

## Job Description for Consultant in Older Persons Mental Health Care Home In-Reach and Liaison



GIG  
CYMRU  
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WALES

Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board

### Post details

Job Title	Consultant in Older Persons Mental Health Care Home In-Reach and Liaison, Bridgend
Locality / Host Site	Princess of Wales Hospital, Coity Road, Bridgend, CF31 1RQ
RCPsych Approval Details	CTMUHB-CO-WAL-2023-01274 (Approved) 
Tenure	Permanent
Sessions/ Hours	10 sessions
Interview Date	TBC

### Organisational Arrangements

Professionally Accountable to:	Care Group Medical Director
Managerially Accountable to:	Care Group Medical Director



### For further details and informal visits

Name:	Dr Mary Self	Dr Timothy Chan
Job Title:	Care Group Medical Director	Consultant Psychiatrist
Telephone:	1751 5157	01656 752881
Email Address:	<a href="mailto:Mary.Self2@wales.nhs.uk">Mary.Self2@wales.nhs.uk</a>	Timothy.Chan@wales.nhs.uk

# A Warm Welsh Welcome!

## Dom Hurford

### Medical Director

Welcome! It is a privilege to welcome you to Cwm Taf Morgannwg University Health Board and I hope to meet you personally soon.

This is an amazing place to work and a fantastic place to live. I hope you will be happy here and that you will feel professionally fulfilled. You are an important member of our team and I am sure you will be play an important part in the care we offer to our population. May I challenge you always to strive for excellence and never to accept things that could be better.

If I can help you then please do let me know

## Dr Nerys Conway

### Assistant Medical Director for Medical Workforce

A huge warm welcome to Cwm Taf Morgannwg– a health board truly at the heart of South Wales. I was fortunate to undertake foundation and core training within Cwm Taf Morgannwg. After completing my registrar training in South West England I decided to return home to Wales. There was only one place I wanted to work. A place that was friendly and diverse, patient and population focused, but also somewhere where I could be challenged and strive to succeed. That place was Cwm Taf Morgannwg.

I have not regretted my decision and I have had four very happy years here as a Consultant. Please do not hesitate to get in touch with me if you have any questions or would like to know more about Cwm Taf Morgannwg.

[@drnezcon](#)



# Why you will love working here...

Cwm Taf Morgannwg University Health Board is one of the largest Health Boards in

Wales and was formed in 2019. It is situated near of the vibrant cities of Cardiff, Swansea and Bristol and is enriched with magnificent scenery including beautiful beaches and the stunning Brecon Beacons national park. Welsh history, culture, music and of course rugby lie at the heart of the Health Board.

Our communities and population are friendly and we pride ourselves on being a population-centred and clinician-led organisation. We take our staff wellbeing seriously and have dedicated wellbeing rooms and mindfulness sessions. All our staff are issued with a staff discount card providing multiple savings in shops and restaurants. You don't have to speak Welsh to work in our organisation but we will give you the opportunity to learn.

We take staff development seriously and encourage everyone to flourish and progress during their time with us.

For those of you with a young family childcare is available on all three acute hospital sites. There are excellent schools and affordable housing both within and just outside the Health Board.

Whether its paddle boarding, caving, outdoor swimming or singing in a male voice choir- Cwm Taf Morgannwg will provide a fantastic work-life balance for everyone.

# Our Values and Behaviours

Our Values and Behaviours were introduced in September 2020 after multiple staff engagement sessions. Our values were created by our employees for our employees and are at the heart of everything we do. They're reflected in our thinking, our actions and our culture which is why we aim to base our recruitment around them.

- **We listen, learn and improve**
- **We treat everyone with respect**
- **We all work together as one team**

By working more closely together, having the right skills approaches and attitudes that help to encourage the right behaviours, together we can all contribute not only to a better work place and safer care, but also to a healthier community.



## Introduction to the Mental Health Team

An exciting opportunity has arisen to join the Older Persons Mental Health Team serving the Bridgend area within Cwm Taf Morgannwg University Health Board. The post holder will join two other consultant colleagues providing a service to the local population. The Liaison and Care Home In-reach Team is based in the Princess of Wales Hospital. The community teams are based in 71 Quarella Road and inpatient provision is provided from Angelton Clinic on the Glanrhyd Hospital site.

