

Swansea Bay University Health Board

JOB DESCRIPTION

NHS CONSULTANT GENERAL RADIOLOGIST with an interest in VASCULAR IMAGING and INTERVENTION

1.0 ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Clinical Director Radiology Swansea

2.0 INTRODUCTION

We expect everyone that works for the Health Board, regardless of their role, to share and uphold our values in all that they do:

Caring for each other, in every human contact in all of our communities and each of our hospitals

Working together, as patients, families, carers, staff and communities so that we always put patients first

Always improving, so that we are at our best for every patient and for each other.

2.1 Job Summary

2.2 This post will be joining a compliment of 27 Consultant Radiologists and 1 Specialty Doctor responsible for the provision of Radiological services to Swansea (in Morriston, Singleton and Neath Port Talbot Hospitals)

This is a replacement post joining one Vascular Interventional Radiologist and several GI/ GU radiologists with an interest in non vascular intervention. There is a further retired vascular radiologist who returns for sessions ad hoc when required, and currently an agency locum interventional radiologist in post. The vascular radiology service is looking to expand.

There is a modern DSA suite in Morriston hospital, and a non vascular intervention fluoroscopy room was replaced and upgraded in 2021.

No on call commitment is included in the job description, but there is the opportunity to contribute to the general on call (funded at 1 session) if desired, and there may be future opportunities to join an IR on call as part of a regional network.

The post will be based in Morriston Hospital, Swansea with sessions in Singleton or Neath Port Talbot Hospital. Morriston Hospital is strategically placed on the M4 corridor, has a major Accident and Emergency Department and offers a wide range of general medical and general surgical services to the population of Swansea. The hospital hosts a number of sub-regional, regional and supra-regional specialist services including Cardiology, Renal Medicine, Neurology and Neurophysiology, Paediatrics, Cardiac Surgery, Thoracic Surgery, Vascular Surgery, Hepato-Biliary and Pancreatic Surgery, Oesophago-Gastric Surgery, Trauma and Orthopaedic Surgery,

ENT, Oro Maxillo-Facial Surgery, and Cleft Palate Surgery. The Wales Burns and Plastic surgery is also on the Morriston site. WHSCC fund a mobile PET van on site in Singleton.

Working across Boundaries

At the current time this post is based at Morriston hospital, Swansea with sessions in Singleton or Neath Port Talbot Hospital. We are currently reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions when you will be requested to work at other locations within Swansea Bay University Health Board. We reserve the right to transfer you, following consultation, to any Swansea Bay location, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments. The ARCH project aims to link services across South West Wales. There will be many opportunities to develop services in collaboration with Hywel Dda University Health Board

2.3 Consultants and senior staff in the specialty

Morriston/Singleton Hospitals, Swansea

Dr David Martin (Chest/Cardiac)
Dr Liam McKnight (GU and Gynae)
Dr Sally Meecham-Jones (Paediatric and Gynae)*
Dr Simon Davies (MSK)*
Dr Tishi Ninan (MSK, Cardiac)
Dr Suresh Kumar Dalavaye (MSK)
Dr Marta Bulik-Pasinska (GI, Cross Sectional)
Dr Peter Chowdhury (GI, GU, Non-Vascular Intervention)
Dr Derrian Markham (GI)
Dr Toby Wells (GI, GU, Non-vascular Intervention)
Dr Charis Kozel (GI, GU, Non-vascular Intervention)
Dr Adam Crandon-Lewis (Gynae, GU, Non-vascular intervention)
Dr Carl Sullivan (Interventional Radiology)
Dr Moni Sah (MSK)
Dr Huw Edwards (MSK)
Dr Andrew Thurston (MSK)
Dr Gareth Herdman (MSK)
Dr Rory MacNair (MSK)*
Dr Victoria Trainer (Oncological Radiology, PET-CT and Nuclear Medicine)
Dr Shaheena Sadiq – (Neuroradiology, Head and Neck)
Dr Lydia Guthrie (Neuroradiology, Head and Neck)
Dr Hannah Khirwadkar (Neuroradiology)
Dr Rachel Smith (Neuro-radiology)*
Dr Srinivas Rao (Neuroradiology)*
Dr Suzanne Vaughan (Breast and Gynae)*
Dr Dylan Wynn Jones (Breast)*
Dr Angeliki Karatasiou (Breast)
Dr Aamer Iqbal (MSK, Cardiac)
Dr Sean Evans (Chest/Cardiac)
Dr Dafydd Ap Emyr (Chest/Cardiac)
Dr Shuja Kazmi (Specialty Doctor)
Dr Alshaimaa Barakat (Specialty Doctor)

