenterologist
Dr Amar Wahid	Consultant Paediatric Gastroenterologist
Dr Joe Chan	Consultant Paediatric Gastroenterologist
Dr Julian Forton	Consultant in Respiratory Paediatrics & Cystic Fibrosis
Dr Lena Thia	Consultant in Respiratory Paediatrics & Cystic Fibrosis
Dr Wynne Smith	Consultant in Respiratory Paediatrics
Dr Anne Schmidt	Consultant in Respiratory Paediatrics
Dr Cathy Morley-Jacob	Lead Consultant Paediatric Oncologist
Dr Maddi Adams	Consultant Paediatric Oncologist
Dr Lena Uzunova	Consultant Paediatric Oncologist
Dr Richard Hain	Consultant in Paediatric Palliative Care
Dr Megumi Baba	Consultant in Paediatric Palliative Care
Dr Phillip Connor	Consultant Paediatric Haematologist
Dr Indu Thakur	Consultant Paediatric Haematologist
Dr Rim Al-Samsam	Consultant in Paediatric Intensive Care & Clinical Director
Dr Michelle Jardine	Consultant in Paediatric Intensive Care
Dr Malcolm Gajraj	Consultant in Paediatric Intensive Care
Dr Richard Skone	Consultant in Paediatric Intensive Care and Anaesthesia & Assistant Medical Director
Dr Siva Oruganti	Consultant in Paediatric Intensive Care
Dr Selyth Shapey	Consultant in Paediatric Intensive Care Medicine
Dr Anna Barrow	Consultant in Paediatric Intensive Care Medicine & Paediatric Anaesthesia
Dr Rebekah Price	Consultant in Paediatric Endocrinology
Dr Bindu Avatapalle	Consultant in Paediatric Endocrinology
Dr Georgina Williams	Consultant in Paediatric Endocrinology
Dr Joanne May	Consultant Paediatric Rheumatologist
Dr Nick Wilkinson	Consultant Paediatric Rheumatologist
Dr Shivram Hegde	Lead Consultant Paediatric Nephrologist



Dr Raj Krishnan	Consultant Paediatric Nephrologist
Dr Judith van der Voort	Consultant Paediatrician
Dr Shouja Alam	Consultant Paediatric Nephrologist

Dr Frances Gibbon	Consultant Paediatric Neurologist
Dr Johann te Water Naudé	Consultant Paediatric Neurologist
Dr Anurag Saxena	Consultant Paediatric Neurologist

Dr Dirk Wilson	Consultant Paediatric Cardiologist
Dr Orhan Uzun	Consultant Paediatric Cardiologist
Dr Victor Ofoe	Consultant Paediatric Cardiologist
Dr Alan Pateman	Consultant Paediatric Cardiologist
Dr Chris Gillett	Consultant Paediatric Cardiologist
Dr Nadia Hajaini	Consultant Paediatric Cardiologist

### **Community Consultants based at St David's Hospital Children's Centre or Llandough Children's Centre**

Dr P Davis	Consultant Community Paediatrician
Dr C Norton	Consultant Community Paediatrician
Dr N John	Consultant Community Paediatrician
Dr K Kontos	Consultant Community Paediatrician
Dr N Pickerd	Consultant Community Paediatrician
Dr B Williams	Consultant Community Paediatrician
Dr C Simpson	Consultant Community Paediatrician
Dr S Moynihan	Consultant Community Paediatrician & Clinical Director – Community Child Health
Dr K Skone	Consultant Community Paediatrician
Dr F Norris	Consultant Community Paediatrician