The existing clinical teams within Bridgend are well established and there is a very supportive peer group across the Health Board. The services are committed to providing excellent patient care in an environment which also supports the development and wellbeing of all team members. Education and training is prioritised, including inter professional education and team reflection. Quality improvement work, research and teaching are encouraged and supported.

Our Older Peoples Services in Bridgend have a longstanding reputation for providing high quality and innovative services. We work closely with our Local Authority and Third Sector Partners to deliver care in a holistic way.

### **MENTAL HEALTH SERVICES**

Cwm Taf Morgannwg University Health Board provides adult mental health services, older persons mental health services, rehabilitation and recovery services, and substance misuse services. CAMHS services are provided by the CAMHS network covering Cwm Taf Morgannwg University Health Board, Cardiff and Vale University Health Board and Swansea Bay University Health Board. This network is managed independently within Cwm Taf Morgannwg University Health Board.

Mental Health Services in Wales were reconfigured in 2012 to meet the requirements of the Mental Health (Wales) Measure. Secondary Mental Health Services are required to provide care coordination and Care and Treatment Plans to all patients under their care; this does not apply to substance misuse services, or the liaison psychiatry service. Primary Mental Health Support Services have now been established in each locality. These are managed by nursing staff with nursing and counselling staff within

each team and provide rapid direct access for patients referred by GPs with non-complex mental health problems. Consultants in each locality CMHT provide sessional consultancy to each PMHSS.

Adult inpatient beds are based at the Mental Health Unit, Royal Glamorgan Hospital and Princess of Wales Hospital. There is a 14 bed Acute Assessment Ward, two 14 bed Treatment Wards and a 6 bed Psychiatric Intensive Care Unit within the Mental Health Unit at the royal Glamorgan hospital. In Bridgend the locality is served by a 20 bed adult acute assessment and treatment ward and an 8 bed Psychiatric Intensive Care Unit, both on the Princess of Wales Hospital site. There is a fully equipped ECT suite at Royal Glamorgan Hospital managed by a consultant lead and nursing team. ECT services for the Bridgend locality are provided from the Royal Glamorgan hospital.

A Crisis Resolution Home Treatment Team is based at each general hospital. They were established to manage inpatient admissions and to offer alternatives to admission wherever possible. The CRHTs operate 24 hours a day throughout the year and provide acute crisis assessment services and short term home based nursing and medical support. The Home Treatment Teams also work with adult inpatient awards to support early discharge and have been successful in reducing admissions and lengths of stay. The Acute Assessment Ward at Royal Glamorgan Hospital works very closely with both CRHTs.

Inpatient beds for older people are situated at the Royal Glamorgan Hospital (19 beds), Prince Charles Hospital (12 beds), Dewi Sant Hospital, Ysbyty George Thomas and Ysbyty Cwm Cynon (14 beds). For Bridgend inpatient services are provided at Angelton Clinic (Glanrhyd Hospital) (42 beds). The Older Persons Mental Health Services have acute assessment beds for functional illness and dementia but admission is not determined solely on age.

There is full access to diagnostic facilities including EEG, CT and MRI scanning. All Consultants liaise with the General Hospitals depending on their area of responsibility and special interest.

Rehabilitation services consist of two community based outreach and recovery teams, a high dependency rehabilitation ward in Treorchy and two open community rehabilitation units, one based in Treorchy and one in Bridgend.

Health-led Community Drug and Alcohol Teams are based in both Taff Ely and Rhondda Valleys, and Cynon Valley and Merthyr. Bridgend is served by a separate Team. All operate from community bases in collaboration with a variety of other statutory and non-statutory specialist organisations. Cwm Taf Morgannwg University Health Board does not provide inpatient detoxification facilities; these are provided by Cardiff and Vale University Health Board for patients from the Rhondda Cynon Taf and Merthyr areas. For Bridgend the service is provided from Neath Port Talbot Hospital.