*denotes part time, 4 sessions or more outside Swansea

2.4 Other medical staff in the specialty

Dr Ashaimaa Barakat (Specialty doctor in Radiology)

2.5 Other relevant staff and members of the multi-disciplinary team

106 WTE Radiographers and Sonographers (Singleton and Morriston Hospitals)

Reporting radiographers in Breast and plain film

40.6 WTE Admin and Clerical staff

5.4 WTE Nurses

15 WTE Other support staff

The Radiology Departments in Singleton and Morriston perform around 300,000 examinations a year.

All four Radiology departments have the latest in up to date imaging facilities, there are MRI units on each site – 1.5T at Morriston, Neath and Singleton Hospitals. All sites have multislice CT with Morriston having three back to back CT scanners.

There are gamma cameras at all sites with an additional SPECT CT at the Singleton site within the Medical Physics department. WHSCC fund a mobile PET van on the Singleton site.

The latest in Ultrasound technology is available on all sites with a regular rolling replacement programme in place across the Health Board ensuring adequate and timely replacement occurs.

A new endoanal / endorectal ultrasound machine was purchased in Singleton in 2019.

Fluoroscopy suites are available in all sites, with capacity for intervention. A new Philip IR suite was fitted in Morriston Hospital in May 2018.

There is a Health Board wide FUJI PACS system in place. Swansea is on the All Wales Radiology Information System (RADIS).

All Radiologists are supplied with a laptop for on call purposes, VPN and Citrix access is in place to access PACS from home. To further support flexible working, we have introduced the Fuji Home Working Solution so that in the future within your individual job plan, approved sessions can be performed at home. Pending provision of home working stations, approved sessions may be able to be provided with flexible timing.

A more comprehensive list of equipment is provided below:

MORRISTON

Room	Manufacturer	Installed
DSA	Philips - DSA	2017
Fluoro Room 1	Siemens Axiom	2022
Fluoro Room 2	Toshiba - Fluoro	2004
CT	Canon Prism	2022
CT	Canon Aquillion One	2011
SPECT-CT		2023
MRI (1.5T)	GE Optima	2011
MRI (1.5T)	GE Artis	2023
OP Rm 1	Samsung - DR	2015
OP Rm 2	Samsung - DR	2015
OP Rm 3	GE - DR	2015
OP Rm 4	GE - DR	2015
OP Rm 5 OPT/Cep	Morita - Dental DR	2015
Intra Oral	Morita	2015

OP Rm 6 CBCT	Morita - CT	2014
Intra Oral	Morita	2015
Gen Room 1	MIS - GXR	2009
Gen Room 2	MIS - GXR	2009
Gen Room 4	Philips - GXR	1989
A&ERoom1	GE - GXR	2001
A&ERoom2	Carestream - DR	2010
A&ERoom3	X-Ograph - GXR	2001
A&ERoom4	X-Ograph - GXR	2001
	OPT	2010
Image Intensifier	Siemens	2018
	Siemens	2018
	Siemens	2006
	Siemens	2011
Mobile	Samsung GM85	2018
	Samsung GM85	2018
	Samsung GM85	2020
	Samsung GM85	2020
	Samsung GM85	2020
	Samsung GM85	2020
Ultrasound	Samsung	2019
Ultrasound	Samsung	2020
Ultrasound	Samsung	2022
Ultrasound	Samsung	2023
Ultrasound	Samsung	2020
Ultrasound	Siemens	2021

