GIG CYMRU NHS WALES

Bwrdd Iechyd Prifysgol Caerdydd a'r Fro

Cardiff and Vale University Health Board

Caring for People, Keeping People Well

CONSULTANT PHYSICIAN IN ACUTE MEDICINE & OPTIONAL SUB-SPECIALTY OF CHOICE

University Hospital of Wales / University Hospital Llandough

(Full-time – 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 PHYSICIAN IN ACUTE MEDICINE & SUB-SPECIALTY OF CHOICE

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
• **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:-
• 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 & 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
Specialist Services
Children & Women's Services
Mental Health
Surgery
Clinical Diagnostics & Therapeutics
Primary, Community & Intermediate Care

This post sits within the Medicine Clinical Board.

Clinical Board Director – Dr Aled Roberts

Clinical Director (Acute Medicine) – Dr Richard Lea
Clinical Director (Integrated Medicine) – Dr Aneurin Buttress
Service Manager (Acute Medicine) – Craig Davies
Lead Nurse – Ceri Martin
Senior Nurse (Acute Medicine) – Lisa Green

3. THE JOB ITSELF

Title: Consultant Physician in Acute Medicine & sub-specialty of choice (optional)

Base location: University Hospital of Wales

Other locations at which duties are performed: 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

<u>Acute Medicine – University Hospital Llandough</u>

Dr N Junglee — Acute Medicine & Nephrology
Dr M Drury-Smith — Acute Medicine & Cardiology
Dr N Hutchinson — Acute Medicine & Respiratory

Acute Medicine – University Hospital of Wales

Dr R Lea	Acute Medicine & Gastroenterology
Dr K Edwards	Acute Medicine & Gastroenterology
Dr J O'Neill	Acute Medicine & Cardiology
Dr P Nalla	Acute Medicine & Endocrinology
Dr P Taylor	Acute Medicine & Endocrinology
Dr J Witczak	Acute Medicine & Endocrinology
Dr A De Lloyd	Acute Medicine & Endocrinology & Diabetes
Dr A Tabasum	Acute Medicine & Endocrinology & Diabetes
Dr V Eligar	Acute Medicine & Diabetes
Dr A Bhattacharya	Acute Medicine & Stroke Medicine
Dr H G M Shetty	Acute Medicine & Stroke Medicine
Dr N Hutchinson	Acute Medicine & Respiratory

In totality, the above Consultants contribute approximately 35 sessions per week to Acute Medicine activity at University Hospital of Wales and approximately 10 sessions per week at University Hospital Llandough after annual leave.

The review of services and the implementation of Government initiatives may result in revision to junior staffing levels and support.

3.2 Other Relevant Staff

The Directorate is supported on both hospital sites by junior doctors at all training grades, Advanced Nurse Practitioners and Physician Associates.

3.3 Secretarial Support and Accommodation

Dedicated secretarial support from an allocated secretary and appropriate office accommodation will be available to the new appointee. The post holder will be provided with access to a personal computer, UHB intranet and internet connection.

4. WORK OF THE DEPARTMENT

4.1 Medicine

4.1.1 University Hospital of Wales

The University Hospital of Wales is a 927-bedded teaching hospital with over 200 in-patient medical beds. The Acute Medical Unit is currently integrated with the Emergency Department within an Assessment Unit, Speciality Hub, Same-Day Emergency Care Unit (MSDEC), and also a Virtual Ward. The short stay ward is currently on A1 South and A1 North with a Frailty Unity on A1 Link.

The Directorate of Integrated Medicine is composed of several medical sub-specialty departments including Infectious Diseases, Gastroenterology, Diabetes & Endocrinology, and Respiratory Medicine. Medical patients are accommodated within 7 dedicated medical wards.

In addition to the medical sub-specialties, the Directorate is supported by a large regional Critical Care Unit with Level 2 and Level 3 beds. The hospital has a number of tertiary departments including Cardiology, Nephrology and Neurosciences.

4.1.2 University Hospital Llandough

University Hospital Llandough is located approximately six miles away from UHW. The hospital services largely mirror those at UHW although the hospital does not have an Accident & Emergency department.

Medicine is represented by physicians with interests in Respiratory Medicine, Gastroenterology, Stroke, Cystic Fibrosis, Diabetes & Endocrinology and Toxicology & Clinical Pharmacology. As with UHW, the Directorates of Integrated Medicine and Care of the Elderly are integrated.

4.1.3 Activity

There are approximately 13,000 unscheduled medical patients admitted to UHW and 10,000 patients to Llandough every year. Approximately 70 patients each day are referred to medicine at UHW and approximately 20 patients at UHL. These admissions require direct input at Consultant level during the earliest stages of their admission. Each ward round will typically provide care for around 15-20 patients at both sites. Post holders will also be expected to contribute to appropriate outpatient review of patients discharged from the Medical Assessment Unit.

4.2 Acute Medicine

The Acute Medicine Department is integrated with the Emergency Medicine Department and forms the Directorate of Emergency and Acute Medicine, which is under the Clinical Board of Medicine. The department has close professional and operational ties with General and Integrated Medicine specialties.

