

## Swansea Bay University Health Board

### JOB DESCRIPTION

#### Consultant in Learning Disability Services Swansea

#### 1.0 ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Locality Manager/Locality Clinical Director

#### 2.0 INTRODUCTION

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

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

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

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

#### 2.1 Job Summary

The Health Board is responsible for the provision of Learning Disability Psychiatry services to the patients who reside in Swansea, Neath, Port Talbot, Bridgend, Rhondda Cynon Taff, Merthyr Tydfil, Cardiff and the Vale. This post joins a team of nine Consultant Learning Disability Psychiatrists who cover these geographical areas.

The successful candidate will be based in Llwyneryr Acute Assessment Unit, Swansea

but will travel to various locations within their geographical area of Swansea. Additionally, they may be required at times to travel to other locations within the health board, as described in the provisional job plan outline below. Travel times to locations away from the doctor's base will be included in the doctors working time. Travel expenses can be claimed in line with health board policy.

The principal duty of this post is to provide clinical leadership to, and to be responsible for the delivery of patient care for Swansea (SA4-SA7) locality.

The post holder will be part of a multi-professional team which includes Medical staff, Nurses, Social Workers, Support Workers, Psychologists and Occupational Therapists, Physiotherapists and Speech and Language Therapists. You will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness. The post-holder will be expected to work closely with Consultant colleagues providing unscheduled care in order to ensure continuity of the care pathways.

The post-holder will be expected to work closely with other colleagues in Learning Disabilities and Mental Health to offer a flexible service. The post-holder is expected to demonstrate a commitment to delivering excellence in clinical care, to work effectively with multi-disciplinary community teams and inpatient teams to promote the safety and well-being of the patients.

You will have continuing responsibility for the care of patients under your care in liaison with Consultant colleagues, allowing for proper delegation to, and training of staff. The post holder, in liaison with Consultant colleagues, will have responsibility for the proper functioning of the department in line with the operational policy/Strategic Plan of the Mental Health and Learning Disabilities Delivery Unit and the Health Board.

Be responsible for the delivery of services, which are consistent with the Mental Health (Wales) Measure. This includes the provision of Primary Care Psychiatric Liaison Clinics and contributing to the development of Care and Treatment Plans for those patients with complex needs in secondary care.

You may be named in the contracts of junior staff as the person expected to act as Educational Supervisor for junior medical staff assigned to you; over seeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and Royal Colleges.

The service works closely with our partner organisations, both statutory and voluntary, and has established links with local General Practitioners.

The post-holder is expected to respect the rights and dignity of patients, to consider the individual and cultural need of patients and to work with families and carers in the best interest of the patient.

The Health Board is constantly seeking to improve its services and to respond to changes in healthcare needs and demands. This job description may be amended in light of changes to patterns of service delivery and the post-holder should be flexible and open to changes that enhance patient care and will be expected to play a central role in developing these services.

You will be required to adhere to the principles of good medical practice laid down in the guidance of 'Good Medical Practice' issued by the General Medical Council.

You will be required to participate in the Health Boards' risk management process and in clinical audit and other healthcare governance activities within the department, the directorate and the LHB. Adherence to Caldicott Principles is mandatory. The postholder will be positively encouraged to participate in research and development in line with LHB Commissioner and NHS priorities. Levels of audit and research activities will be agreed through the job planning process.

The Health Board has a study leave budget to support Continuous Professional Development, which is encouraged within the Delivery Unit. The Delivery Unit is developing a mentorship scheme for new consultants and there are professional management links provided to the Head of Medicine within the Delivery Unit. All new consultants are encouraged to join a professional development programme group. There is a robust appraisal and revalidation programme in existence.

You will be required to participate in the Health Board's Appraisal Scheme and to formulate a Personal Development Plan, in conjunction with the Clinical Director, to identify training and development needs. You will be expected to participate in personal and professional development to fulfil Royal College Continuing Medical Education (CME) requirements. You will also be required to undergo annual job plan review, meet service outcomes and to prepare for revalidation by making sure that you undergo regular appraisal and personal development planning.

You will participate in the **1 in 8 on call rota**. In exceptional circumstances, it may also be necessary to undertake duties at other locations within the Health Boards. The post-holder will be required to be Section 12 (2) Approved.

## **2.2 Other Medical staff within Learning Disabilities part of Mental Health and Learning Disabilities Delivery Unit of the Health Board**

Dr Elin Owen, Consultant LD Psychiatrist, Cardiff

Dr Catherine Walton, Locum consultant LD psychiatrist, Cardiff

Dr Basil Cardoza, Consultant LD Psychiatrist, Vale

Dr Lance Watkins, Consultant LD Psychiatrist, Cardiff and Epilepsy specialist

Dr Andrew Isaac, Consultant LD Psychiatrist, Bridgend

Dr Aripa Ghandi, Consultant LD Psychiatrist, Swansea

Dr Mariona Adrover, Consultant LD Psychiatrist, North Rhondda Cynon Taf

Dr Penny Letchford, Consultant LD Psychiatrist and Clinical Director for Learning Disabilities

- **Support Facilities**

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

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

There are designated car parking spaces for staff on all our hospital sites. At the current time there are no charges for parking by staff within Health Board sites.