There is a full time Liaison Psychiatry Service providing support to the Royal Glamorgan, Prince Charles, Ysbyty Cwm Cynon, Ysbyty Cwm Rhondda and Princess of Wales Hospitals (this post). This service accepts referrals from the above hospitals for inpatients aged over 18, and provides a service to the A&E departments.

Psychology services are managed by Dr Andrea Davies, Head of Psychology. Dedicated psychology resource is provided to each area of service.

In terms of Consultant support, the appointee will be a member of the Senior Medical Staff Committee within Mental Health and will also be able to make connections and links across the UHB into other Directorates. The Mental Health Directorate is a very welcoming area and links with other areas are encouraged.

## **OLDER PEOPLES MENTAL HEALTH SERVICES IN BRIDGEND**

This is an established post and the post holder will join the existing two Consultants and an innovative, well established, well organised and comprehensive mental health service for older adults covering Bridgend County Borough.

The total catchment population of the Bridgend County Borough area is 30,000 adults over the age of 65 years. This Consultant post will be responsible

- a. For leading the Old Age Psychiatry Liaison team inputting into the Princess of Wales Hospital, including Maesteg Community Hospital. There are approx. 950 care home beds in the Bridgend catchment area.
- b. Post holder responsibilities includes delivery of mental health services for older adults in residential and nursing care facilities in the Bridgend County Borough area. There are 800 care home beds in the Bridgend catchment area.

The Consultant will be responsible for provision of care to the shared care beds on ward 15 at the Princess of Wales Hospital jointly with a Consultant in Geriatric Medicine. The consultant will be responsible for secondary care and treatment plans implemented and managed by care homes and acute hospital site.

In addition, the consultant will retain responsibility for Liaison admissions to a mental health ward, Ward 15, following transfer from care home or non-mental health ward, unless agreed with the area Consultant. Once the patient is transferred for intermediate care rehabilitation the relevant sector consultant will be the responsible medical officer.

Responsibility for provision of mental health services to patients suffering from dementia in working age will be shared between the three Consultants depending upon where they are living in the community.

This Consultant will be expected to contribute to educational provision to trainee medical staff as well as undergraduate medical students and staff involved in the provision of mental health services for older adults across the locality.

The other two sector Consultant posts are:

**Consultant 1 – Dr Rajesh Anand (Locum)**

Catchment area: Bridgend, Pencoed, including the following areas North of the M4: Aberkenfig, Sarn, Tondu, Ynysawdre, Bryncethin, Brynmenyn and Coytrahen.

This Consultant will be responsible for community service provision to a population of 15,000 people over the age of 65 years, from the geographical catchment area indicated above. Including those admitted from their catchment area, for inpatient treatment on to Ward 15 at the Princess of Wales Hospital (14 beds, mixed organic and functional) and Angelton Clinic (Intermediate Care/Extended Assessment, Ward 1 - 12 beds and Ward 2 - 20 beds).

**Consultant 2 – Dr Timothy Chan**

Catchment area: Porthcawl area, Llynfi Valley, Garw Valley and Ogmore Valley.

This Consultant will be responsible for community service provision to a population of 15,000 adults over the age of 65 years, from the geographical catchment area indicated above. Including those admitted from their catchment area, for inpatient treatment on to Ward 15 at the Princess of Wales Hospital (14 beds, mixed organic and functional) and Angelton Clinic (Intermediate Care/Extended Assessment, Ward 1 - 12 beds and Ward 2 - 20 beds).

# Main Duties and Responsibilities

## 1. Summary of Main Duties

- Responsibilities includes delivery of mental health services for older adults in residential and nursing care facilities in the Bridgend County Borough area. There are 800 care home beds in the Bridgend catchment area.
- The Consultant will be responsible for provision of care to the shared care beds on ward 15 at the Princess of Wales Hospital jointly with a Consultant in Geriatric Medicine. The consultant will be responsible for secondary care and treatment plans implemented and managed by care homes and acute hospital site.
- Responsible for the application of the Mental Health Act when applied by the post holder to their patients.
- Work collaboratively with the 2 Older Peoples Catchment Area Consultant Psychiatrists.
- Supervision and development of team members as appropriate.
- Leadership of the multidisciplinary team taking responsibility for the development of joint working.
- Provide leadership in the management of complex cases providing specialist advice to colleagues where appropriate.
- Assessment, diagnosis and formulation of management plans for patients.
- Maximising opportunities to help patients remain in the community providing health and support as required.
- Ensure the effective operation of primary care assessment and diagnostic services for older people with mental health problems.