### **3.2 Relevant Consultant staff in other Departments**

Dr S Harrison	Consultant Paediatric Radiologist
Dr A Evans	Consultant Paediatric Radiologist
Dr R Isaac	Consultant Paediatric Radiologist
Dr T Micic	Consultant Paediatric Radiologist
Mr P Watts	Consultant Paediatric Ophthalmologist
Dr J Stewart	Consultant Paediatric Anaesthetist
Dr S Froom	Consultant Paediatric Anaesthetist
Dr M Kumar	Consultant Paediatric Anaesthetist
Dr F Howard	Consultant Paediatric Anaesthetist
Dr M Saigopal	Consultant Paediatric Anaesthetist
Dr M Roberts	Consultant Paediatric Anaesthetist
Dr S Slinn	Consultant Paediatric Anaesthetist
Dr V Lucas	Consultant Paediatric Anaesthetist
Dr L Bowen	Consultant Paediatric Anaesthetist
Dr G Leslie	Consultant Paediatric Anaesthetist
Dr J Francis	Consultant Paediatric Anaesthetist



### **3.3 Other Medical Staff in the Department**

#### UHW Neonatal Unit

Tier 2 rota: 7 WTE ST4-8 deanery trainees and 1 Senior Clinical Fellow

Tier 1 rota: 7 WTE ST1-3 deanery trainees and 4 Junior Clinical fellows

8 Advanced Neonatal Nurse Practitioners and 2 in training

### **3.4 Other Relevant Staff**

Kylie Hart	Senior Nurse
Michelle Philips	Ward Manager
Paul Ridgeway	Technician
Jess Davies	Technician
Catriona Matthews	Psychologist
Sian Howells	Paediatric physiotherapist
Beverley Curtis	Paediatric Speech and Language Therapist
Isabel Fraser	Paediatric dietician
Gemma Davies	Neonatal Outreach team leader

Approximately 100 WTE nursing staff including Neonatal Outreach and Practice Education teams.

There are close links at UHW with the Obstetric & Fetal Medicine services and the Genetics service. The department of Obstetrics provides a wide range of specialist services including fetal medicine, maternal medicine and assisted reproduction.

Fetal Medicine:	Mr Bryan Beattie Miss Christine Conner Mr Mark Denbow
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Genetics:	Dr Vinod Varghese
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### **3.5 Secretarial Support and Accommodation**

An office with appropriate IT equipment will be provided. There will be dedicated secretarial support. There is currently a review of accommodation within the Child Health Directorate being undertaken.

## **4. WORK OF THE DEPARTMENT**

### **4.1 University Hospital of Wales (UHW)**

UHW was officially opened in 1971 and rapidly established itself as one of the foremost teaching hospitals in the UK and the flagship of Wales.

The hospital provides secondary health care for a population of approximately ½ million in the Cardiff area. In addition, the hospital manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, neurology, neurosurgery, medical genetics, bone marrow transplantation and renal transplant.

UHW is the main centre of excellence for clinical practice, medical and dental education and research in Wales.

#### **4.2 Neonatal Unit, University Hospital of Wales**

The NICU at the UHW site provides specialised tertiary neonatal services (largely intensive or high dependency) for the whole population of South Wales with a small number of referrals from England. The unit also provides secondary intensive and high and low dependency care for Cardiff and other local residents (about one in ten deliveries need this level of care). These services are similar to those provided in the other South Wales sub-regional neonatal units.

The tertiary referrals include:-

- the extremely preterm and extremely low birthweight babies (including multiple pregnancies relating to Cardiff and other Assisted Reproduction services);
- congenital malformations requiring multi-specialty assessment and/or neonatal surgery (often referred via the UHW Fetal Medicine service);
- infants with neonatal complications requiring specific medical or surgical management. Examples of the latter are NEC, post haemorrhagic hydrocephalus, subglottic stenosis, organ failure – renal or hepatic, cardiac problems congenital or prematurely related, inborn errors of metabolism and specific specialised medical support such as HFOV or NO therapy.

Specialised services to the new-born include:-

- Paediatric Cardiology
- Paediatric Neurology and Neurosurgery
- Paediatric Surgery and Paediatric Anaesthesia
- Clinical Genetics
- Paediatric Nephrology
- Paediatric Urology
- Paediatric Gastroenterology and Nutrition
- Paediatric Endocrinology
- Ophthalmology
- Audiology
- Metabolic Medicine
- Paediatric respiratory and Children's ENT

The major advantage of the UHW site is the ability to provide all of these services on site.

