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**Swansea Bay University Health
Board (SBU HB)**

Mental Health Division – 2021/22

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1. Welcome from the Medical Director of Mental Health and Learning Disabilities

Starting your post or rotation as a doctor in an unfamiliar service can be challenging, regardless of your grade. This induction booklet is designed to welcome and orientate you to the service and is intended to be used as a tool that you can refer to from the first day and re-refer to it as your post progresses. It is full of information about the services and facilities available, which I very much hope will support you to succeed in your new role. If there are obvious gaps, things that you'd have liked to have seen in here – please do give us your feedback.

Although the world is constantly changing our values as doctors haven't. Patients are at the centre of all we do, and providing them with safe, effective care that meets, and even exceeds their expectations, is our aim. Equally, we recognise that to deliver the best care, our medical staff need to feel valued, be fully engaged in the planning and delivery of their services and feel empowered to bring about the change that they see will benefit their patients. I hope you will fully avail yourselves of the opportunities that exist to become involved in developing your skills and career and also support us in developing our service.

Finally, congratulations and thank you for choosing to work in this great organisation, I do hope that you enjoy your time with us and are able to contribute to our success and I hope to meet you all during your time with us.

*Richard Maggs, Medical Director
Mental Health and Learning Disabilities*

2. The NHS in Wales

Wales is very proud that one of its sons, Aneurin Bevan, was the father of the National Health Service (NHS) in the United Kingdom. Bevan's legacy was a health service which is free at the point of delivery on the basis of need.

The NHS in Wales is provided by seven Health Boards, of which **SBUHB is one**. The Health Boards take responsibility for the planning and delivery of all services in their areas.

The health of the people of Wales continues to improve. Significant progress has been made against the big killers of cancer and heart disease in the past 20 years and targeting unscheduled care and lowering rates of in. There has been considerable success in concerted efforts against smoking, alcohol and substance misuse and risk behaviours. This has resulted in year on year improvement in health outcomes as a nation.

Wales is also very proud of its creativity and ingenuity.



3. SBU Health Board



Health Board is one of the largest health providers in the UK, advancing clinical excellence and driving forward clinical research.

The Health Board is responsible for the health of over 390,000 people. We have a budget of around £1 billion, and employ approximately 12,500 staff. As a Health Board in Wales, we provide integrated care for our patients. We deliver tertiary, acute, intermediate, mental health, community and primary care services to people in Swansea, Neath Port Talbot, and beyond.

“We are passionate about delivering excellence in clinical services and taking early action to promote and protect health and independence.”

In addition, the Health Board provides a large range of regional and sub-regional services, including Forensic Mental Health and Learning Disability Services. Our Welsh Centre for Burns and Plastic Surgery is also responsible for patients in the South West of England.

We have excellent links with Swansea University in particular the College of Medicine and the College of Human and Health Science. This collaborative approach delivers skills teaching at the postgraduate level to support the development of new and innovative ways of working.



Staffing in Our Hospitals

Whether you are newly qualified, experienced or returning to practice you will find numerous opportunities to deliver the best possible healthcare.

We also place a high value on supporting continuous professional development and have an impressive range of learning and development opportunities.

Our health board recognises the positive impact that our staff make on delivering quality care.

Our Mental Health Facilities

Cefn Coed Hospital



Modern developments have been made on site over the last decade and there are plans to replace the current adult assessment mental health wards at Cefn Coed Hospital with a new, purpose built 60 bed-facility in the Swansea area. This facility will include specialist detox beds and a Psychiatric Intensive Care Unit (PICU).



Tawe Clinic



The Tawe Clinic provides assessment, therapeutic interventions and support for individuals experiencing an acute mental health episode where inpatient care is necessary.

There are two wards, Fendrod providing care for men and Clyne providing care for women.

Each ward and its multi-disciplinary team work closely with associated community mental health teams and particularly with the crisis resolution and home treatment team for the Swansea area.

The speciality of child and adolescent psychiatry is managed and delivered via the child health department within the health board. The main base for this service is the Trehafod unit and there are also a number of outreach clinics located within Swansea. The service works in conjunction with a clinical network of other CAMHS (child and adolescent mental health services) providers.

Two modern facilities built at Cefn Coed Hospital. (2012)

Gwelfor: Adult Mental Health Services



The 18-bed slow stream rehabilitation and two, four-bedroom step down houses at Cefn Coed Hospital was phase 1 of the reshaping mental health Services in Swansea (RMHSS) project.

This particular scheme involved the transfer of patients from the existing ward 2 at Cefn Coed Hospital to the slow stream unit with the step down houses part of the mental health rehabilitation pathway working with existing wards.

A slow stream mental health rehabilitation service gives patients the opportunity to achieve goals, increase their independence and make sure that they do not lose any of the gains they have already made before returning into the wider community. Step down units provide people with the support and care they need before going back into the wider community.

Ysbryd y Coed: Older People Mental Health Services



This 60 bed unit across three wards provides care for older people with dementia in purpose-built, modern surroundings which support our dedicated staff in providing effective care.

Ysbryd y Coed provides extended assessment, treatment and a range of therapeutic intervention for patients who for one reason or another cannot be managed in any other setting at that time in their illness.

The unit is designed using all research available to ensure that elderly people with dementia, who have complex needs and challenging behaviour, are cared for using all the nursing and technical support expected in a modern hospital.