## 2. Local Working Arrangements

The Health Board is seeking a consultant psychiatrist to join the Bridgend Team – covering the care of Older Adults requiring Liaison Psychiatric input in the Princess of Wales and Maesteg Hospital, care homes in the Bridgend area, and Liaison psychiatric admissions to the mental health ward. The vacancy has arisen as the result of a Consultant retirement and is an established post. There is an anticipated reorganisation of both Liaison and Care Home In Reach services within wide CTMU Health Board. It is expected that the post holder will contribute and lead in that re-organisation. The Care Home In-Reach and Liaison Psychiatrist will be supported by:

<b>Name</b>	<b>WTE</b>	<b>Role</b>
Dr Locum, Current Post	1.0	Consultant Psychiatrist
Andrew Hermolle	1.0	Service Manager
Rhiannon Jenkins	0.5	Manager Liaison Team
Kelly ford / Vacancy	0.5/0.5	Occupational Therapist
Tony Poole	1.0	OT Tech
Vacancy from July	1.0	HCA
Jessica Davies	1.0	HCA
Vacancy	1.0	HCA
Denise Richards LTS/ Vacancy	0.7/0.4	Admin (Band 3)
Alex Jenkins seconded for 1 year	1.0	CMHN (Band 6)
Ceris Jenkins	1.0	CMHN (Band 6)
Rhianedd Freeman Jones	1.0	CMHN (Band 6)
Ceris Evans seconded for a year	1.0	CMHN (Band 6)
Vacancy	0.8	Psychology (Band 8)

The post holder will have a dedicated office space and full time admin support. The Bridgend Older Peoples Service forms part of a CTMUHB Mental Health and Learning Disabilities Care Group. This care Group is managed by a team of 4 senior managers including Service Director, Medical Director, Head of Nursing and Head of Clinical Psychology.

### 3. Consultant Staff within Adult Mental Health

The care group has the following Consultant medical staff posts within Adult Mental Health:

Dr Paul Emmerson	Whole time consultant, adult acute admissions ward, POWH
Dr Raman Sakhuja	Part time locum consultant, PICU, POWH
Dr Govan Mittapalli	Whole time locum consultant, South Bridgend Adult CMHT
Dr Sue Jeal	Whole time locum consultant, North Bridgend Adult CMHT
Dr Tim Chan	Whole time consultant, Bridgend Older Peoples Mental Health Services /CSG Director
Dr Rajesh Anand	Whole time consultant, Bridgend Older Peoples Mental Health Services
Dr Rahul Malhotra	Whole time locum consultant, Older Peoples Liaison & Care Home In-reach
Dr Kishore Kale	Whole time consultant, Perinatal & Eating Disorder Services
Dr Lily Mohammad	Whole time consultant, Bridgend substance misuse services
Dr Arif Alam (Acting)	Whole time consultant, Admissions Ward / Interim Clinical Group Service Director
Dr Bethany Ranjit	Whole time consultant, general adult psychiatry covering Rhondda locality.
Dr Sunil Joseph	Whole time consultant, general adult psychiatry covering Taff Ely locality.
Vacancy	Whole time consultant, general adult psychiatry covering Rhondda locality.
Dr Timothy Dye	Part time consultant, general adult psychiatry covering Cynon Valley locality.
Dr Cal Bascom	Part time consultant, Liaison Team
Dr Sajitha Koratala	Part time consultant, general adult psychiatry covering Cynon Valley locality
Dr Neil Thomas	Part time consultant, general adult psychiatry covering Merthyr Tydfil locality.
Vacancy	Whole time consultant, general adult psychiatry covering Merthyr Tydfil locality
Dr Danika Rafferty	Whole time consultant, old age psychiatry covering Taff Ely locality
Dr Ceri Evans	Part time consultant, old age psychiatry covering Taff Ely locality
Dr Priya Gowda	Whole time consultant, old age psychiatry covering Cynon Valley locality.
Dr Mridul Biswas	Whole time consultant, old age psychiatry covering Merthyr Tydfil locality.