The length of stay of babies on the unit can be lengthy (varying from 0 days to 160 days, with an average of about 16 days) and is increasing year on year due to increasing case complexity and survival.

This is the only unit in Wales capable of providing all these specialised tertiary services although North Wales looks to Liverpool, Manchester and occasionally Birmingham for tertiary neonatal support.

About 570 infants are admitted to the neonatal intensive care unit at UHW per year. Approximately 5000-6000 days of critical care (intensive care / high dependency care),

and approximately 4000 days of special care are delivered annually. There is an increasing complexity of case-mix and improvements in survival over time.

Approximately 60% of the unit's admissions are regarded as tertiary referrals and much more than half the unit's workload relates to these patients due to the richer case mix, higher dependency and often, longer length of stay.

The UHW neonatal intensive care unit currently comprises 8 Intensive Care cots, 12 High Dependency cots and 12 Special Care cots. Expansion of the unit floor space to 50 beds to allow for expected increases in demand for neonatal services was completed in 2019.

At present 11 WTE Consultant Neonatologists provide acute service, second-on and on-call cover for the neonatal unit 24 hours/day, 7 days per week. Separate Working Time compliant tier 1 and 2 cover is provided 24/7 by Paediatric trainees on the South Wales Paediatric training rotation, at least one of which is a National Grid Trainee post. The Paediatric trainees are supported by 5 clinical fellow posts and a separate ANNP rota. This cover is not shared with general paediatrics for which there is a separate rota.

#### **4.3 UHW Child Health clinical services**

A wide range of tertiary specialist services are located in the Children's Hospital as well as general paediatrics for the local population.

There are two floors for paediatric oncology and two floors for general / specialty paediatrics. The secondary general paediatric service covers the population of Central and East Cardiff. Phase 2 of the hospital was recently completed and comprises mainly critical care, surgical theatre services and dedicated paediatric outpatient services.

A Children's Emergency Assessment Unit is situated within the paediatric unit and all patients referred from General Practitioners are seen in this unit between 8.00am and 10.00pm. Patients are often discharged from this unit without admission.

#### **4.4 Department of Child Health: School of Medicine, Cardiff University**

The University incorporates the undergraduate medical school and the only dental school in Wales. The University medical school maintains strong academic and clinical teaching links across Wales.

The University Department of Child Health is the academic limb to paediatric clinical services and has its main base at UHW, led by Professor Sailesh Kotecha. The College has been successful in attracting external funding from a wide range of bodies in the public and private sectors, and performed exceptionally well in the recent Research Assessment Exercise and Teaching Quality Assessment. Close links are also established with the department of Population Medicine within Cardiff University, through the appointment of Dr David Odd as a Senior Lecturer in 2020.

The Neonatal Unit at UHW is heavily research-active, participating in major national and international multi-centre clinical trials. In addition, several local clinical and research studies are currently ongoing on the unit. The research arm of the unit benefits from a full-time fully-funded research nurse, who helps to co-ordinate

recruitment, compliance and data collection for research studies. All consultants participate and contribute to ongoing research on the unit, and to journal publications. Further new research opportunities are welcome, will be strongly supported.

Other active research areas of the Child Health Department include endocrinology, gastroenterology and nutrition, neonatal medicine, determinants of infant mortality, paediatric nephrology and neonatal lung disease. There is also a special interest in developing teaching initiatives.

Research interests of the Department of Children and Young People's Partnership include the Welsh Child Protection Systematic Review Group [www.core-inf.cf.ac.uk](http://www.core-inf.cf.ac.uk), primary research programme into the diagnosis of child abuse, accident prevention, domestic violence, vulnerable groups, special needs of disadvantaged children. The department runs a highly successful multidisciplinary MSc in Child Health.