The unique oval wards each have 16 en-suite rooms, and two, two bedded en-suite rooms which can be set up for couples, family or friendship pairs. The wards are all designed with a safe wandering loop to help patients navigate the ward, each of which has an enclosed garden courtyard with therapeutic areas.

There are seating areas for families and other visitors, with large friendly dining and social areas and facilities for family members to stay overnight. Activity rooms on each ward include a sensory stimulation room.



Blue room (above)



Ysbryd Y Coed (above)



Courtyard (above)

Taith Newydd



Taith Newydd is based on the site of Glanrhyd Hospital in Bridgend. This 16.4 million-pound unit was established in 2014 to provide a low secure facility to house patients detained under the Mental Health Act whilst they receive treatment for their serious mental health illnesses and challenging behaviours.

Uned Gobaith (which translates as Unit of Hope)



This is a brand new specialist Perinatal Inpatient Mental Health Unit situated within Tonna Hospital. The unit is a regional service serving the population of Wales and has a capacity for six individuals and seven babies (to allow for multiple births.)

Our perinatal mental health inpatient service opened in April, 2021, and offers specialised treatment to women experiencing significant mental health difficulties during pregnancy or if they have a baby under 12 months.

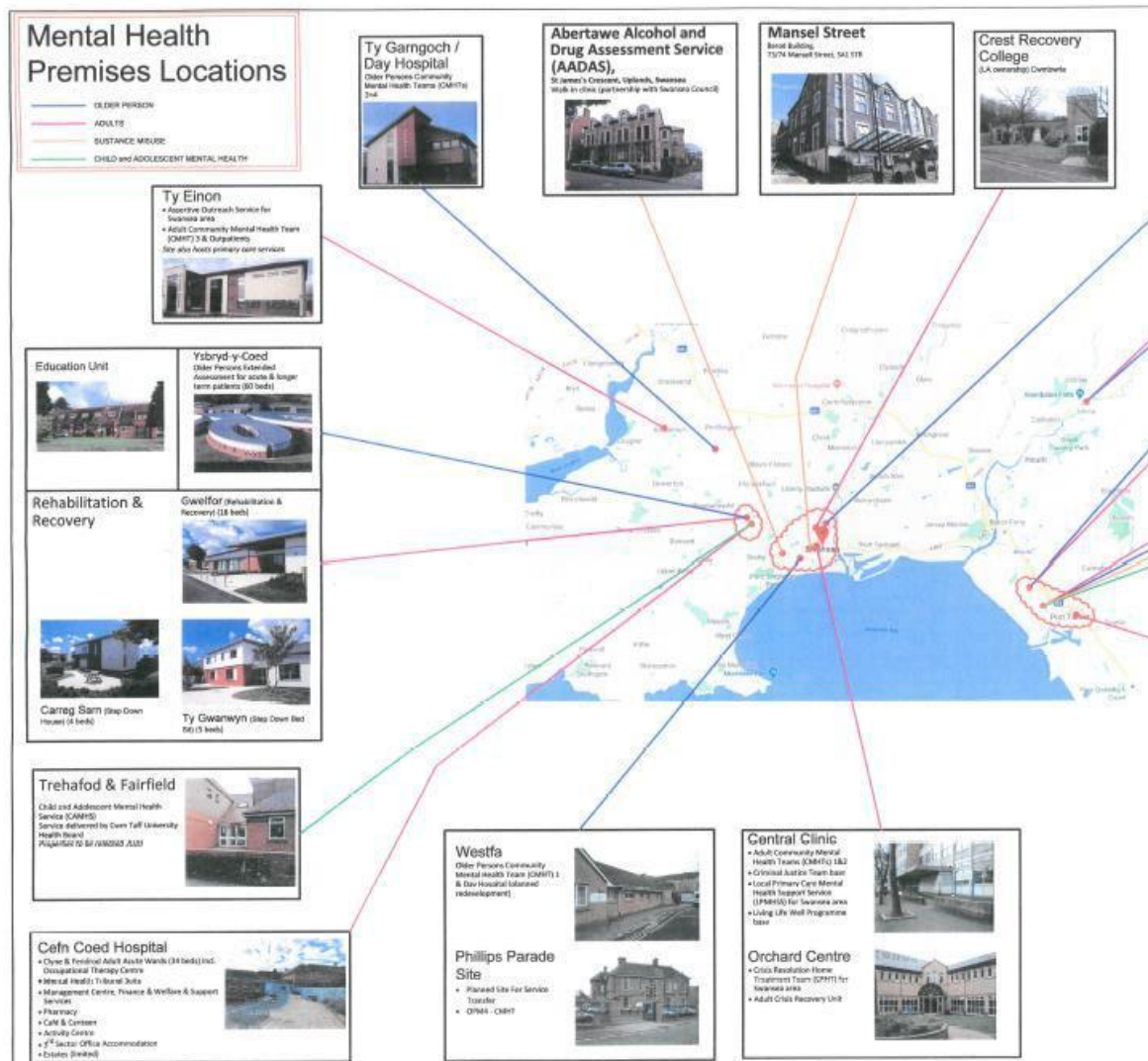
Supporting the mothers and their babies on site are a multidisciplinary team that includes psychologists, mental health nurses and psychiatrists, as well as social workers, health visitors and midwives. Nursery nurses are also on hand around the clock too, to look after babies while mothers rest or receive treatment.

Ward F based at Neath Port Talbot hospital



A 21 bed Acute Adult ward situated in Neath Port Talbot hospital for patients presenting with acute mental health issues where they can be assessed and treated in a safe and secure ward environment.