SINGLETON

Room	Manufacturer	Installed
Room 1	MIS - GXR	2009
Room 2	Samsung DR	2023
Fluoroscopy Room 5	Siemens - Fluoro	2010
Room 6	MIS - GXR	2009
CT 1	Toshiba - CT 320	2011
CT 2	Cannon	2023
Mobiles	Samsung	2019
Mobiles	Samsung	2019
Mobiles	Samsung	2020
MRI	GE - MRI 1.5T	2019
Image Intensifier	Phillips	2019
EUS US	Olympus / Aloka-Hitachi	2018
Mammo Unit	Fuji	2017
Mammo Unit	Hologic - Breast Clinic	2023
	Philips - US	2017
Ultrasound	GE	2018

Ultrasound	GE	2018
Ultrasound	Cannon	2020
Ultrasound	Cannon	2020
Ultrasound	Cannon	2020
Ultrasound	Cannon	2020
Endoanal / Rectal Ultrasound	BK Medical- Profocus	2019

NEATH PORT TALBOT

Room	Manufacturer	Installed
Room 2,3 & 4	Samsung GC84	2023
Room 1	GE Proteus & DR bolt on	2002
MRI 1.5T	GE	2019
Nuclear Medicine	Sentinel Node injections only. No scanner.	2023
Flouroscopy Room 5	Philips Fluoro	2002
Mammography	Hologic	2015
CT	Cannon Aquillion	2023
Image Intensifier x2	Siemens Cios Alpha	2022
Image intensifier	Genoray	
Image intensifier	Phillips Endura	2021
Image Intensifier	Ziem 2022	2002
Mobile	Samsung	2018
Mobile	Topaz	2020
Dental	Xograph	2002
Ultrasound(s)	Samsung RS85	2017-2023

2.6.1 Support Facilities

You will be provided with office facilities, secretarial support and IT provision including a computer with use of the Internet. You will also be allocated a login to NHS digital systems through the National Active Directory (NADEX) and will receive an NHS email account which we will use to communicate with you and expect that you will review regularly.

We have public Wifi in most of our sites and you are encouraged to use your own smartphone or tablet for mobile working. An App that securely allows access to the intranet and your outlook account will be provided for you on request.

The Health Board currently operates 'Free of charge Parking' at all sites, with designated spaces for Staff.

3.0 MAIN DUTIES AND RESPONSIBILITIES

3.1 Clinical

You will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness.

Working with consultant colleagues and the multi-professional team you will have continuing responsibility for the well-being of all patients under your care; allowing for proper delegation to, and training of staff. In partnership with clinical and managerial colleagues you will also have responsibility for the safe, efficient and effective functioning of the services in which you work in line with the values, operational policies and integrated medium term plan (IMTP) of the Health Board. You are encouraged to consider how services can be improved and to report any concerns about safety.

You will be required to adhere to the principles of good medical practice as laid down by the General Medical Council.

You will be required to participate in the Health Board's risk management process, clinical governance and any other healthcare governance activities within the department, the Radiology Department and the Health Board. Adherence to the Caldicott Principles of information governance is mandatory.

You will be required to maintain a licence to practice through revalidation, to undergo satisfactory annual appraisal using the all Wales online Medical Appraisal Scheme ("MARS") and to formulate a Personal Development Plan, in conjunction with the Clinical lead, to identify training and development needs. You will be expected to participate in sufficient personal and professional development to fulfill Royal College and GMC requirements. You will also be required to undergo a job plan review at least annually and to agree and then meet service outcomes.

