



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

JOB DESCRIPTION

JOB TITLE: Senior Clinical Fellow

COMMITMENT: Cardiology

EMPLOYING AUTHORITY: Betsi Cadwaladr University Health Board

Clinical Base: Ysbyty Gwynedd

Responsible to: Site Medical Director

Managerially Accountable to: Clinical Director for Medical Directorate

You will be primarily based at Ysbyty Gwynedd Hospital and employed by Betsi Cadwaladr University Health Board.

Introduction:

Betsi Cadwaladr University Health Board (BCUHB) is the largest Health Board in Wales which provides integrated primary & secondary care health services to the population of North Wales. Acute services are provided by the three District General Hospitals – Glan Clwyd centrally, Wrexham Maelor in the east, and Ysbyty Gwynedd in the west.

The Hospital:

Ysbyty Gwynedd is a modern 420-bed district general hospital sited in the university city of Bangor. It provides a comprehensive range of services to the population of Gwynedd, Anglesey and parts of Conwy in the region of North West Wales. It provides all the disciplines in general medicine and surgery in addition to all subspecialties, including an Emergency Department, Intensive Care Unit, Surgical High Dependency Unit, Surgical Assessment Unit, Medical Assessment Unit and Coronary Care Unit.

Llandudno General Hospital is a 76-bed hospital based in the seaside resort on the North Wales Coast. It provides mostly care of the elderly services and rehabilitation, Minor

Emergency Department and an elective surgical service. A wide range of specialties hold outpatient clinics at the hospital, supported by radiological and pathological services.

Alltwn Hospital is a 18-bed hospital located 27 miles south of Bangor, on the outskirts of the small town of Porthmadog. A wide range of specialties also hold outpatient clinics here, supported by radiological and pathological services.

Management of Medical and Clinical Services

Clinical services are managed through a system of divisions, with Secondary Care consisting of Scheduled Care, Unscheduled Care and Emergency Care.

These groups are based on the strengths of past NHS functions and structures across North Wales but with five very important elements that define the Health Board and its approach:

They unify the functions of the previous organisations by adopting a clinically led and accountable approach with clinicians and managers developing and evolving the system.

They are based on the premise that primary care and secondary care are integral to clinical success and do not operate as separate entities but cohesive services to pathways of care.

They change the focus of delivery moving away from acute hospital dominated systems to develop and deliver services for the population providing choice, equity of provision, prevention and treatment.

The wider health, social care and citizen agenda is accounted for through the membership of their management boards bringing planning and delivery together adding support to deliver the health requirements of statutory partnerships such as Health, Social Care and Wellbeing and Children and Young People.

Demography

The West division serves a resident population of approximately 250,000. This particular area is a popular holiday destination and the population greatly increases during the summer months. North West Wales is also a popular retirement area and parts of the district have the highest proportion of the over-65 age group in Wales. Medical and surgical practice reflects the patterns of disease found in this older age group too.

Postgraduate Facilities

The Health Board has a Postgraduate Centre which contains a state-of-the-art Lecture Theatre, together with a collection of lecture, seminar and practical rooms.

The Library has 24/7 access and there are three full and one part time members of staff. There are 10 open access computers, all with internet access, and a PC Skills Suite, where information literacy training takes place. Online databases and full text books and journals are available through the e-Library for NHS Wales. There is a reference library at Llandudno General Hospital, run by the library staff from Ysbyty Gwynedd. Full computer access is also available in the Library at Llandudno.

Postgraduate meetings take place every lunchtime in various specialties and there is a full evening lecture programme during the winter months. Friday lunchtime has a combined Grand Round.

Llandudno General Hospital has a reference library and is linked to Ysbyty Gwynedd facilities. There is a Seminar Room available for postgraduate meetings together with the Hospital Boardroom, which also hosts educational facilities.

Clinical Development and Research

Increasing emphasis in clinical practice is being placed upon evidence-based healthcare and evidence of value for money to provide maximum health gain. The Health Board has a well-established Clinical Governance Support Unit, which promotes and organizes clinical effectiveness activities within the Health Board with the intention of increasing the proportion of clinical care, which is shown, by evidence, to be effective.