The wider work of the Department of Child Health is demonstrated by Consultants representing most of the major tertiary specialties providing in-patient care and outpatient services in Cardiff and outreach clinics as part of a South Wales network. General Paediatrics is also provided, serving the local population of Cardiff and the Vale of Glamorgan.

## **5. MAIN DUTIES AND RESPONSIBILITIES**

### **5.1 Clinical**

- 5.1.1 You will provide with consultant colleagues (as appropriate) a service in the speciality to the hospitals so designated, with responsibility for the prevention, diagnosis and treatment of illness and promotion of health.
- 5.1.2 You will have continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for the proper functioning of the department in line with the Operational Policy and Strategic Plan (as amended from time to time).
- 5.1.3 You will be responsible for the professional supervision and management of junior medical staff. If appropriate the post holder will be named in the contracts of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time is allocated within supporting professional activities for educational supervision of trainees.
- 5.1.4 You will be required to participate in continuing medical education in ways which are acceptable to the Chief Executive. The UHB supports the requirements for continuing professional development and is committed to providing time and financial support for these activities in line with the UHB Policy.
- 5.1.5 You will be required to participate in and contribute to Clinical Audit in line with the Health Board's policy on the implementation of Clinical Governance. As part of the South Wales Transport Service, you will also be expected to contribute, with equivalent colleagues in the other two centres, to the clinical governance processes of the service.
- 5.1.6 Domiciliary consultations - as appropriate to Cardiff and Vale residents in accordance with the Health Board Policy.

- 5.1.7 The successful candidate will participate in 4.5 NICU service weeks and 4.5 second-on weeks per year at UHW in addition to regular commitment to the neonatal transport service and 1 in 10 on-call rota to cover the Neonatal Unit at UHW. Candidates wishing to work flexibly will be expected to participate pro rata in all neonatal duties.
- 5.1.8 You will be required to cover for consultant colleagues' periods of leave.
- 5.1.9 Any other duties with other agencies that have been agreed with the employing Health Board.

## **5.2 Teaching**

- 5.2.1 As part of the Neonatal Transport service for South Wales, you will undertake teaching and training of medical and nursing colleagues to develop skills in stabilisation and short-term intensive care of all the users within the South Wales neonatal service.
- 5.2.2 All consultants are responsible for carrying out teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity and audit activities locally and nationally.
- 5.2.3 All consultants teach and train at all levels of undergraduate and postgraduate education. There is a very active postgraduate training department, which organises medical and dental education led by the Dean of Postgraduate Medical and Dental Education, at Cardiff University.

## **5.3 Research**

- 5.3.1 The successful candidate will be encouraged to participate fully in current research projects and to initiate projects of his/her own. Excellent research facilities are available on site and present research topics include neonatal respiratory care, neonatal sepsis, and chronic lung disease as a major interest.

## **5.4 Management**

- 5.4.1 You will be required to co-operate with local management in the efficient running of services and expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. In addition it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required.
- 5.4.2 As a member of the Neonatal Transport Service for South Wales, you will be expected to contribute to the efficient running of the service and with colleagues share in the medical contribution to management.
- 5.4.3 You will be required to work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder. All changes in clinical practice, workload or development requiring additional resources must have prior agreement with the Health Board.

- 5.4.4 Subject to the Terms and Conditions of Service you will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the profession where they involve clinical matters.
- 5.4.5 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.
- 5.4.6 You will be required to ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients.
- 5.4.7 You will be required to conform to best management practice in respect of patient activity and waiting lists.

## **6. PROVISIONAL WORK PROGRAMME**

(as required under paragraph 30A of the Terms and Conditions of Service)

- 6.1 PROPOSED WEEKLY TIMETABLE OF PROGRAMMED DUTIES** (i.e. regular scheduled NHS activities in accordance with the criteria detailed under the Amendment of the National Consultant Contract in Wales). The duties described here are provisional and will be the subject of annual review and will form a composite part of the JOB PLAN which will be agreed between the post holder and the Chief Executive or a nominated deputy.