Map showing an overview of our mental health premise locations across SBUHB



4. Developments in Mental Health services Swansea Health Board

There are many recent and ongoing developments in Mental Health and Learning Disabilities here at Swansea Bay University Health Board including the following:

- Newly opened and established Perinatal Mental Health Mother and Baby Unit **Uned Gobaith** (which translates as Unit of Hope) at Tonna hospital, providing much needed care and specialist services to Mothers and Babies all across Wales.
- Redesign of the current Learning Disabilities Model of care covering specialist inpatient services and the expansion of community Learning disability community provision.
- Scoping and redesign of Older Peoples Mental Health Inpatient care across the Service Group with an emphasis on enhanced community care and less reliance on specialist mental health inpatient beds across the Health Board along with continuing efforts to better support the enhanced community model and care home sector with ongoing support and developed pathways.

There is no better time to join Mental Health and Learning Disabilities services here at SBUHB, where we together can better help support and shape the future of these much needed healthcare services.

SBU Health Board purpose, vision, aims, Clinical Strategy and Values

Purpose

“To fulfil our civic responsibilities by improving the health of our communities, reducing health inequalities and delivering effective and efficient healthcare in which patients and users always feel cared for, safe and confident.”

Vision

We wish to be an excellent healthcare, teaching and research organisation for the Swansea Bay University HB region and the wider regions that we serve. This means that:

- We will respect people's rights in all that we do and plan our services and their care with them. Wherever it is provided, care will be safe and compassionate, meeting agreed national standards, providing excellent outcomes and an experience that is as good as it could be.
- We will make it easy for everyone to get the information and advice they need to be in control of their own health and to live healthier lives.
- We will work in partnership with our communities, our staff and other agencies to meet our citizens' health and social care needs in an integrated way, usually in or near to where they live.
- We will support high-quality research, education and innovation that benefit our patients and staff and we will encourage everyone to share their care experiences with us so that we can learn how we can do even better.

Aims

**Promoting and Enabling Healthier Communities Delivering Excellent Patient Outcomes, Experience & Access Demonstrating value and Sustainability
Securing a fully engaged and skilled workforce Embedding Effective governance and Partnerships**

The Clinical Services Plan (CSP) 2019 – 2024 is the 5-year vision for transforming the healthcare system for the population of Swansea Bay University Health Board.

**Our Organisational Strategy describes our ambition
For the Health Board over the next ten years;**

To deliver **Better Health, Better Care, Better Lives** for our population. We have excellent staff with a wealth of experience in delivering high quality care; together with our communities

And partners we will build on these strengths to further improve people's health, so as they can stay well and ensure we provide high quality care when they need it.

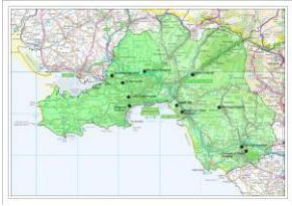
The Clinical Services Plan, led by clinicians and developed with staff and stakeholders, is central to this ambition. It describes how we will transform wellness, primary and community services to underpin significant service change in our major hospitals; enabling them to dedicate their expertise to meeting the needs of those who most need their care, in particular the frail, elderly and acutely ill.

Values

A core element of the health board's strategic focus is our Values and Behaviour Framework. Developed with Service Users, the community and staff these values set out how we work and the values we share.

| caring for each other | working together | always improving |
|--|---|---|
| in every human contact in all of our communities and each of our hospitals. | as patients, families, carers, staff and communities so that we always put patients first. | so that we are at our best for every patient and for each other. |
| <p>We are friendly, helpful and attentive. We welcome others with a smile.</p> <p>We see people as individuals. We do the right thing for every person and treat everyone with dignity and respect.</p> <p>We are kind, compassionate, patient, and empathetic to the needs of others.</p> | <p>We communicate openly and honestly and explain things clearly.</p> <p>We take time to listen, understand and involve people. We value everyone's contribution and we work with our partners to join things up for people.</p> <p>We are open to, and act on, feedback. We speak up if we are concerned.</p> | <p>We keep people safe and provide an efficient and timely service.</p> <p>We are professional and responsible and hold ourselves and each other to account.</p> <p>We choose a positive attitude, seek out learning, and continually develop our skills and services.</p> |
| We won't ignore people, be dismissive, rude, abrupt or leave anyone to suffer or feel neglected. | We won't let each other down, exclude or criticise people. | We won't accept second best or choose a negative attitude. |

5. An overview of SBU HB Services



The Health Board is responsible for assessing the health needs of our communities as well as the planning, commissioning and provision of both primary (General Practitioner, Optometry, Pharmacy and Dental services), and Hospital services. We are responsible for a range of community based services delivered within patients' own homes, via community hospitals, health centres, and clinics.

In addition, we provide a range of tertiary services such as Burns and Plastic Surgery Services (for South Wales and the South West of England), Forensic Mental Health Services (for the whole of South Wales) and Learning Disability Services (from Swansea to Cardiff).

The Health Board has 3 main acute hospitals providing a range of services; these are Singleton and Morriston hospitals in Swansea and Neath Port Talbot Hospital in Port Talbot.

There are a number of smaller community hospitals and Primary care resource centres providing important clinical services to our residents outside of the three main acute hospital settings. Cefn Coed in Swansea is a mental health hospital.