You will be expected to make a significant contribution to the service and Radiology Department planning process through active participation in the clinical Morriston Delivery Unit structure.

You will adhere to all policies, which cover radiation exposures as currently outlined in IRMER regulations.

The Health Board is committed to meeting its obligations to minimize infection. You will be required to comply with current procedures for the control of infection, including dress-code, to challenge non-compliance by colleagues, and to attend training in infection control provided by the Health Board.

3.2 Education and Training

The National Imaging Academy at Pencoed opened to its first Radiology SPRs in August 2018. It aims to recruit 20 SPRs per training year to a total of 100 SPRs who will be assigned across South Wales.

Opportunities are available to contribute to future Radiology and Radiography training pathways.

We place great importance on our University status and have strong educational links to the Colleges of Medicine in Swansea and Cardiff and the College of Human and Health Science in Swansea and you will be responsible for carrying out training, teaching, examination of healthcare staff and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and sometimes nationally.

A staff Education Centre at Morriston Hospital, shared with the College of Medicine, with raised lecture theatres, seminar rooms and common rooms opened in 2015 as part of a substantial investment on the site to replace older facilities.

Singleton Hospital has a well-stocked library and seminar rooms for staff as well as education facilities for the College of Medicine in its own facilities. Neath Port Talbot Hospital has an education centre and library on the top floor of the main hospital building. All five libraries are integrated to provide support for students and staff across the Health Board.

3.3 Research

We are a University Health Board and you will be encouraged to participate in or actively support Research

and Development in line with our Research and Development Strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

4.0 UNIVERSITY PARTNERS

4.1 Swansea University

Swansea University has been at the cutting edge of research and innovation since 1920. It has a long history of working with business and industry but today its world-class research has a much wider impact across the health, wealth, culture, and well-being of the society. It offers a compelling balance of excellent teaching and research. The University has contributed to the transformation of Swansea as a city of distinction, since 1920.

It has achieved an extraordinary level of success in recent years and the research activity exceeds that of many larger universities, yet this has not compromised the friendly and relaxed atmosphere that has always characterised the “Swansea experience”.

Its commitment to research with real-world benefits has seen it achieve their ambition to be a Top 30 Research University, soaring up the 2014 Research Excellence Framework (REF 2014) league table to 26th in the UK.

Swansea University was named University of the Year in the Whatuni Student Choice Awards in 2019 for the second time. In the prestigious Times and Sunday Times, Good University Guide 2021, it has been ranked in the top 20 for Student Experience. The University is ranked top in Wales in The Guardian University Guide 2021 for the second year running, rising from 31st to 24th nationally.

4.2 College of Medicine – Swansea University

Established in 2004, Swansea University’s College of Medicine is an internationally-recognised centre of excellence in medical research, education and innovation. It delivers a comprehensive education and training portfolio, from undergraduate and postgraduate programmes in medicine and life sciences, to professional graduate training and research, as well as working closely with NHS partners to achieve excellence in teaching, research and clinical service.

The College of Medicine is home to Wales’s only fast-track Graduate Entry Medicine (GEM) Programme and has joined the General Medical Council’s (GMC) distinguished list of UK medical schools entitled to award UK primary medical qualifications (PMQs). It also offers a range of BSc genetics and biochemistry programmes, training life scientists of the future in its own state-of-the-art multidisciplinary research facility, the Institute of Life Science (ILS).

The College’s research enterprise contributed significantly to Swansea University’s performance in the UK Research Assessment Exercise (RAE) 2008 with 70% of the work rated as internationally excellent or having international recognition and 20% of work rated as world-leading. The results of the Research Excellence Framework (REF) 2014, shows that Swansea now ranks 26th in the UK from a ranking of 56 in 2008. This is the greatest improvement in ranking achieved by any UK University.

The College links strongly to the NHS, in particular with our Health Board but also Hywel Dda Health Board and Public Health Wales. The College hosts several all-Wales research networks in epilepsy, diabetes, asthma, unscheduled treatment care and mental health.

