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

Caring for People, Keeping People Well

CONSULTANT IN OLD AGE PSYCHIATRY

(Cardiff North)

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 IN OLD AGE PSYCHIATRY

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 2020-21, the Health Board's total turnover was £1.7 billion and it employs approximately 13,500 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.

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

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

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: Professor Meriel Jenney

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 Mental Health Clinical Board.

Clinical Board Director – Dr Neil Jones
Clinical Board Head of Operations & Delivery – Daniel Crossland
Clinical Board Head of Nursing – Mark Doherty

Clinical Director (Mental Health Services for Older People & Neuropsychiatry) – Arpita Chakrabarti
Directorate Manager – Joanne Wilson
Lead Nurse – Marianne Seabright

3. THE JOB ITSELF

Title: Consultant in Old Age Psychiatry - Cardiff North
(Replacement post – 10 sessions)

Base location: University Hospital Llandough

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

Dr Arpita Chakrabarti	Clinical Director for MHSOP & Neuropsychiatry / Consultant Old Age Psychiatrist - Community REACT service
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<i>This post</i>	Consultant Old Age Psychiatrist – North Cardiff CMHT
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Dr Deni Mohan	Consultant Old Age Psychiatrist - Care Homes Liaison
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	Service
Dr Sugandha Kumar	Consultant Old Age Psychiatrist – West Cardiff CMHT
Dr Rhiannon Callaghan / Dr David Howells	Consultant Old Age Psychiatrists (job share 12 sessions) - South & East Cardiff CMHT
Dr Sara Saffar Concejo / Dr Alan Slater	Consultant Old Age Psychiatrists – Vale of Glamorgan (18 sessions)
Dr Dragana Turic	Consultant Old Age Psychiatrist - Young Onset Dementia Service
Dr Radhika Oruganti	Consultant Psychiatrist - Liaison Psychiatry for Older People
Bethan Henderson	Senior Nurse Manager In-patient Services
Craig Walters	Senior Nurse Manager Community Services
Michelle Grmusa	Integrated Manager, MHSOP Community

3.3 Secretarial Support and Accommodation

Medical Secretary Band 4 and Support Secretary Band 3. Base – MHSOP Community Team, Llanfair Unit, University Hospital Llandough, Penlan Road, Penarth, Vale of Glamorgan, CF64 2XX.

The post holder will have a separate office with safe storage facilities of confidential information.

4. WORK OF THE DEPARTMENT

4.1 Mental Health Services for Older People outline (MHSOP)

The Mental Health Services for Older People Directorate is responsible for providing care to an elderly population of circa 81,645 persons over the age of 65 in Cardiff and the Vale of Glamorgan figure (ONS mid 2020 data on population estimates released on 16 September 2021). The Directorate focuses its services on patients who experience the first onset of severe mental illness after the age of 65 and patients of any age with an established diagnosis of dementia associated with significant behavioural or psychiatric symptoms.

Services are organised within three localities – Cardiff North and West, Cardiff South and the Vale of Glamorgan. Each area has its own Community Mental Health Team for Older People.

Hospital based facilities are currently (*) provided at:

- University Hospital Llandough, where there is a 70 bedded MHSOP Unit comprising of 5 Acute Assessment wards There is a Tier 1 Day Assessment and Recovery unit in the same building. The Llanfair unit on the same hospital site has a 14-bed Assessment ward and is also the base for the Integrated Community Mental Health Team.
- Grand Avenue, where there is an integrated Local Authority and health Tier 2 day service (temporarily closed as at December 2021 due to Covid);
- Barry Hospital, where there is a 14-bed challenging behaviour Young Onset Dementia ward spread over three units.

In addition there are also well developed Liaison Old Age Psychiatry Services both for District General Hospitals and Care Homes, a Community REACT (crisis and out of hours) Service and a Younger Onset Dementia Service. We also have a well-developed in-patient Salaried GP service providing routine and urgent medical and physical care for all patients in the service.

There is a trainer's committee chaired by a Royal College of Psychiatrists approved tutor. This committee, in conjunction with the Department of Psychological Medicine, is responsible for the rotational training for junior medical staff and is recognised and approved by the Royal College of Psychiatrists.