Dr Nisha Abayanake	Whole time consultant, rehabilitation psychiatry, Outreach and Recovery Team, Merthyr Tydfil and Cynon Valley localities.
Vacancy	Part time consultant, inpatient rehabilitation psychiatry, Rhondda & Taff Ely localities.
Vacancy	Whole time consultant, substance misuse psychiatry, Community Drug and Alcohol Team.
Dr Marque Fernando	Whole time consultant substance misuse psychiatry, Rhondda Integrated Substance Misuse Service.
Dr Katie Goldring	Acting up consultant, rehabilitation psychiatry, Supported Recovery Unit, Treorchy.

While primarily responsible for delivering a quality clinical service, the consultant psychiatrist is also expected to be actively involved in the strategic development of the team and broader services helping to steer their development in line with the strategic direction of the organisation.

#### **4. Continuing Professional Development (CPD)**

The Consultant will:

Be expected to remain in good standing for CPD with the Royal College of Psychiatrists.

Arrangements are in place for peer groups, and the appointee will be required to be fully involved. The Groups are usually set up in an informal process and there is flexibility about membership.

Local arrangements available for mentor and supervision with Line Manager/Clinical Director.

Be supported by the Health Board with CPD activities, including study leave arrangements and appropriate funding.

#### **5. Clinical Leadership and Medical Management**

The Health Board's robust medical management framework is based around the Medical Director, Mr Dom Hurford, who is supported by a number of other Assistant Directors.

For clinical leadership matters, the usual route across the UHB is via the Clinical Director, who works closely with colleagues in the Directorate Management Team and beyond if needed.

The Directorate absolutely welcomes the full involvement of all colleagues into strategic planning. In particular, input is welcomed via the development of the Integrated Medium Term Plan (IMTP) produced annually. Additional involvement in

planning matters is welcomed and can be discussed with the Directorate Management Team at any time. Development into the strategic planning of the Cwm Taf Morgannwg University Health Board as a whole would also be possible and welcomed.

## **6. Appraisal and Job Planning**

The Health Board is committed to the implementation of the annual consultant appraisal and also the job planning process and there is an annual MARS system in place.

Annual job planning takes place with the Clinical Director and the Directorate Manager, and is monitored to ensure compliance. The Named Responsible Officer is the Medical Director, Mr Dom Hurford, and the revalidation process is supported and signed off by him and his team.

Mentoring and Induction will be arranged either within or without the Directorate as needed.

## **7. Teaching and Training**

There is no formal arrangement, but the post-holder will be expected to teach medical students and trainees as appropriate. Teaching opportunities for the post-holder will normally be accommodated via the professional and study leave arrangements, with the opportunity for discussion on needs if required.

Within the localities and teams, training is available via the normal application processes.

For training other than that of medical staff, there is no formal expectation, however there will be the opportunity to train and support other healthcare professional colleagues.

The post-holder will be able and encouraged to act as Educational Supervisor for trainees and others wherever appropriate and possible.

Local library services available and links to Cardiff University and HEIW, Cardiff School of Medicine at Neuadd Meirionnydd, Cardiff CF14 4YS.

The post-holder will be encouraged to take part in continuing medical education as appropriate.

## **8. Research**

Cwm Taf Morgannwg University Health Board is committed to developing, promoting, supporting and facilitating an active and innovative research and development culture, to meet the strategic objectives of the organisation ensuring they are aligned to local, regional and national research priorities. The organisation is committed to and encourages a high quality evidence based patient facing research, focusing on outcomes and improvements in the service delivery and clinical outcomes for benefit of

the patients. The University Health Board aims to build on existing and continue to develop strong research partnerships with academia and industry, to strengthen the quality studies and provide access and opportunities to research for Cwm Taf patients. Support for staff is available – and there are facilities at each of the three DGH sites. There are no specific research and development responsibilities expected of the post holder