The job plan will typically have 8 Direct Clinical Care sessions and 2 sessions for Supporting Professional Activities. The post holder will be responsible for neonatal transport at UHW approximately 3 weeks per year and 3.5 weekends. They will also contribute 75% WTE to the Neonatal Unit on-service / second-on cover and on-call rotas (approximately 1 in 10) based at University Hospital of Wales.

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9
Neonatal Transport duties	OFF	NNU duties	NNU duties	NNU duties	NNU duties	Neonatal Transport duties	NNU duties	NNU duties

**Transport weeks (split Mon-Thurs day and Fri-Sun night, or Mon/Tuesday night and Friday-Sunday day):**

**Full time commitment to transport duties and no other commitments expected**

	sessions	hours	Hospital/ location	Type of work
<b>Monday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute/on-call
<b>Tuesday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute/on-call
<b>Wednesday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute/on-call
<b>Thursday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute/on-call



<b>Friday (am/pm)</b>				
<b>Saturday (am/pm)</b>				
<b>Sunday (am/pm)</b>				

	<b>sessions</b>	<b>hours</b>	<b>Hospital/ location</b>	<b>Type of work</b>
<b>Monday (am/pm)</b>				
<b>Tuesday (am/pm)</b>				
<b>Wednesday (am/pm)</b>				
<b>Thursday (am/pm)</b>				
<b>Friday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute/on-call
<b>Saturday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute / on-call from home
<b>Sunday (am/pm)</b>	3.2	12	University Hospital of Wales	Acute / on-call from home

**Service Week 4 per year and predictable on-call duties (1 in 10):-**

	<b>Sessions</b>	<b>Hours</b>	<b>Hospital / Location</b>	<b>Type of work</b>
<b>Monday (am/pm)</b>	2.2	8.5	University Hospital of Wales	Acute on-service work
<b>Tuesday (am/pm)</b>	2.2	8.5	University Hospital of Wales	Acute on-service work
<b>Wednesday (am/pm)</b>	2.2	8.5	University Hospital of Wales	Acute on-service work
<b>Thursday (am/pm)</b>	2.2	8.5	University Hospital of Wales	Acute on-service work
<b>Friday (am/pm)</b>	2.2	8.5	University Hospital of Wales	Acute on-service work
<b>WEEKENDS</b> (3 nights, 2 days) Predictable and unpredictable on call	5.5	20.5	University Hospital of Wales	Acute on-service work
<b>ON-CALL</b> predictable (1.5) and unpredictable (3) (1 in 10)	1.2	4.5	University Hospital of Wales	Evening acute on-service work



**Second-on week 3.6 per year covering HDU and low dependency:**

	Sessions	Hours	Hospital / Location	Type of work
<b>Monday (am/pm)</b>	2	8	University Hospital of Wales	HDU/ low dependency cover
<b>Tuesday (am/pm)</b>	2	8	University Hospital of Wales	HDU/ low dependency cover
<b>Wednesday (am/pm)</b>	2	8	University Hospital of Wales	HDU/ low dependency cover
<b>Thursday (am/pm)</b>	2	8	University Hospital of Wales	HDU/ low dependency cover
<b>Friday (am/pm)</b>	2	8	University Hospital of Wales	HDU/ low dependency cover

**Non-Service week**

		Sessions	Hours	Hospital / Location			Type of work
<b>Monday</b>	AM						
	PM						
<b>Tuesday</b>	AM	1	3.75	University Wales	Hospital	of	SPA Teaching and training/ educational supervision
	PM	1	3.25	University Wales	Hospital	of	Clinic/patient admin
<b>Wednesday</b>	AM	1	3	University Wales	Hospital	of	Neonatal Grand Round/ Radiology meeting / DCC
	PM	1	3.75	University Wales	Hospital	of	SPA Transport audit/ benchmarking/CPD
<b>Thursday</b>	AM	1	4	University Wales	Hospital	of	Surgical Round /special clinical interest
	PM	1	3.75	University Wales	Hospital	of	SPA educational supervision
<b>Friday</b>	AM	1	3.25	University Wales	Hospital	of	Clinic/patient admin
	PM						