The Health Board also has an established local research committee and has links with the University of Wales, Bangor. Statistical advice is available through a standing arrangement with the University Statistics Department. Other university departments are able and willing to offer advice in areas such as electronics, engineering, biochemistry, social services and psychology. Formal links are particularly well established in the highly rated Sport, Health and Exercise Science Department. Combined research projects are particularly encouraged.

The Health Board has appointed a Chair in Vascular Studies to complement the existing professional appointments in Cancer Studies, Rheumatology, Psychiatry, Neuropsychology and EMI Psychology. Audit meetings are held each month and are supported by an audit administrator and clerical staff. Imminent developments in information technology will provide clinical database which will assist the audit process.

A number of substantial research grants have recently been awarded to clinicians through the MRC.

Clinical Governance

The Chief Executive and Medical Director have overall responsibility for the development of Clinical Governance within the Health Board and it is proposed that this is achieved by a centrally based operation with support from Clinical Governance Co-ordinators in each of the Divisions.

Clinical School

The Clinical School at Ysbyty Gwynedd has cost nearly £3.5m which was funded by the Welsh Assembly Government and will lead to an expansion of medical teaching and research facilities across North Wales.

It provides clinical placements for medical students from Cardiff and Swansea Universities and Ysbyty Gwynedd now provides teaching for approximately 350 students per year across the third, fourth and fifth year of studies. They also provide clinical teaching for a range of non-medicine courses such as BMedSci course and the new Physician Associate Course at Bangor University.

Facilities include three dedicated teaching rooms and a state of the art clinical skills and simulation suite.

Medical students spend time in Llandudno attached to the COTE, movement disorder, neurology and orthogeriatric teams.

Medical Audit/CME/CPD

The post holder will be required to regularly participate in the medical audit and continuing medical education and professional development as part of the organisational clinical governance requirement.

The individual will be encouraged to regularly participate in post-graduate meetings and will be expected to attend the Grand Round meeting on Fridays and participate in MRCP.

The Health Board and Bangor/Llandudno District:

Bangor - The City

Bangor is located on the mainland side of the Menai Straits, in the far North West tip of Wales, UK, sandwiched between the mountains of Snowdonia and the Isle of Anglesey. It is a University and Cathedral City.

The A55 dual carriageway links give easy access to the national motorway network and Manchester International Airport. North West England is no more than 1.5 hours drive away from the centre of Gwynedd and excellent high-speed rail services ensure that all parts of the country are within easy reach: you can be in London in about 3 hours. Ireland is also very easy to reach by ferry: the port of Holyhead is 20 miles away. It is also possible to fly between Anglesey and Cardiff.

Lifestyle & Leisure activities

Gwynedd and Anglesey are perfectly situated for anyone enjoying outdoor pursuits: Bangor is sandwiched between the beautiful mountains of Snowdonia National Park, and the Menai Straits looking across to Anglesey.

World-class hill-walking, climbing, abseiling and scrambling venues are only a few minutes drive from the hospital in one direction, with watersports venues and beautiful beaches a few minutes drive in the other. Many hospital staff participate in the multitude of sporting activities available here: sailing, wind-surfing, canoeing, water-skiing, kite-surfing, and diving.

Back on land, keeping horses is relatively economical here compared to many parts of the UK and dry ski slopes at Llandudno and Capel Curig ensure that skiing is possible all year around. There is an abundance of golf courses, together with village clubs for football, rugby, cricket and tennis etc. all of which are very popular and receiving enthusiastic support.

Gwynedd and Anglesey's coastline, mountains, historic sites and settlements give it a truly unique character.

The diversity of Welsh culture is an important feature of life in the area: many locals speak Welsh and the area is very much bilingual.

1.THE POST:

The advertised post is for a fixed term Senior Clinical Fellow covering Cardiology and General medicine at a level equivalent to a Specialty Trainee.

The pay scale for the post is based upon the fixed term Specialty Registrar (MN37) scale is £37,737 to £59,336 for basic 40 hour week contract (Excluding on-call supplement) : The exact point of scale is determined upon verification of previous NHS service. The post is subject to the Wales NHS Hospital Medical and Dental Staff terms and conditions of service.

2. DUTIES AND RESPONSIBILITIES:

2.1 Your Consultant supervisor would be the Lead Clinician in Cardiology

2.2 You would be expected to contribute to clinical and educational activities within the directorate as determined by the consultant on your team and provide a high quality service to the local population including an emergency on-call commitment.