**9. Mental Health Act, Responsible Clinician approval and the Mental Health (Wales) Measure**

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

The post holder would be expected to work within the framework of the Mental Health (Wales) Measure 2010

**10. Notional Job Plan (subject to review as the needs of the service develop)**

<b>MONDAY</b>	<b>TUESDAY</b>	<b>WEDNESDAY</b>	<b>THURSDAY</b>	<b>FRIDAY</b>
am  Hospital Liaison	am  SPA (Postgraduate Programme)	am  SPA (Clinical Governance/Audit)	am  MDT (Peer Review Group last Thursday of every month)	am  SPA (Supervision Continuous Professional Development)
pm  Care Home Reach      In-	pm  Hospital Liaison	pm  Care Home Reach      In-	pm  Care Home Reach      In-	pm  Hospital Liaison

**11. Secretarial Support and Office Facilities**

This post is supported by a full time secretary and is based in the Princess of Wales Hospital. The post holder will have a very pleasant office with access to appropriate hardware. There is an IT department on site.

## **12. Clinical Duties of Post Holder**

- The post holder will manage the care of Liaison psychiatric patients in the Princess of Wales Hospital and Maesteg hospital. The number of patients will vary according to demand from the Hospital site.
- The post holder will provide liaison psychiatric in-reach management to residents in care homes, with mental health needs. There are approx. 800 care home beds.
- The post holder will manage the care of Liaison psychiatric patients admitted on to acute mental health ward 15, unless agreed otherwise, with the sector Consultant.
- The post holder will be expected to be involved in the management of complex patients and those requiring Secondary Care and Treatment planning.
- The clinical leadership of the team falls within the postholder's remit, however there are other colleagues available to provide support.
- The postholder will be involved as appropriate with patient referral and admissions.
- The postholder will be involved in Care plan and treatment formulation, guidance on evidence-based treatment and effectiveness.
- The postholder will be involved closely with liaison and collaborative working with other services within and without the Directorate and at times the UHB as well as other agencies. This will involve multi-disciplinary, multi-agency and partnership working.
- As a Consultant in this area, the postholder will be expected to take their full part in the Mental Health Act implementation.

## **13. Training Duties**

The post holder will be expected to participate in undergraduate and postgraduate clinical teaching.

As much as is appropriate, the post holder will sometimes be involved in the training of other disciplines.

The post holder, in common with other Consultant colleagues, will be involved in providing educational supervision of trainees and other disciplines.

Links with Training Programme Directors for foundation/core/higher training. AMD for Medical Education Dr SHAKIR Mustafa. College Tutor Dr Danika Rafferty.

#### **14. Clinical Governance and Quality Improvement**

The post holder's responsibilities will extend to an expectation of contribution to clinical governance and responsibility for setting and monitoring standards.

The post holder will be expected to participate in clinical audit and quality improvement activities.

The post holder will also take part in service/team evaluation and the planning of future service developments.

#### **15. General Duties**

- To provide clinical expertise and leadership to a defined multidisciplinary older persons Liaison Mental health team.
- To provide specialist assessment and clinical management of older patients over 65 both in liaison inpatient setting and in care homes, which could include those presenting with younger onset dementia.
- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Health Board's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant.
- To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively, and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Health Board, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12(2) approval, to work within the framework of the Mental Health (Wales) Measure and to abide by professional codes of conduct.
- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services, and share with consultant colleagues in the medical contribution to management.

- To comply with the Health Board's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

## **16. External Duties, Roles and Responsibilities**

The Health Board actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the Medical Director and, as necessary, the Chief Executive Officer.

## **17. Other Duties**

From time to time, it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Health Board. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Health Board might make.

## **18. Work Programme**

The post holder will work 10 programmed activities and it is envisaged this would be over five working days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7 to be devoted to direct clinical care and 3 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

## **19. On-Call and Cover Arrangements**

The Consultant on-call commitment is currently 1 in 9 out of hours serving the Bridgend locality only. There is no additional on call commitment during working hours. This is a non-resident on call and is remunerated as an intensity supplement. There is also a Core Trainee on call. The on call rota for Consultants is determined on a rolling basis and is published annually in advance to enable individuals to plan periods of leave and arrange cross-cover in their absence. On-call demands are variable but generally light, aided by the existence of hospital based crisis response assessment teams.