Mental Health, Substance Misuse and Learning Disability Services

We provide Mental Health Services, Substance Misuse and Learning Disabilities Services.

Learning Disability services are provided across three Health Boards and seven Local Authorities.

Mental Health Services have changed significantly over the last 10 years or so and the Health Board now provides Mental Health services across a strong community service base complemented by modernised, fit for purpose hospital based care.

We also provide Mental Health and Forensic Mental Health Services to a wider population base. Substance Misuse Services are planned and commissioned for the SBU HB area by the Western Bay Substance Misuse Area Planning Board.

The Health Board has worked with partners in the 3 Local Authorities, South Wales Police, the Police & Crime Commissioners Office, Criminal Justice Agencies, and Prisons, third sector organisations, service users and carers.

The majority of Child and Adolescent Mental Health Services are provided by Cwm Taf Health Board. The planning of these services is taken forward by the SBU HB Children's and Young People Mental Health Planning Group. Cwm Taf Health Board, the Local Authorities and the third sector are members of this Planning Group which has an agreed action plan to address key issues.

Integrated Care

HOME BASED SERVICES - A range of domiciliary services, including assessment and treatment, are provided by different professionals in people's own homes, for instance:

District Nursing Services provide holistic assessment, planning and evaluation of care from engagement in the discharge planning to proactive health surveillance and health promotion for patients with long term conditions. District nurses support the management and treatment of many conditions such as diabetes, continence issues, immunisation and wound care. District Nurses also support medicines management through Nurse Prescribing and medication administration. They have a key role in End of Life Care and post bereavement support.

Chronic Conditions Management Nurses are based within primary care, and support people with complex long term conditions who are at risk of episodes of frequent ill health to avoid hospital admission.

Community Resource Teams (CRTs) are multi-disciplinary teams that provide a wide range of care including rapid response, personal care, reablement and specialist advice and support.

Staff groups involved in the delivery of a comprehensive range of community services includes: *Nursing, Therapists, Community Psychiatric Service, Community Drug and alcohol service, wound care, continence, tissue viability, medicines management and specialist palliative care teams, Health Visitors and Flying Start Health Visitors, Looked After Children's Health teams, Child Disabilities Health Visiting Service, Child Community Nursing Services and Health Care Support Workers.*

PRIMARY CARE BASED SERVICES - We contract with independent practitioners to deliver primary care services, which are delivered by General Practitioners, Optometrists, Pharmacists and Dentists. The contracts are determined on a national basis.

We have 49 GP practices in our health board area, 72 dental practices including orthodontists, 31 optometry practices and 92 community pharmacies. Outside normal practice hours, the Health Board manages the provision of the GP Out-of-Hours Service. We also provide General Medical Services within Her Majesty's Prison (HMP) Swansea, and are responsible for commissioning all health care within HMP Swansea.

We directly manage two practices in the Neath Port Talbot area: in the Afan Valley and Neath town centre. All other practices are independent. Practice list sizes vary across the area, with the lowest approximately 1,000 patients and the highest 20,000 patients.

COMMUNITY BASED SERVICES

We provide community nursing through district nursing, Community Resource Teams, health visiting, community mental health, learning disabilities, therapy staff, as well as midwifery and school nursing services. There are a number of smaller

Accident and Emergency and trauma services

- There is one main hospital Emergency Department which is at Morriston Hospital.
- Plans are currently underway to finalise a major trauma service network for South Wales. Morriston Hospital will play a major part in this network.
- There is also a Minor Injury Unit at Neath Port Talbot hospital.

Tertiary services

Morriston Hospital

- The **Welsh Centre for Burns and Plastic Surgery**, based at Morriston Hospital, provides a service for South and Mid Wales and the South West of England (North Wales patients go to Liverpool for treatment).
- The **Welsh Institute of Metabolic and Obesity Surgery**, is also based at Morriston Hospital.
- Morriston Hospital also carries out open-heart surgery at its **Cardiac Centre**, one of only two hospitals in Wales providing this service; (the other is Cardiff).
- Morriston also has a **regional renal unit**, and one of three **regional artificial limb and appliance centres** in Wales. It also has **regional maxillofacial services**, and provides rheumatology, critical care and palliative medicine to a wide catchment area. Complex and emergency surgery takes place on site.

Singleton Hospital

- The **South West Wales Cancer Centre** is located in Singleton Hospital and the Health Board is very proud to have a new Maggie's Centre built in its grounds. The **Maggie's Centre** offers free practical, emotional and social support to people with cancer and their family and friends. The Centre in Singleton Hospital was designed by Japanese architect Kisho Kurokawa (see picture).
- Singleton Hospital provides **regional neonatal intensive care**.
- Singleton Hospital also has a **consultant-led obstetrics** which deals with the most complex cases from across South West Wales.



Neath Port Talbot Hospital

- SBU HB manages the **NHS IVF service for South Wales**.
- Neath Port Talbot also has the **regional Neuro Rehabilitation Service**.

Other Acute Care

- Paediatric acute in-patient care is provided at Morriston. Neath Port Talbot and Singleton Hospitals have a children's development centre.
- Acute general medical care and care of the elderly is provided at Morriston Hospital, which also has a well-developed trauma and orthopaedic service and a range of urology specialties. It has a High Dependency Unit caring for children.
- Singleton Hospital services include ophthalmology, dermatology, ENT, gynaecology services as well as oncology. It has a High Dependency Unit. It also provides general medical beds, care of the elderly and elective short stay surgery.
- Neath Port Talbot Hospital does not have acute medicine, but it has a urology service, and provides elective orthopaedic surgery for shoulder, feet and ankle joints. It has a midwife-led birth unit and an elderly care day hospital. It also has a palliative care day unit, and provides some specific gynaecology services for the SBU HB area.