- **Allocation of psychiatry trainees**

Allocation of core trainees in psychiatry to the team will be dependent on the training needs of trainees on the ABMU Psychiatry training scheme, and is decided upon by the Wales Deanery. In recent years this meant a CT2 trainee has been placed in the

department for a six month placement.

Allocation of Specialty Trainees is the decision of the Training Program Director for Learning Disabilities at Wales Deanery. Again placement in the department is dependent on individual trainees training needs.

Roles and responsibilities for trainees place within the team would be adapted for each trainee according to their training needs.

The trainees would offer ward cover and community cover according to the trainees interests/training needs.

### **3.0 MAIN DUTIES AND RESPONSIBILITIES**

#### **3.1 Clinical**

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

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

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

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

You will be expected to attend and contribute to the Mental Health and Learning Disabilities Delivery Unit's quarterly Audit meetings

You will be required to maintain a license to practice through revalidation, to undergo satisfactory annual appraisal using the all Wales online Medical Appraisal Scheme ("MARS") and to formulate a Personal Development Plan, in conjunction with the Clinical lead, to identify training and development needs. You will be expected to

participate in sufficient personal and professional development to fulfill Royal College and GMC requirements. You will be required to maintain good standing for CPD with the Royal College of Psychiatrists. You will be able to join the local CPD peer group that meets quarterly.

You will also be required to undergo a job plan review at least annually and to agree and then meet service outcomes.

You will be expected to make a significant contribution to the service and Mental Health and Learning Disabilities Delivery Unit planning process through active participation.

It may be necessary to undertake duties at other locations within the Health Board. Travelling as necessary between hospitals/clinic will be required to undertake such duties. Travel expenses will be remunerated according to the Health Board policy and procedures for claiming.

You will be required to maintain your Section 12(2) status and Approved Clinician status

Domiciliary consultations may be required when clinically indicated.

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

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

### **3.2 Education and Training**

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

The Multi-professional education center (MPEC) in Princess of Wales Hospital contains clinical skills and resuscitation training facilities, a library, seminar rooms and lecture theatres. The center is home to modern IT systems, experienced clinical teachers and technical support staff.

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

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

You will be named in the contracts of junior medical staff as the person expected to act as Educational Supervisor for those assigned to you; overseeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and medical royal colleges. Medical trainees in Wales are required to agree an educational contract jointly between them, the Health Board and the Deanery.

You will participate in the specialty's postgraduate teaching sessions.

*You will also teach and train medical undergraduates in line with the Undergraduate training programme:*

- Participate actively in the department's undergraduate teaching programme.
- Welcome medical students into learning environments with specific approval of any patients involved.
- Engage and involve medical students in your clinical activities, where possible and appropriate.
- Provide informal and "bedside" teaching to undergraduate medical students where appropriate, particularly during ward rounds, in the emergency department, during outpatient clinics and during operations and procedures.
- Give feedback to medical students.
- Participate in undergraduate examinations, particularly clinical examinations for Swansea and Cardiff medical students if requested to do so.
- Be responsible to the honorary lecturer and honorary senior lecturer for the purpose of undergraduate medical education.

There will be opportunities for the successful candidate to develop a specific teaching interest, develop and to take up formal, remunerated clinical teaching sessions which will be integrated into his/her job plan.

### **3.3 Research**

We are a University Health Board and you will be encouraged to participate in or actively support research and development in line with our Research and Development strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

## **4.0 UNIVERSITY PARTNERS**

### **4.1 Swansea University**

Swansea University was established in 1920 and was a constituent college of the University of Wales for 87 years. More recently it became completely independent and having received its royal charter in 2008 is entitled to grant its own degrees. The University currently offers around 350 undergraduate courses and 100 postgraduate courses to 14,500 undergraduate and postgraduate students.

The University has two campuses. The main campus is located in parkland adjacent to Singleton Hospital and includes the Colleges of Medicine, College of Human and Health Science, Institutes of Life Science and the Data Science Building housing the Farr Institute. By September 2015 a second, 65 acre, Bay Campus will open, housing the College of Engineering and School of Management together with central support services for students, facilities and meeting rooms and an impressive Great Hall that will house an auditorium for 800 and lecture theatres at the entrance to Swansea.