### Calculation of work programme

Activity	Period covered	Number per year	Session per activity	Sessions per activity per year*
1 <sup>st</sup> service	08:30-17:30 Monday to Friday plus 1 hour handover on Sunday (46 hours)	4	12.27	1.17
2 <sup>nd</sup> service	09:00-17:00 Monday to Friday (40 hours)	3.6	10.67	0.91
Transport service	08:00-20:00 Monday to Friday (60 hours)	3.1 (accounts for Fridays)	16	1.19
Clinic	4 hours	20	1.07	0.51
Other DCC	Clinic admin/chronic care (3.75 hours), MDT clinical meetings (4 hours), other (3 hours) Total 11 hours	23.7	2.93	1.65
				<b>Total 5.43 in hours sessions per week</b>
Averaged weekday on-call	Unit + Transport nights	32 (17.5 + 14.5)	1.82 (avg)	1.39
Weekend on-calls	Unit + transport days + transport nights	8.3 (2.5+2.9+2.9)	5.9 (avg)	1.17
				<b>Total 2.56 out of hours sessions per week</b>
				<b>Total 7.99 sessions per week DCC</b>

**TOTAL JOB PLAN = 10 SESSIONS**

#### **Notes:**

1½ sessions will be allocated within the job plan for Core Supporting Professional Activities. Additional SPA time will be arranged by mutual agreement between the Consultant appointee and Directorate where additional SPA time / activity can be identified and evidenced in specific SPA roles. The notional split of DCC/SPA time will be subject to Job Plan Review and agreement. If sufficient outcomes from SPA time cannot be evidenced, SPA sessions may be reallocated to DCC sessions by agreement. A full session is normally 3¾ hours duration.

Mentoring arrangements are available in the Directorate and a senior clinician may be provided to the successful candidate if desired. The UHB also runs a Corporate Consultant Induction Programme for new Consultant appointees.

Direct clinical care covers:-

- Emergency duties (including emergency work carried out during or arising from on-call)
- Operating sessions including pre and post-operative care
- Ward rounds
- Outpatient clinics
- Clinical diagnostic work
- Other patient treatment
- Public health duties
- Multi-disciplinary meetings about direct patient care
- Administration directly related to patient care e.g. referrals, notes etc.

Supporting professional activities covers:-

- Training
- Continuing professional development
- Teaching
- Audit
- Job planning
- Appraisal
- Research
- Clinical management
- Local clinical governance activities

## **7. REVIEW OF THIS JOB DESCRIPTION IN RELATION TO JOB PLANS**

This job description will form a composite part of a Job Plan which will include your main duties, responsibilities and expected outcomes. The Job Plan will be agreed on an annual basis between you and your Clinical Director and confirmed by the Clinical Board Director. In cases where it is not possible to agree a Job Plan, either initially or at an annual review, the appeal mechanism will be as laid out in the Amendment of the National Contract in Wales.

Annual job plan reviews will also be supported by the Consultant appraisal system which reviews a Consultant's work and performance and identifies development needs as subsequently reflected in a personal development plan.

## **8. MAIN CONDITIONS OF SERVICE**

- 8.1** This post is covered by the terms and conditions of service, including pay and leave entitlement, which apply to medical and dental staff employed in Wales as amended from time to time. Details of these may be obtained from the Medical Workforce Department.
- 8.2** The post is pensionable unless the appointee opts out of the scheme or is ineligible to join. Remuneration will be subject to deduction of pension contributions in accordance with the Department of Health regulations.