SBU HB - Building for the Future



SBUHB has agreed three Wellbeing Objectives:

- Giving every child the best start in life
- Connecting Communities with services and facilities
- Maintaining health, independence and resilience of individuals, communities and families



We are maximizing the practical opportunities that the Wellbeing of Future Generations (Wales) Act 2015 gives us to meet our sustainability challenges, increasing the use of digital technology to deliver care in new ways closer to people's homes.



In addition to this we are improving the efficiency of our working practices and developing models of care that are increasingly focused on self-care and prevention at the earliest opportunity.

Infection control is a key focus area for us, eliminating avoidable infections and reducing harm and variation are key quality measures to the health board, its staff and the population it serves.



Delayed transfers of care continues to be a challenge we continue to focus on reducing length of stay but reducing the number of people who are 'discharge fit.' Focusing on the implementation of SAFER patient flow bundle and 'Breaking the cycle'.

Significant progress has been made in reducing waiting times for our patients' further improvements are planned by increasing outpatient clinic slots, improving theatre performance and access to beds and ensuring appropriate levels of follow up care.



We are continuing to look at Workforce Redesign in respect of the roles within the Health Board, as part of this we are developing new roles in both the community and hospital setting.

6. Working in Partnership



**Prifysgol Abertawe
Swansea University**

The Health Board and Swansea University have agreed a long-term strategic and operational partnership driven by a shared commitment to ensuring excellent health and medical care in the region. SBU Health Board is an active member of the Association of UK University Hospitals.

The partnership involves multiple links covering education of professionals, continuous professional development, research and audit, innovation, modernisation and international bench-marking.

Established in 1920, the main seafront campus of the university is adjacent to Singleton Hospital. There is also a new £450m Bay Campus on the Eastern approach into Swansea and this provides academic, student accommodation and research space for Engineering, the latter being in a series of agreements with international and national companies.

Research-led and ambitious institution with a 5 Star rated Teaching of Excellence.

Framework (REF), places Swansea amongst the UK's leading universities for research excellence in Medicine, Science, Engineering and Arts and Humanities.

- Swansea University has been ranked sixth for overall student satisfaction in the 2020 National Student Survey
- They are classed as a Top UK Medical School located in beautiful South West Wales. They educate and train the next generation of doctors, life scientists, and health professionals. Their Mission is to improve the health, wealth and wellbeing of the people of Wales and the world.

We collaborate with the NHS, business and the third sector in a spirit of open innovation and have established themselves as a world-class place to learn, research and innovate.

SBUHB Resources

24 hour access is available to the library and IT facilities

Library contact details:

☎ 01792 516568

✉ library.cefncoed@wales.nhs.uk

Library website URL: <https://sbuhb.nhs.wales/go/library-services/>

In addition you may wish to explore The Royal College of Psychiatrists website – www.rcpsych.ac.uk has a range of information and training materials for students.

Jason Thomas – Medical Education Manager (Cefn Coed)

☎ 01792 516546 (office) ✉ jason.thomas4@wales.nhs.uk

7. A very special and unique place to live and work



Above: Three Cliffs Bay – Gower, Swansea, “one of Britain's best views” as voted by Visit Britain.com,

When you choose to come and work in SBU Health Board, you not only become part of an ambitious, excellence driven organisation, but you also benefit from living in the one of the UK's most naturally beautiful regions. The moment you arrive, you will notice a real sense of community and you can easily access all the benefits of city life in Swansea and Cardiff combined with a superb seaside and countryside location.

Swansea - Swansea is Wales' second largest city and the regional capital of South West Wales. It is a University City **Above: Three Cliffs Bay – Gower, Swansea, “one of Britain's best views”** as voted by Visit Britain.com, Katherine Jenkins with a rich history, and a flourishing cultural scene. As a waterfront city it has access to some of the most beautiful (in a celebrity poll by the Guardian) and readers of Country Life magazine beaches in the UK on the Gower Peninsula (the *UK's first Area of Outstanding Natural Beauty*) and it also benefits from being able to offer outstanding leisure and recreational opportunities.

Neath Port Talbot - Neath Port Talbot is a vibrant part of South Wales, set in the Hills and valleys alongside Swansea Bay. Approaching Neath Port Talbot via the M4 you are greeted by one of Britain's “industrial titans” - the Steel works. Beyond this, the area benefits from outstanding natural, heritage and cultural assets and is well known for Margam Castle, Neath Abbey and the impressive mountains, waterfalls and beaches.

There are so many ways to enjoy the fantastic natural environment

Water sports Swansea Bay and the Gower Peninsula experience the second greatest tidal range in the world, which provides great conditions for surfing, wind surfing, sailing and kite surfing. Gower is well known for its' world class surfing. Swansea has Sailing and Yacht clubs together with a large marina, which is a great base for those wanting to sail the beautiful coast. Swansea Bay has hosted round one of the British Kite Surfing Championships. The Wales National Pool based in Swansea, is one of the facilities used to train Wales' world class aquatic athletes and was used to train swimmers for the 2012 Olympic Games.