There are 24 SHO posts involved on the rotational scheme and the training programmes include placements in General Psychiatry, Child & Adolescent Psychiatry, Learning Disabilities, Forensic Psychiatry, Alcoholism and Addiction Services, Psychiatry of Old Age and specific placements to Liaison Psychiatry. There are six Specialist Registrars – usually four in General Psychiatry and form part of the middle grade cover for the on call rota. There are often two/three Specialist Registrars based in Old Age Psychiatry. There are also a number of Research Fellows who are attached to the Division of Psychological Medicine who have Honorary SpR contracts. During term time, there is a regular postgraduate lecture on Friday which usually involved eminent speakers in a field of psychiatry. There is an excellent medical library with a full-time librarian.

The review of services and the implementation of government initiatives may result in revision to junior staffing levels and support. There are also ongoing service improvement changes within the directorate, which may result in changes to service design and working practices. Jobs will also be reviewed in line with current job planning arrangements

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.

4.4 Cardiff North Sector services:

The elderly population covered by the Cardiff North sector within the Community Mental Health Services for Older People Team (taken from ONS mid 2020 data on population estimates released on 16 September 2021) is 19,420 people aged 65 and over. The UHB is committed to continually review catchment area sizes to ensure equity is achieved and maintained across the UHB. The Care Homes Liaison Team has taken over all the care homes patients across all the sectors.

The Cardiff North sector currently comprises the areas of Birchgrove, Cyncoed, Heath, Lakeside, Lisvane, Llanederyn, Llanishen, Old St Mellons, Pentwyn, Penylan, Pontprennau, Roath Park, Rhiwbina and Thornhill.

The Consultant and team will input to in-patients across five wards in University Hospital Llandough. Admissions are prioritised by the clinical team and managed via the Patient Flow Team via a bed management system that the Consultant will input into.

Outpatient clinics are held weekly and are currently at University Hospital Llandough. Acute Day Hospital patients will be admitted to Assessment and Recovery Unit (ARU) in Llandough Hospital. The Care Home Liaison, REACT and Hospital Old Age Psychiatry Liaison Services will support in effective delivery of clinical care.

Currently there is a Specialty Doctor in post with 10 sessions allocated across the Cardiff North and West Locality, split on a 50/50 basis. The Locality is usually allocated a CT2 trainee on a 6-monthly basis. Referrals and allocations in the community work will be coordinated via the CMHT for Older People. Weekly allocation meetings are held at UHL. The North West Locality CMHT is co-located with the other teams for mental health services for Older People within the Llanfair Unit, University Hospital Llandough. The Clinical Director is also based there.

4.5 Community team membership comprises:

- Integrated Manager (for all Localities)
- Lead CPN and Lead Social Worker (for all Localities)
- Community psychiatric nurses
- Social workers
- Health care support workers
- Occupational Therapy
- Physiotherapy
- Psychology
- Psychology Counsellors

In addition to supporting the team, the Consultant will have an important relationship to play within the Mental Health Services for Older People Directorate, especially with regard to supporting the managed bed process in the service. The Consultant will clinically lead the service and support the development of multidisciplinary working and clinical governance and quality and safety processes. Managerial leadership will be provided by the Senior MHSOP Directorate Team, including chairing of the Quality and Safety Committee.

An office and PC will be provided to the post-holder and case notes will be held on a PARIS electronic patient record system. There will be facility to safely store confidential patient related information and post holder's appraisal related information and other confidential documents.

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.
- 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.
- 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 a 1 in 24 (approximate) on call rota. This is for the whole of old age and adult psychiatry in Cardiff and Vale of Glamorgan (Barry, Cowbridge and Penarth). There will be 2 SHO's whilst on call and one Specialist Registrar (SPR) on call. The SHO's are available from 9 am to 9am and they are called inreach and outreach SHO's. The SPR will be available for Sec 12 work and this is from 5 pm to 9am.
- 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 (e.g. ECT clinical input and working with move on team or patient flow team).

5.2 Teaching

- 5.2.1 You will be 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.
- 5.2.2 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 within Health Education and Improvement Wales (HEIW).

- 5.2.3 It is anticipated that an Honorary Clinical Teacher appointment will be offered to the successful candidate by 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.