The Acute Medicine Directorate has 14 Acute Physicians who have sub-speciality interest in Stroke, Renal, Cardiology, Toxicology, Diabetes & Endocrinology, Gastroenterology and Respiratory based in UHW and UHL.

The post holder will work in UHW as part of the Acute Medicine Directorate and the Clinical Board of Medicine to further develop the clinical processes to ensure that the pathways of unscheduled care for medical patients in the Health Board are safe and effective. It is anticipated that post holders will increasingly work in new ways with colleagues in the Emergency Unit (EU) and in-patient specialties to achieve these corporate objectives. We are currently part of a consultant connect service offering GP advice and guidance to redirect patients to the best pathway as well as reduce EU, AU and MEAU admissions.

Following the appointment of a new Chief Executive and Medical Director we are entering a period of rapid transformational change in Acute Medicine. These new posts have been created to safely deliver acute medical services to our patients, to drive innovation and re-design in acute medicine and to further improve patient safety and experience as well as clinical effectiveness.

The post holder will work a varied job plan that will include clinical sessions in the AMU/ED footprint, MSDEC, Virtual Ward and short stay wards. A generous allowance for SPA's will enable CPD to maintain excellent professional skills and to develop innovative services.

On call frequency is currently one evening per month followed by an early morning shift every 17 days followed by one evening session including on call from home after 10pm after another 17 days. This arrangement may be subject to change as Acute Medical services develop.

Two clinical sessions will be reserved, if required, in another speciality of your choice if you are suitably trained. This arrangement helps provide speciality advice within the Acute Medical department as well as providing clinical sessions in the original speciality of choice.

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 17 medical on-call rota at the University Hospital of Wales.

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. Prison Service).

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

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.

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.

Outline Job Plan

This is a 10-session post; it is envisaged that the majority of direct clinical care will be in AMU, short-stay, ACU or Virtual Ward UHW. There may also be sessions in sub-specialty services or clinic. The work includes review of ill patients as well as senior review ward round in the mornings and of newly admitted patients for the rest of the day. Monthly clinical rotas are published which vary according to circumstances and a typical week's job plan is provided for an example. There is a typical 30 minutes of admin time included in all DCCs to allow DCC type admin to be delivered. One session per week is allocated to contribute to the medical on-call rota.

		Sessions	Hours	Hospital / Location	Type of work
Monday	AM	1 DCC	3¾	University Hospital of Wales / University Hospital Llandough	Sub-specialty work
	PM				*Non-contracted time*
Tuesday	AM	1 DCC	3¾	University Hospital of Wales / University Hospital Llandough	Sub-specialty work
	PM	1 DCC	3¾	University Hospital of Wales AMU / ACU	Acute Medicine
Wednesday	AM	1 SPA	3¾	University Hospital of Wales	Supporting professional activities
	PM	1 SPA	3¾	University Hospital of Wales	Supporting professional activities
Thursday	AM	1 DCC	3¾	University Hospital of Wales Virtual ward	Acute Medicine
	PM	1 DCC	3¾	University Hospital of Wales AMU / ACU	Acute Medicine
Friday	AM	1 DCC	3¾	University Hospital of Wales Short Stay	Acute Medicine
	PM	1 DCC	3¾	University Hospital Llandough	Acute Medicine
On-call		1 DCC		University Hospital of Wales	1 in 17

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 Richard Lea, Clinical Director – Acute Medicine
☎ 07450 366440
E-mail: richard.lea@wales.nhs.uk

Shortlisted candidates are also encouraged to contact :-

Dr Aled Roberts, Clinical Board Director – Medicine
☎ (029) 2074 2344
E-mail: aled.roberts2@wales.nhs.uk

and any other senior official deemed appropriate.

Con1286-Acute Medicine

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

PERSON SPECIFICATION FORM FOR
CONSULTANT PHYSICIAN IN ACUTE MEDICINE & SUB-SPECIALTY OF CHOICE

Requirements	Essential	Desirable	Measured By
Qualifications	➢ 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 ➢ MRCP or equivalent	➢ Research degree e.g. MD, PhD	Application
Experience	➢ Acute General Medicine covering all medical sub-specialties ➢ Sub-specialty experience	➢ High dependency critical care experience	Application / Interview
Ability	➢ Commitment to team approach and multi-disciplinary working ➢ Counselling / Communication skills ➢ Computing skills		Application / Interview
Audit	➢ 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	➢ Department Lead in Quality and Safety	Application / Interview
Research	➢ Active research interests	➢ Evidence of initiating, progressing and concluding research projects with publication	Application / Interview
Management	➢ Commitment to participating in and understanding of the management process	➢ Evidence of management training ➢ Department Lead in Wellbeing	Application / Interview
Teaching	➢ Evidence of teaching medical students and junior doctors	➢ Organisation of (undergraduate and/or postgraduate) teaching programmes	Application / Interview

Personal Qualities	➢ 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	➢ Satisfactory Immigration Status ➢ Satisfactory Health Clearance ➢ Satisfactory Disclosure Check		Application / Employment checks