Golf There are many Golf course options including cliff top courses with stunning views and the world famous Royal Porthcawl Golf Club which was described as being one of the twelve finest courses in the world. Machynys Golf Course is a Nicklaus designed 7121-yard modern links golf course that has already hosted an unprecedented eight championships, including two R & A Open Championships and four Ryder Cup Wales LET Championships of Europe. In October 2010 the Celtic Manor Resort in Newport hosted The Ryder Cup, which elevated the Cregion onto the world stage.

Walking Walkers are spoilt for choice in the area. Across Swansea and Gower, there is everything from smooth promenades, Botanical gardens and parkland to hikes over the Gower beaches and moorland. Keen walkers will love the 14-mile-long Heritage Coast Path which offers unparalleled coastal views, while the Ogwr Ridgeway Walk will reward you with some of the most awe inspiring mountain and countryside views anywhere in Wales. For a bigger challenge, there is the 72-mile Millennium Heritage Trail.

Cycling and Mountain Biking Swansea has a range of safe cycle routes that are ideal for families, from disused railways lines to peaceful canal towpaths. Swansea is bounded by two National Cycle Network Routes. There are dozens of community paths that link up with the Celtic Trail national cycle route, or just meander through the beautiful country lanes and villages of the Vale. Afan in the Neath Port Talbot area has a mountain biking experience that is described as 'second to none' and it is the fastest growing mountain bike area in Britain and located minutes from the M4.

Culture and events - The area has a strong cultural history and was home to many famous composers, poets, writers, and artists.

For those wanting to experience the cultured side of the area, there are a wide range of museums, galleries and inspirational attractions, including the award-winning National Waterfront Museum, the Victorian Swansea Grand Theatre and the Dylan Thomas Centre – celebrating the life of one of Swansea Bay’s most famous poet and writer.

Swansea hosts a Festival of Music and the Arts, when international orchestras and soloists visit the Brangwyn Hall. The Brangwyn Hall is praised for its acoustics for recitals, orchestral pieces and chamber music alike. Throughout the region there are annual festivals in its’ many Art Centres and Theatres.



Messiah at the Brangwyn Hall, Swansea



Outdoor theatre at Oystermouth Castle, Mumbles

There are many other activities and events that can help you to enjoy your leisure time:

Football - Swansea City AFC

Swansea City Association Football Club is a Welsh professional football club based in Swansea at the Swansea.com Stadium and they play in the Championship, the second tier of the English Football League

Professional Rugby - The Ospreys

The Ospreys are one of the four professional regional rugby teams in Wales. They compete in the United Rugby Championship and the European Rugby Champions Cup.

Cricket – St Helen’s Cricket Ground

St. Helen’s is renowned as one of the fastest drying grounds on the county circuit. It was the first ground in Wales to stage a One-Day International in 1973 hosting England’s Prudential Trophy game against New Zealand. In 1983, the St. Helen’s ground also hosted a match in the ICC World Cup between Pakistan and Sri Lanka.

Capital City of Cardiff

Cardiff is synonymous with sport and the Principality Stadium, which is recognisable across the world, it has been instrumental in elevating Cardiff to one of the most popular locations in the UK for major events and conferences. The SWALEC Stadium hosted the first Ashes test match in 2009, a first for Cardiff and a resounding success. Cardiff is also designated as a ‘**Centre of Culture**’, reflected in the iconic Wales Millennium Centre. The annual Creative Cardiff showcase promotes the city’s creative economy to UK and international audiences and promotes the numerous creative festivals and events that take place in Cardiff during the year. Cardiff has recently been named as one of the best shopping destinations in the UK with retailers including John Lewis.

Swansea City Development

A huge £1.3 billion series of development projects are now currently underway in Swansea City centre.

Swansea indoor arena (Currently under development)

Work is currently underway in Swansea city, to better develop the facilities on offer within the City centre.

The building of a 3,500 capacity arena with an adjacent coastal park is already underway with plans to further develop the surrounding area with a retail park and accommodation facilities. This is just one of the development plans taking place to further enhance what Swansea already offers.

The other projects will focus on advanced manufacturing, life sciences and creative industries.

The city already has a whole host of attractions within the city centre and neighbouring areas including:

- Restaurants / Cafes
- Cinema / Bowling Alley
- Beaches / Coastal paths
- Leisure Centre / Swimming pool



Artists' impression of the exciting new 3,500 capacity Swansea Arena currently under construction, due to open in 2022.

8. Accommodation, travel and transport

There is diverse range of living options in Swansea and Neath Port Talbot from city living, to countryside properties to waterside properties situated by the sea, the marina or by the river.



To buy a property you would expect to pay:

| | *Average house price for a 3 / 4 bedroom terrace home | *Average house price for a 3 / 4 bedroom semi-detached home |
|--|--|--|
| Swansea & Neath Port Talbot | £168,344 | £208,179 |
| Bridgend | £156,077 | £207,254 |
| Cardiff | £277,392 | £301,441 |

**House prices/rent are averages and provided by <https://www.home.co.uk> (May 2021)*

To rent properties in Neath Port Talbot, Swansea and Bridgend, on average you would expect to be paying:

| Rental per month for 2 - bedroom property (Please note, not all properties are furnished) | Rental per month for 3 - bedroom property (Please note, not all properties are furnished) |
|--|--|
| £825 per month | £718 per month |

You can rent properties in Cardiff, on average you would expect to be pay:

| | |
|-----------------------|-------------------------|
| £935 per month | £1,092 per month |
|-----------------------|-------------------------|

Please remember the amount would reduce if you choose to share with a colleague or friend

Other costs in addition to rent are Council tax, water / gas and electricity rates.