### **4.2 College of Medicine – Swansea University**

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

The College of Medicine is home to Wales's only fast-track Graduate Entry Medicine



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

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

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

#### **4.3 School of Medicine, Cardiff University**

Since its foundation in 1893, the School of Medicine has been committed to the pursuit of improved human health, through education, research and engagement with the wider world. It is a major center for teaching and research and makes a positive difference to the way medicine is practiced in Wales, the UK and internationally. The School of Medicine at Cardiff is one of the largest in the UK, employing nearly 500 academic and 300 support staff. Over 1000 undergraduate and 1100 postgraduate students are currently enrolled on medical and science courses. As a major international center for teaching and research, staff and students make a world-leading contribution to medicine and are committed to the pursuit of improved human health through education, research and engagement with the wider world. The School has recently invested heavily in a programme of curriculum development, is rated among the top 10 medical schools in the UK and the top 100 world-wide and is among the five most rapidly improving medical schools in the UK. As part of this programme they are also in the midst of developing a new assessment strategy for all undergraduate and postgraduate programmes.

The Princess of Wales Hospital in Bridgend is affiliated with Cardiff University's School of Medicine, with around 700 undergraduate medical students spending time in the hospital each year, some 300 in the specialty of General Surgery, where the involvement in medical student teaching includes:

- First-year students: introduction to hospital medicine.

- Second-year students: teaching basic clinical skills (history taking and examination).
- Third and fourth-year students: clinical placements directed at consolidating basic clinical skills developing and shaping “medical” knowledge, skills and behaviours and preparation for examinations.
- Final year students: “student assistantship” placements directed at preparing individual students for junior doctor posts by means of “apprenticeship” - like training.

Undergraduate medical education is coordinated and supervised by an Honorary Senior Lecturer Dr Tom Lawson, and an Honorary Lecturer Mr Steve Shearing, supported by an undergraduate education manager Mrs Julie Jones.

#### **4.4 Cardiff Research Institutes**

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

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

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

#### **4.5 Other University partners**

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

### **5.0 MANAGEMENT AND CLINICAL LEADERSHIP**

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

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

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

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

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

Overall management of the mental Health and Learning Disabilities Delivery Unit is shared by the Unit Service Director, Mr. David Roberts, Unit Director of Nursing, Mr. Steven Jones, and the Unit Clinical Director Mr. Richard Maggs.

You will also be encouraged to become involved with Royal College of Psychiatry in Wales, particularly the Faculty of Learning Disabilities.

## **6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST**

**For the Learning Disability Consultant post you will be expected to:**

- Provide clinical expertise and leadership to a defined multidisciplinary team and the clinical management of patients aged 18 and over with mental health problems and Learning Disabilities who reside in Swansea (SA4-SA7).

- Provide supervision for the specialty/middle-grade doctor and core trainee, and to a Specialist Registrar if you are approved as trainer and an SpR is allocated to the team.
- Liaise effectively with members of the team, other services within the general hospital, general practitioners and other agencies.
- Contribute to the management of the service by attendance at appropriate committees and meetings, by involvement in audit and by taking on specific management roles which may, from time to time, be negotiated.
- Play an active role in the education and training of medical, nursing and other staff.
- Maintain your professional knowledge base and competency by involvement in continuing professional development (CPD) and to take part in the Wales Revalidation Process which includes annual appraisals for the purposes of revalidation.
- Take part in the consultant on-call rota within the Mental Health and Learning Disabilities Delivery Unit.
- Undertake responsibilities under the Mental Health Act as a s.12(2) approved doctor and as an Approved Clinician.
- Undertake responsibilities under the Mental Health (Wales) Measure.

You will be responsible for organising your professional day and for ensuring that you can be contacted at all times during working hours.

## **7.0. PROVISIONAL WORK PROGRAMME**

The provisional work programme is attached at Appendix 1.

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

## **8.0 GENERAL INFORMATION FOR APPLICANTS**

If you are related to any member of staff in a senior officer position in the Health Board

you should clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.

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

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

The nature of the work of this post is exempt from the provisions of Section 4 [2] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

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

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

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

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

Annual leave and study leave are also determined by the General Whitley Council Conditions of Service.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in

your contract of employment.

Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly.

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

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

### **Job Limitations**

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

### **Confidentiality**

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

### **Health & Safety**

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly

and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

### **Risk Management**

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

### **Safeguarding Children**

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

### **Records Management**

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

### **Job Description**

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

**No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all

Health Board sites including buildings and grounds are smoke free.

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

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

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

## **10. DETAILS FOR VISITING BEFORE INTERVIEW**

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

<b>Mr. Richard Maggs</b>	<b>Unit Medical Director</b>	<b>(01656) 753450</b> <b>Richard.maggs@wales.nhs.uk</b>
<b>Dr. Penny Letchford</b>	<b>Clinical Director for MH and LD in Bridgend Locality</b>	<b>(01443) 220402</b> <b>Penny.letchford@wales.mhs.uk</b>
<b>Mr. Gareth Bartley</b>	<b>LD Directorate Manager</b>	<b>(01656) 754077</b> <b>Dermot.nolan@wales.nhs.uk</b>




For further information on the area please refer to the Consultant Information Pack online at NHS Jobs or our website.