- 8.3** Candidates unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis, in consultation with consultant colleagues and the Medical Director.
- 8.4** The salary applicable is on the Consultant pay scale (Wales) and will be specified in the contract. (See also paras 8.10 and 8.16). Consultants in Wales paid on one of the first three points of the substantive Consultant pay scale also receive a Wales recruitment incentive payment.
- 8.5** The Consultant appointed will be required to live in a location which is within reasonable travelling time from the place of work as agreed with the Clinical Director.
- 8.6** The post holder is required to travel as necessary between hospitals / clinics. A planned and cost-effective approach is expected.
- 8.7** The post holder is required to comply with the appropriate Health and Safety Policies as may be in force. As part of this, all staff are required to adhere to the Health Board's Infection Prevention & Control policies and procedures to make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. The post holder is therefore required to attend mandatory infection control training provided for them by the Health Board and to take active steps to prevent and reduce hospital acquired infections.
- 8.8** Reimbursement of removal and associated expenses will only be offered in exceptional circumstances following consideration and agreement by the Medical Director and in accordance with the criteria as laid out in the Health Board Policy.
- 8.9** The consultant will be required to maintain his/her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges.
- 8.10** There must be no conflict of interest between NHS work and private work. All Consultants undertaking private practice must therefore demonstrate that they are fulfilling their NHS commitments.
- 8.11** You must provide us with evidence which is acceptable to the Occupational Health Department, that you are not a carrier of Hepatitis B. This would normally be a pathology report from a laboratory in the UK or alternatively a report from another NHS Occupational Health Department within the UK. It will not be possible to confirm this appointment unless this condition is met. Before starting work you may therefore need to attend the Occupational Health Department for assessment. If this is not possible, then you must attend on the day you start work.
- 8.12** The Health Board will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council and to abide by professional codes of conduct.
- 8.13** As you will only be indemnified for duties undertaken on behalf of the Cardiff and Vale University Health Board, you are strongly advised to ensure that you have appropriate Professional Defence Organisation Cover for duties outside the scope of the Health Board, and for private activity within the Health Board.

- 8.14** The Consultant appointed will be required to possess an appropriate Certificate of Completion of Training / Certificate Confirming Eligibility for Specialist Registration.
- 8.15** So far as is practicable the consultant appointed will be expected to provide cover for annual and study leave of consultant colleagues.
- 8.16** When first appointed, the Health Board has discretion to fix the starting salary at any of the two next incremental points above the minimum of the scale by reasons of special experience, service in HM Forces or in a developing country, and qualifications.
- 8.17** Under the provisions of the Data Protection Act 1998, it is the responsibility of each member of staff to ensure that all personal data (information that is capable of identifying a living individual) relating to patients, staff and others to which they have access to in the course of employment is regarded as strictly confidential. Staff must refer to the Health Board's Data Protection Policy (available via the Health Board intranet) regarding their responsibilities.

**8.18 Appraisal / Revalidation**

All licensed doctors / dentists who are registered with the General Medical Council are required to 'revalidate' every five years in order to maintain their licence to practise. To inform this process, it is important that GMC licensed doctors / dentists participate in the UHB's annual appraisal reviews which are based on the General Medical Council's 'Good Medical Practice' principles and include a Patient and Peer Multi-Source Feedback process. The post holder will be expected to use the Medical Appraisal & Revalidation System (MARS).

**8.19 The Ionising Radiation (Medical Exposure) Regulations 2017**

The Ionising Radiation (Medical Exposure) Regulations 2017 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposures such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

**8.20 Disclosure of Criminal Background of Those with Access to Patients**

It is the policy of the Health Board that in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Disclosure & Barring Service is authorised to disclose in confidence to the Health Board details of any criminal record including unspent and spent convictions, cautions, reprimands and final warnings.

Applicants being considered for this post must provide this information on the application form before they can be considered.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a DBS Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.