Temporary Swansea Bay Health Board on-site accommodation available

Please contact Accommodation officer via email, usually an initial 6-month contract is issued which is negotiable should there be a need to extend. This accommodation is designed as a stop-gap to looking for accommodation off site.

Singleton – Prices vary from £280 or £320 pcm.

Morrison – Prices vary from £290 for sharing with two others to £365.00 sharing with one other.

For further information, please contact Admission officer via details provided in application forms.

Please click on application forms provided below:



SINGLETON
Application - single



Application - single
accommodation.doc

Transport Links



We are well connected!

We're easily accessible by road, rail, sea and air. Swansea, Neath Port Talbot and Bridgend are all located alongside the M4 motorway and just a few hours by road and rail from the UK's main cities.

| | |
|--------------------|---|
| Heathrow Airport | Approximately 2 ½ hours |
| Bristol Airport | Approximately 1 ½ hours |
| Birmingham Airport | Just over 2 hours |
| Cardiff Airport | Approximately 30 to 45 minutes Dependent on location |

"You can travel to London from Swansea on a direct train in approximately 3 hours."

"You can travel to Cardiff and be sat in the Millennium Stadium watching international Rugby or football or in the Wales Millennium Centre enjoying some of the world's best performing arts in around 30 to 45minutes dependent on your location".

"You can travel to Cardiff International Airport in approximately 45 minutes and fly direct to locations such as Amsterdam (Schiphol), Paris (Charles De Gaulle), Barcelona... and many other international destinations including the USA, India and the Middle East via on-going flights."

9. Cost of Living in Wales

It is difficult to estimate your living costs when you are in the UK, as this will largely depend on your lifestyle. The table below gives some examples of approximate prices of products in Wales, (these could vary post Covid) although please be aware prices do fluctuate between shops and brands.

| Item | Sterling £1 | Euro | Rupees | Piso |
|---------------------------------------|-------------|----------------|--------------|--------------|
| Bread | £1.06 | 1.18 | 95 | 72 |
| 1Kg Rice | £1.60 | 1.79 | 143 | 108 |
| 1 Litre of Milk | 85p | 1.00 | 76 | 58 |
| 500g butter | 88p | 1.10 | 90 | 68 |
| 350g cheese | £3.50 | 3.91 | 312 | 238 |
| 6 Large Eggs | £1.00 | 1.10 | 90 | 68 |
| 500g mince meat | £3.30 | 3.68 | 295 | 224 |
| Shampoo | £2 | 2.33 | 178 | 136 |
| Toothpaste | £1.50 | 1.67 | 134 | 102 |
| T shirt, Shirt / sweater | £10 to £20 | 11.16 to 22.33 | 892 to 1785 | 680 to 1360 |
| Jeans / trousers / skirts | £20 to £50 | 22.33 to 55.82 | 1785 to 4463 | 1360 to 3399 |
| Coat / Shoes | £30 + | 33.49+ | 2677 + | 2040+ |
| Duvet / quilt | £20 | 22.33 | 1785 | 1360 |
| Bed Sheets | £10 | 11.16 | 892 | 680 |
| Restaurant meal from | £10 | 11.16 | 892 | 680 |
| Cinema Ticket | £7 | 7.81 | 625 | 476 |
| Pint of Beer / Glass of wine in a bar | £3.70 | 4.28 | 381 | 251 |
| Haircut Male | £10 | 11.58 | 1,030 | 679 |
| Haircut female | £30 | 34.73 | 3,090 | 2,039 |

10. Religion and Education

Christianity is the largest religion in Wales.

Most adherents to organised religion in Wales follow the Church in Wales or other Christian denominations such as the Presbyterian Church of Wales, Catholicism, Baptist and Methodist churches, and Eastern Orthodoxy.



Other religions Welsh people may be affiliated with include Buddhism, Hinduism, Judaism, Islam, Sikhism and Druidism.

Schools / Education

There are many excellent schools and colleges in and around the area. For schools in South Wales, the local Council websites have a vast amount of information and relevant contact details for each school in the locality:



www.swansea.gov.uk

www.cardiff.gov.uk

www.npt.gov.uk

www.bridgend.gov.uk

11. Weather in Wales

Wales has a moderate climate, very similar to the rest of the UK, but it can also be slightly unpredictable! The mountainous nature of our landscape and the shape of our coast mean that the weather **can differ quite dramatically** within a **very short distance**. Weather also changes quite quickly here- it could be raining in the morning and **gloriously sunny by the afternoon**.

Most of our rain tends to fall in the autumn and early winter months (October – January) so be sure to bring a raincoat and a good pair of waterproof walking shoes to Wales. Our days in winter are shorter and **we tend to experience snow**, which provides us with some **spectacular scenery**. Although it's not all rain and clouds in Wales - the summer months of June to August are the hottest here and a great time to take advantage of some of our **beautiful beaches and coastline**. April, May and September also offer some **warm days** to explore our landscape. Our long summer days also help; it often doesn't get **dark until 10pm/22:00** in midsummer thanks to our northerly latitude.

The temperature in winter months' averages around 6°C with summer months climbing up to 24°C.

However, conditions in the upland areas can be changeable throughout the entire year.