5.4 Management & Leadership

- 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 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.
- 5.4.3 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.
- 5.4.4 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.
- 5.4.5 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.
- 5.4.6 You will be required to conform to best management practice in respect of patient activity and waiting lists.
- 5.4.7 You will be required to work with the Clinical Director on service level management and leadership projects. Discussions can be held with the Clinical Director on using your SPA time for this.

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.

		Sessions	Hours	Hospital / Location	Type of work
Monday	AM	1 SPA	3 - 4	Community / University Hospital Llandough	Supporting professional activities
	PM	1 DCC	3 – 4	Community	Domiciliary visits
Tuesday	AM	1 DCC	3 – 4	University Hospital Llandough	Ward round / Family and DST meetings
	PM	1 DCC	3 – 4	University Hospital Llandough	Ward round / Family and DST meetings
Wednesday	AM	1 DCC	3 – 4	University Hospital of Wales	Patient-related admin, domiciliary visits, patient-related meetings
	PM	1 DCC	3 – 4	<i>Subject to job planning</i>	Outpatient clinics
Thursday	AM	1 DCC	3 – 4	University Hospital Llandough	DV's / Family and DST meetings
	PM	1 DCC	3 – 4	University Hospital Llandough	North West Community MDT meetings
Friday	AM	1 SPA	3 – 4	<i>Subject to job planning</i>	Supporting professional activities (Consultant meeting, Postgraduate programme)
	PM	1 DCC	3 – 4	University Hospital Llandough	Family and DST meetings, patient reviews and urgent DV
Weekend					
On-call			1		1 in 24 (approximate)

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.

The directorate is working towards changing to a Locality model which may affect the population and location of patients seen by the post holder. This will be incorporated into job plans.

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

September 2022.

11. DETAILS FOR VISITING

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

Dr Arpita Chakrabarti, Clinical Director
Contact: Victoria Hartley-Smith – Directorate Secretary
☎ (029) 2071 5777
E-mail: Victoria.Hartley-Smith@wales.nhs.uk

Joanne Wilson, Directorate Manager
Marianne Seabright, Lead Nurse
Michelle Grmusa, Integrated Community Team Manager,
☎ (029) 2071 5777

Shortlisted candidates are also encouraged to contact :-

Dr Neil Jones, Clinical Board Director (Mental Health)
☎ (029) 2033 6502
E-mail: Neil.Jones3@wales.nhs.uk

and any other senior official deemed appropriate.

Con1294-Old Age Psych Cdf North

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

PERSON SPECIFICATION FORM FOR CONSULTANT IN OLD AGE PSYCHIATRY

Requirements	Essential	Desirable	Measured By
Qualifications	<ul style="list-style-type: none"> ➤ Full GMC Registration with a licence to practise ➤ On Specialist Register for specialty / Specialty Registrar with CCT / CESR(CP) due within six months of interview date 	<ul style="list-style-type: none"> ➤ MRCPsych or equivalent ➤ Approved Clinician status 	Application
Experience	<ul style="list-style-type: none"> ➤ Comprehensive training as Specialist Registrar or equivalent to include in-patient and community work 	<ul style="list-style-type: none"> ➤ Clinical leadership experience 	Application / Interview
Ability	<ul style="list-style-type: none"> ➤ Commitment to team approach and multi-disciplinary working ➤ Counselling / Communication skills ➤ Computing skills 		Application / Interview
Audit	<ul style="list-style-type: none"> ➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice ➤ Understanding of clinical risk management and clinical governance ➤ Evidence of engagement with revalidation 		Application / Interview
Research	<ul style="list-style-type: none"> ➤ Active research interests 	<ul style="list-style-type: none"> ➤ Evidence of initiating, progressing and concluding research projects with publication 	Application / Interview
Management	<ul style="list-style-type: none"> ➤ Commitment to participating in and understanding of the management process 	<ul style="list-style-type: none"> ➤ Evidence of management training 	Application / Interview
Teaching	<ul style="list-style-type: none"> ➤ Evidence of teaching medical students and junior doctors 	<ul style="list-style-type: none"> ➤ Organisation of (undergraduate and/or postgraduate) teaching programmes 	Application / Interview

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