## **9. GENERAL INFORMATION FOR APPLICANTS**

- 9.1** Applicants who are related to any member or senior office holder of the Cardiff and Vale University Health Board should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.
- 9.2** Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Health Board will disqualify them. This should, however, not deter candidates from approaching any person for further information about the post.
- 9.3** Any offer of appointment will be subject to the receipt of three satisfactory references.
- 9.4** The nature of the work of this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.
- 9.5** Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Shortlisted candidates who visit the District on a second occasion, say on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on that occasion also. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom. Reimbursement of expenses shall not be made to a candidate who withdraws their application or refuses an offer of an appointment.

## **10. DATE WHEN POST VACANT**

Immediately.

## **11. DETAILS FOR VISITING**

Candidates who may wish to see the Department(s) involved are invited to contact:-

Dr Ian Morris, Deputy Lead Consultant for Neonatal Services

☎ (029) 2074 2432

E-mail: [ian.morris3@wales.nhs.uk](mailto:ian.morris3@wales.nhs.uk)

Ms Becci Ingram, Directorate General Manager (Acute Child Health)

☎ (029) 2074 6309

E-mail: [Becci.Ingram@wales.nhs.uk](mailto:Becci.Ingram@wales.nhs.uk)

Dr Rim Al-Samsam, Clinical Director (Acute Child Health)

☎ (029) 2074 4662

E-mail: [rim.al-samsam@wales.nhs.uk](mailto:rim.al-samsam@wales.nhs.uk)

Shortlisted candidates are also encouraged to contact :-

Dr Clare Rowntree, Clinical Board Director (Children & Women's Services)  
E-mail: [clare.rowntree@wales.nhs.uk](mailto:clare.rowntree@wales.nhs.uk)

and any other senior official deemed appropriate.

*Con1304-Neonates*

**CARDIFF AND VALE UNIVERSITY HEALTH BOARD**

**PERSON SPECIFICATION FORM FOR  
CONSULTANT NEONATOLOGIST**

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measured By</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Full GMC Registration with a licence to practise</li> <li>➤ On Specialist Register for specialty / Specialty Registrar with CCT / CESR(CP) in Paediatrics (Neonatal Medicine) due within six months of interview date</li> <li>➤ NLS provider</li> </ul>	<ul style="list-style-type: none"> <li>➤ Higher Degree e.g. MD</li> <li>➤ NLS instructor</li> </ul>	Application
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Broad training and experience in all aspects of neonatal medicine</li> </ul>	<ul style="list-style-type: none"> <li>➤ Experience and interest in Neonatal Transport</li> </ul>	Application / Interview
<b>Ability</b>	<ul style="list-style-type: none"> <li>➤ Commitment to team approach and multi-disciplinary working</li> <li>➤ Counselling / Communication skills</li> <li>➤ IT skills</li> </ul>		Application / Interview
<b>Audit</b>	<ul style="list-style-type: none"> <li>➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>➤ Understanding of clinical risk management and clinical governance</li> <li>➤ Evidence of engagement with revalidation</li> </ul>		Application / Interview
<b>Research</b>	<ul style="list-style-type: none"> <li>➤ Active research interests</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of initiating, progressing and concluding research projects with publication</li> </ul>	Application / Interview
<b>Management</b>	<ul style="list-style-type: none"> <li>➤ Commitment to participating in and understanding of the management process</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of management training</li> </ul>	Application / Interview
<b>Teaching</b>	<ul style="list-style-type: none"> <li>➤ Evidence of teaching medical students and junior doctors</li> </ul>	<ul style="list-style-type: none"> <li>➤ Organisation of (undergraduate and/or postgraduate) teaching programmes</li> </ul>	Application / Interview

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>➤ Evidence of ability to work both in a team and alone</li> <li>➤ Flexible approach</li> <li>➤ Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>➤ Values aligned to those of the Health Board</li> </ul>		Application / Interview
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>➤ Satisfactory Immigration Status</li> <li>➤ Satisfactory Health Clearance</li> <li>➤ Satisfactory Disclosure Check</li> </ul>		Application / Employment checks