2.3 The current expected on call Rota is 1:5.5.

You would be resident on call. At time of writing Consultant Physicians are not resident on call overnight.

You will be required to cover for your colleagues' periods of leave.

2.4 To assist with nominated consultants in the supervision and teaching of junior trainees.

2.5 To contribute, to local clinical governance activities including clinical audit and clinical risk initiatives.

2.6 You will be required to co-operate with local management in the efficient running of services and expected to share with all colleagues in the medical contribution to management.

2.7 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.

2.8 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.

3. WORK ARRANGEMENTS (Session, SPA and CPD Arrangements):

3.1 Proposed weekly timetable is based on a 40 hours contract.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Ward Round	Ward Round	Ward Round	OPD	Ward Round
PM	OPD	Daycase list	SPA	Referrals	SPA

3.2 There are regular weekly departmental teaching and educational activities, together with opportunities to attend appropriate courses which would fulfill your CPD requirements.

4. MAIN CONDITIONS OF SERVICE

4.1 This post is covered by the National Health Service Terms and Conditions of Service for Hospital Medical and Dental Staff (Wales) and General Whitley Council Conditions of Service and the Amendment of the National Consultant Contract in Wales. Details of these may be obtained from the Medical/Dental Personnel Department.

4.2 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.

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

4.4 The doctor 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.

4.5 The post holder is required to travel as necessary between hospitals / clinics. A planned and cost effective approach is expected.

4.6 The post holder is required to comply with the appropriate Health and Safety Policies as may be in force.

4.7 Reimbursement of removal and associated expenses will be in accordance with the Health Board Policy.

5. START DATE

The commencement date will be from August 2024 .

6. NAMES OF SENIOR AND CONSULTANT MEMBERS OF THE DEPARTMENT:

All medical specialties are represented and supported in Ysbyty Gwynedd and Llandudno as set out below. The one exception is Neurology, which is supported by visiting Neurologists from the Walton Centre for Neurology and Neurosurgery, Liverpool (Dr R Davies and Dr B Aji). The Directorate is EWTD compliant and all support staff work on a shift system when on-call for emergency medicine.

Acute Admissions:	Dr H S Mohammed Dr C Subbe
Cardiology:	Dr M Payne Dr A R Azzu Dr A Hanna Dr M Royle
Care of the Elderly:	Dr S Elghenzai Dr S Jones Dr S Jones Dr C Martin Dr A Bates (p/t) (LLGH) Dr S Alexander (LLGH)
Chest Medicine:	Vacant post Dr A Thahseen Dr C Kilduff Dr N Skeehan
Endocrinology/Diabetology:	Dr A Wilton Dr T Abdallah
Gastroenterology:	Dr J Sutton Dr J Gasem Dr R Newbould Dr Khaled Radwan Dr Sreejith Venugopal
Nephrology:	Dr A Alejmi Dr F Muhammed Dr G Rana
Neurology:	(Visiting Service) Dr R Davies & Dr B Aji
Rheumatology:	Dr Y Ahmad

6.1 Other Medical/Dental Staff in the Department

Each medical department will consist of a mix of Specialty Doctors, Trainees (Foundation, Core Training, and Specialty Training), Clinical Fellows, Physicians Associates, ANPs and nursing staff.

7. DETAILS FOR VISITING

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

Dr Mark Payne, Lead Cardiologist – Mark.Payne@wales.nhs.uk

GENERAL REQUIREMENTS

This post is subject to the Terms and Conditions of employment of the Betsi Cadwaladr University Health Board

Values: All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.

Registered Health Professional: All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

Competence: You are responsible for limiting your actions to those which you feel competent to undertake. At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.

Learning and Development: All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.

Performance Appraisal: We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.

Health & Safety: All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.

Risk Management: It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

Welsh Language: All employees must perform their duties in strict compliance with the requirements of their organisation's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.

Information Governance: The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.

Data Protection Act 1998: The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such

confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.

Records Management: As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.

Equality and Human Rights: The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee receives less favorable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

Dignity at Work: The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.

DBS Disclosure Check: 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 Criminal Records Bureau 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 CRB 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.

Safeguarding Children and Vulnerable Adults: The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.

Infection Control: The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated

infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.

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.

Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.