Consultant staff from the Mental Health Directorate provide specialist assessment and advice for all adults aged eighteen years and older. Agreement has been reached with the CAMHS Network for all patients younger than eighteen years to be managed by CAMHS consultants with support from resident psychiatric duty doctors out of hours.

On call responsibilities include providing specialist psychiatric cover to all hospitals in Bridgend excluding those managed by Swansea Bay University Health Board (Caswell clinic medium secure unit and the Taith Newydd low secure unit) and the CAMHS inpatient facility Ty Llidiard. There are agreed policies in place in relation to Section 135 and 136 together with Section 5(2) assessments. The agreed Place of Safety is adjacent to the Ward 14 Adult Acute Assessment facility on the POWh site.

## **20. Contract Agreement**

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance

## **21. Leave**

The post-holder is entitled to 34 days of annual leave per year and 30 days study leave over three years.

## **22. Statement on Equality and Diversity**

Cwm Taf Morgannwg University Health Board aims to eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act; advance Equality of Opportunity between people who share a relevant protected characteristic and those who do not; foster good relations between people who share a protected characteristic and those who do not in accordance with the Public Sector Equality Duty as defined in the Act (see Appendix 1).

The “Protected characteristics” covered by the act are:

- Age.
- Gender Reassignment.
- Sex.
- Disability.
- Pregnancy and Maternity.

- Sexual Orientation.
- Race – including ethnic or national origin, colour or nationality.
- Religion or Belief – including lack of belief.
- Marriage and civil partnership.

The Duty applies to marriage and civil partnership only in respect of the requirement to have due regard to the need to eliminate discrimination. People who share a protected characteristic are sometimes referred to as “protected groups”. An overview of the Equality Act 2010 is detailed in Appendix 1. **All staff should be able to achieve their potential and be treated with dignity and respect.**

### 23. Wellbeing

The CTM Occupational Health Service is a confidential service available to all staff, delivering specialist occupational health advice to staff and managers. Services include

- Pre-employment health clearances,
- Clinical staff screening for blood borne viruses (HIV/Hepatitis B & C)
- Immunisations and vaccinations for your protection at work
- Health evaluation - fitness to work assessments following ill health / injury
- Advice on workplace adjustments to support staff in relation to ill health / injury
- Advice to managers and staff regarding disability, rehabilitation and ill-health retirement
- Physiotherapy assessment and treatment for staff with musculoskeletal disorders
- The management of needlestick injuries
- We also work with Infection Control to prevent the spread of communicable diseases

Local arrangements can be provided for a nominated supporting person. Balint Group for Consultants are established.

### **LEARNING & DEVELOPMENT FACILITIES**

There are fully equipped libraries on all three general hospital sites within the Health Board. The libraries have a full range of journals with intranet and internet access.

### **ANNUAL LEAVE**

Annual leave will be granted according to the limits laid down in the Medical and Dental Staff (Wales) Handbook.

### **STUDY LEAVE AND TRAINING**

Study leave will be granted according to the limits laid down in the Medical and Dental Staff (Wales) Handbook. Applications for annual study leave must be submitted to the Rota Manager (normally at least 6 weeks in advance) who passes them to the Clinical Director for approval.

### **TERMS OF SERVICE**

This is a whole-time appointment although part-time and job share will be considered and will be subject to the Terms and Conditions of Service governing the appointment of Hospital Medical and Dental Staff in Wales and UHB Terms and Conditions as appropriate. The successful candidate will be expected to reside within approximately 30 minutes travel time of the Princess of Wales Hospital in Bridgend. Salary will be in accordance with the nationally agreed salary for Consultants & will be specified in the contract of employment



Care to join us?

#CoastToMountains

#ClimbTheMountain

@CwmTafMorgannwg

*With thanks to Chris Hodcroft, Consultant Acute Physician and George Fusneica, ED Specialty Doctor for the photograph*