4.3 Cardiff Research Institutes

Across the school of Medicine, five institutes lead research that covers a spectrum from basic laboratory science to bedside practice. These are the Institute of Psychological Medicine and Clinical Neurosciences, the Institute of Infection & Immunity, the Institute of Primary Care & Public Health, the Institute of Cancer & Genetics, and the Institute of Molecular & Experimental Medicine. Alongside these research Institutes, core functions of the

school are provided by the Institute of Medical Education and the Institute of Translation, Innovation, Methodology & Engagement (TIME).

The only dental school in Wales provides unique and important leadership in dental research, teaching and patient care. Located at the University Dental Hospital on Cardiff University's Heath Park campus, a 53 acre site shared with the University Hospital of Wales.

Research facilities have recently been enhanced with the £11m Henry Wellcome Building for Biomedical Research in Wales. The building includes state-of-the-art laboratories and equipment for research into Infection & Immunity, Cancer Biology and Psychiatric Genetics, adjacent to a purpose-built Clinical Research Facility.

4.4 Other University partners

The Health Board also works closely with other Colleges within Swansea University (Computer science, engineering, management) and with the University of South Wales, particularly for nurse education and also University of Wales, Trinity St. David.

5.0 MANAGEMENT AND CLINICAL LEADERSHIP

Consultants have an important leadership role in their teams and the Health Board. You will be required to work closely with your clinical and management colleagues in the safe and efficient running of services and are expected to contribute, with colleagues, to the management, improvement and modernisation of the services in which you work. You may also be asked to contribute nationally to support the NHS in Wales.

There is a requirement to work within the financial and other constraints determined by the Health Board and set out in the integrated medium term plan (IMTP) and you will be expected to contribute to the development and annual review of the IMTP. Additional expenses or resources of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, you will be expected to observe all relevant policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and non clinical matters.

You will be expected to be familiar with and comply with local and national employment and Human Resources policies and procedures in the management of employees of the Health Board.

You will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST

In view of the need for an on site vascular radiologist in Morriston, and to minimize disruption to this, participation in the general on call is not expected for this post, but if the candidate wished to participate this can be discussed. There may also be an option to join the South East Wales vascular IR on call rota in the future.

This is currently on a 1 in 17 basis. They could also participate in the Duty Radiologist rota covering inpatient scanning in Morriston, and an afternoon duty radiology rota in Singleton, but this is not expected.

Home Tele-Radiology is available using a laptop with Citrix access or a Swansea bay modem affording the ability to MPR. There are now 13 trainees on rotation to Swansea which has allowed a night shift of ST2-ST5 covering the oncall requesting and reporting. Outsourcing is used to report CT body and MR spine when an ST2 is on-call overnight. A home working Solution is offered where available.

There is a separate neuro-radiology on-call rota (currently 1:4) which covers MRI and provides support to the general radiologists who cover CT brain out of hours (with registrars).

7.0. PROVISIONAL WORK PROGRAMME

The provisional work program is attached at Appendix 1.

This job plan will be subject to review in accordance with paragraph 30(d) of the Medical and Dental Staff (Wales) Handbook (1 December 2003).

8.0 GENERAL INFORMATION FOR APPLICANTS

If you are related to any member of staff in a senior officer position in the Health Board you should clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.

Whilst you must note that canvassing of any member of the Advisory Appointments Committee or the employing Health Board will disqualify you, we encourage applicants to seek further information about the post and you may wish also to approach University partners about academic opportunities.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The nature of the work of this post is exempt from the provisions of Section 4 [2] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You 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 will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Travelling expenses will be reimbursed for only one pre interview visit and only then if you are selected for interview. In the case of travelling from abroad, traveling expenses are payable only from the point of entry into the UK. In the event of the successful candidate declining the offer of employment, no expenses will be reimbursed.