12. SBU HB Support Package

Recruitment Benefits Package (Doctors Recruited from Overseas)

The Health Board has agreed to pay up to a maximum of £5,000 to assist doctors in relocating to the UK.

Up to £5,000 spent in any combination on the items in the list below:

| |
|---|
| £500 advance (£250 cash & £250 paid into your bank account when open) |
| Interview Expenses |
| Flights and other travel expenses to destination |
| Visa fees including any associated costs e.g. TB vaccination |
| Up to 3 months' rent, either if intending subsequently to purchase a property or not |
| Initial GMC fees including visit for ID check |
| E-portfolio / Royal College fees |
| Expenses relating to obtaining IELTS |
| Two months car hire |
| During self-isolation miscellaneous expenses e.g. snacks, beverages (excluding alcohol) up to £20 per day |
| Towards relocation and removal – transport of goods etc. |
| Household electrical appliances, kitchen equipment and household furniture and fittings |

- All of the items in the above list may only be claimed in respect of the appointed doctor. No claims may be made in respect of family members.
- If you and your partner are appointed by the same or different Health Board only one claim can be submitted for items relating to both e.g. 3 months' rent.
- Please note all or some of the above items may be subject to tax in line with HMRC regulations. You will be required to provide receipts for all items claimed and payment of these expenses will be made following start of employment with the Health Board.
- This list is not exhaustive and any reasonable claim associated with your relocation to Wales will be considered on a case by case basis by your employing organisation.
- All expenses must be claimed within 6 months of you commencing your post unless prior discussion and agreement is reached with your employing organisation.

The Health Board has agreed to pay up to a maximum of £5,000 to assist doctors in relocating to the UK.

If the appointed doctor leaves employment within the first half of the fixed term contract, then 75% of the money paid to them must be repaid to the Health Board. If leaving employment in the second half of your contract, then 50% of the money paid will be reimbursed to the Health Board by the doctor.

The expenses will be paid for associated costs thus enabling them to take up the post with the Health Board, as indicated in the entitlement table below:

| Length of Contract | Entitlement |
|-----------------------------|-------------|
| Up to 6 months | £1,250 |
| 6 months 1 day – 12 months | £2,500 |
| 12 months 1 day – 18 months | £3,750 |
| 18 months 1 day – 2 years | £5,000 |

These expenses can only be claimed once, if an extension to the original contract of employment is agreed no further expenses can be claimed as part of this benefits package.

Please contact the Medical Staffing Department regarding the process for claiming expenses included in the benefits package.

**Benefits Package COVID-19 Self-Isolation
(Doctors relocating from within the UK)**

| |
|---|
| Legal and associated fees on purchase and sale |
| House contents removal costs |
| Storage of furniture costs |
| Land registration fees |
| Survey fees |
| Stamp duty |
| Cost of preliminary visits |
| Cost of travel from old to new home |
| Continuing commitment allowance |
| Search for accommodation allowance (subsistence / temporary accommodation) |
| Return home (weekends) – travelling |
| Excess daily travelling expenses |
| Electrical and drains testing fees |
| Estate agents fees (subject to a maximum of 1.5% of the sale price plus VAT) |
| Excess rent allowance/Tenancy agreement fee (i.e. on taking up the rental for a property) |

All expenses will be reimbursed within the limits of this policy as defined below:

| Employees moving situation | Maximum payment |
|--|-----------------|
| Owner occupied to owner occupied | £10,000 |
| Rented accommodation to owner occupied | £5,000 |
| Rented accommodation to rented accommodation | £5,000 |
| Owner occupied to rented | £5,000 |
| Clinical Fellow posts removal of personal effects only | £1,000 |

Note that under HMRC regulations only the first £8,000 is tax free. The remaining balance of £2,000 will be taxed at the appropriate rate for the individual concerned.

Please contact your Medical HR Advisor (contact details included on your appointment letter) regarding the process for claiming expenses included in the benefits package.

Salary

Everyone who joins the NHS is guaranteed a salary that matches their ability and responsibilities, and is given every opportunity to increase it through training and development.

On top of your basic salary, you will receive a generous holiday entitlement plus a range of other benefits including training, occupational health and counselling services.

Please refer to the following hyperlink for additional information

<http://www.wales.nhs.uk/nhswalesaboutus/workingforhswales/payconditions/payandconditionsresources>

Enhancements

In addition to basic pay, you will be paid additional money for working nights, weekends and Bank Holidays.

Annual leave

Working full time for Swansea Bay University Health Board you will receive an Annual Leave Entitlement dependent on grade plus 8 Bank Holidays.

13. Useful links

SB UHB Health Board website

<https://sbuhb.nhs.wales/>



@Swanseabay.nhs

@BaeAbertaweGIG



@SwanseabayNHS

@BaeAbertaweGIG

For further information on living and working in the Health Board's locality please visit:

<http://www.wales.nhs.uk/sitesplus/863/page/39444>

1000 lives plus programme

<http://www.1000livesplus.wales.nhs.uk/>

1000 Lives Plus is the national improvement programme supporting organisations and individuals to deliver the highest quality and safest healthcare for the people of Wales. SBU Health Board is actively engaged and involved in the 1000 lives plus programme.

Wellbeing of Future Generations (Wales) Act 2015 www.gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en

Caring together Western Bay [Western Bay](#)

Arch 'A regional collaboration for health' www.arch.wales

Staff Handbook

<http://howis.wales.nhs.uk/sites3/Documents/743/Staff%20handbook%202019%20v3.pdf>