### CONSULTANT IN Learning Disability

#### PROVISIONAL JOB PLAN (may be subject to alteration)

	Sessions	Hours	Location	Type of Work
<b>Monday AM</b>	1	3.75	Llwyneryr	Ward round Junior doctor supervision
<b>Monday PM</b>	1	3.75	various	Consultant meeting/ QI meeting/ medical staff supervision
<b>Tuesday AM</b>	1	3.75	Cardiff/ Virtual	SPA
<b>Tuesday PM</b>	1	3.75	Referrals meeting	Guildhall, Swansea
<b>Wednesday AM</b>	1	3.75	Llwyneryr	Clinic/ patient reviews
<b>Wednesday PM</b>	1	3.75	Llwyneryr	Admin
<b>Thursday AM</b>	1	3.75	Llwyneryr	Clinic/ home visits
<b>Thursday PM</b>	1	3.75	Virtual/ Llwyneryr	SPA
<b>Friday AM</b>		3.75	LLwyneryr	MDTs Junior doctor supervision

<b>Friday PM</b>		3.75	Llwyneryr	SPA

**On Call          1:8 (Prospective Cover)**

#### **Note**

This is a standard 10 session job plan which will be subject to review, three months after appointment and then no less frequently than annually.

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

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

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

## Personal Specification

Requirements	Essential	Desirable	Measurable by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>- Full GMC Registration and Licence to Practice (On Specialist Register with GMC or CCT due) within 6 months of interview date</li> <li>- Or CESR or equivalent European Qualifications for Specialist Registration</li> <li>- Membership of the Royal College of Psychiatrists</li> <li>- Valid Certified Advanced Life Support Skills</li> </ul>	<ul style="list-style-type: none"> <li>- Appropriate Higher Degree e.g. MD, PhD or MSc or equivalent</li> </ul>	Application
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>- Broad based experience in psychiatry across the range of sub-specialities. Knowledge of UK hospital systems (or equivalent)</li> <li>- Knowledge and participation in CPD</li> <li>- Competence in eg management of acute psychiatric presentations</li> <li>- Expertise in the treatment of mental disorders in people with learning disabilities</li> <li>- Able to apply knowledge</li> <li>- Safe and effective written and verbal communication skills</li> <li>- Knowledge and experience of communicating bad news</li> <li>- Meet the requirement of the GMC's "Good Medical Practice"</li> </ul>	<ul style="list-style-type: none"> <li>- Experience of NHS</li> <li>- Wider experience, research and training in providing sub specialty service</li> <li>- Evidence of above average performance</li> <li>- Additional clinical qualification(s)</li> </ul>	Application/ Interview
<b>Clinical Governance</b>	<ul style="list-style-type: none"> <li>- Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>- Comprehension of core philosophy and building blocks of Clinical Governance</li> </ul>	<ul style="list-style-type: none"> <li>- Knowledge of risk management</li> <li>- Knowledge of annual job planning/appraisal review process</li> </ul>	Application/ Interview
<b>Research</b>	<ul style="list-style-type: none"> <li>- Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of initiating, progressing and concluding research projects with publication</li> <li>- Research degree</li> </ul>	Application/ Interview
<b>Teaching</b>	<ul style="list-style-type: none"> <li>- Evidence of organising programmes and teaching medical students and junior doctors</li> <li>- Willingness to teach all grades of professional multidisciplinary staff</li> </ul>	<ul style="list-style-type: none"> <li>- Organisation of further teaching programmes in medical education</li> <li>- "Training the Trainers" experience</li> </ul>	Application/ Interview
<b>Management</b>	<ul style="list-style-type: none"> <li>- Knowledge of the management and structure of the NHS</li> <li>- Willingness to participate in clinical management</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of management training</li> </ul>	Application/ Interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>- Ability to cope with stressful situations and undertake responsibility</li> <li>- Excellent interpersonal skills and team-working skills</li> <li>- Ability to work as part of a multidisciplinary and multi-agency team and alone</li> <li>- Ability to work flexibly in response to the changing needs of the Service</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of leadership attributes</li> <li>- Motivational skills</li> </ul>	Interview
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>- All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>- Satisfactory Immigration Status</li> <li>- Satisfactory Health Clearance</li> <li>- Satisfactory Declaration, Enhanced CRB Disclosure Check</li> <li>- Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post</li> </ul>	<ul style="list-style-type: none"> <li>- Welsh speaker or a willingness to learn Welsh.</li> </ul>	Application/ Interview