Reimbursement for Relocation Expenses when appointed will be considered and will be in accordance with the Health Board policy at the time of appointment.

You will be required to declare at all times any financial interests you may have in respect of agencies with whom the Health Board may enter into contract for the supply of goods and/or services. These will include the receipt of hospitality, funding for travel or conferences or goods in kind. Such interests should be communicated, in writing to Board Secretary and also declared on any application for study or professional leave.

The terms and conditions of service, including pay, are determined by the Medical and Dental Staff (Wales) Handbook and the General Whitley Council Conditions of Service and any changes to those conditions which the Minister for Health & Social Services may authorise from time to time.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in your contract of employment.

Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly. If you wish to undertake private practice work you may do so, provided that you continue to meet all the obligations of your job description and personal job plan in regard to the discharge of your NHS work. There must be no conflict of interest between your NHS and private work which should be carried out in un-contracted time that is clearly identified in your job plan.

Your private residence shall be maintained in contact with the public telephone service and given the particular nature of your work you are required to live in a location which is within reasonable travelling time from your place of work as agreed with your Clinical Lead, unless specific approval is given in advance to your residing at a greater distance, by the Unit Medical Director.

Job Limitations

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality

In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children & Vulnerable Adults

The Health Board is committed to safeguarding children and vulnerable adults, therefore all staff must attend the required level of safeguarding training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

No Smoking: To give all patients, visitors and staff the best chance to be healthy, all Health Board sites including buildings and grounds are smoke free.

9.0 DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO CHILDREN AND VULNERABLE ADULTS

In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. The DBS is authorised to disclose in confidence to ABMU Health Board's nominated officers, details of any criminal record, including cautions and bind over orders and "spent" convictions.

You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

10. DETAILS FOR VISITING BEFORE INTERVIEW

Candidates who may wish to seek further information or who would like to arrange to visit the Health Board are invited and encouraged to contact:

Dr Sean Evans Clinical Director Radiology Swansea
01792 703144 (Sec)

Dr David Martin Clinical Lead Radiology Swansea
01792 703144 (Sec)

CONSULTANT General RADIOLOGIST with an interest in VASCULAR IMAGING and INTERVENTION

PROVISIONAL JOB PLAN if NOT part of General On Call / Duty (may be subject to alteration)

	SESSIONS	HOURS	HOSPITAL	TYPE OF WORK (Indicate any travel time)
MONDAY				
AM	1	3.75	Morriston	Intervention
PM	1	3.75	Morriston	On site SPA
TUESDAY				
AM	1	3.75	Morriston	MDT prep
PM	1	3.75	Morriston	MDT
WEDNESDAY				
AM	1	3.75	Morriston	Intervention

PM	1	3.75	Morrison	Intervention
THURSDAY				
AM	1	3.75	Morr/Sing/Neath	CT
PM	1	3.75		Off site SPA
FRIDAY				
AM	1	3.75	Morrison	On Site SPA
PM	1	3.75	Morrison	Intervention

Note

This is a standard 10 session job plan (7 DCC, 3 SPA) which will be subject to review, three months after appointment and then no less frequently than annually. The SPA sessions may be reduced to 2 (one off site & one on site) at subsequent job plan reviews in line with the Welsh Consultant Contract.

No on call commitment is included in the job description, but there is the opportunity to contribute to the general on call (funded at 1 session) if desired, and there may be future opportunities to join an IR on call as part of a regional network.

Opportunities for additional direct clinical care (DCC) sessions and the requirement for and use of time for Supporting Professional Activities (SPA) will be discussed with you at each job plan review, however in the first three months it is expected that you will use one SPA session to ensure that you are introduced successfully into the Health Board.

By mutual agreement, one SPA session may be carried out outside the Health Board and any un-contracted time must be identified clearly.

It is expected that you will receive mentoring from a consultant colleague who will be identified to you at appointment to help support your transition into the Health Board and early years working with us.