



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board



## **JOB DESCRIPTION**

**Senior Clinical Fellow (Fixed Term 1 Year)**  
**Obstetrics & Gynaecology**  
**Cwm Taf Morgannwg University Health Board**

### **Summary**

We are seeking to recruit a Senior Clinical Fellow to join our forward thinking service. The successful appointee will join an expanding team of colleagues providing services across Cwm Taf Morgannwg University Health Board and Community settings around the area.

Successful applicants will be supported to progress their career through applying for ATSM's and completion of CESR as appropriate.

## **JOB DESCRIPTION**

<b>POST:</b>	Senior Clinical Fellow
<b>PAY BAND:</b>	£37,737 – £59,336 per annum
<b>RESPONSIBLE TO:</b>	Care Group Medical Director
<b>ACCOUNTABLE TO:</b>	Medical Director
<b>BASE:</b>	Princess of Wales Hospital.
<b>Post holder is expected to work across the sites of Cwm Taf Morgannwg UHB</b>	
<b>Other:</b>	<b>You will have the opportunity to develop in an area of special interest by undertaking RCOG ATSM with a highlight motivated consultant.</b>  <b>You will also be allocated clinical and educational supervisor.</b>

## **WE ARE CWM TAF MORGANNWG**

On 1 April 2019 Cwm Taf University Health Board changed its name to Cwm Taf Morgannwg University Health Board (UHB) as it took responsibility for providing healthcare services for the people in the Bridgend County Borough area.

Cwm Taf Morgannwg UHB now provides primary, community, hospital and mental health services to the 450,000 people living in three County Boroughs – Bridgend, Merthyr Tydfil and Rhondda Cynon Taf.

## **OUR POPULATION**

The resident population of Bridgend, Merthyr Tydfil and Rhondda Cynon Taf is estimated to be 450,000 (StatsWales 2016). Our 65 to 84 and 85+ age groups are projected to have the largest increase by 2036, when an estimated one in four people in Wales will be aged 65 and over.

These projections will have significant implications for the way in which we design and provide health (and increasingly integrated health & social care) services. With an increasing population and especially an increasing older population it is even more important that we support the people living in our communities to live long and healthy lives, free from the limiting effects of multiple chronic conditions.

Ideally situated between Wales' capital city, Cardiff to the South, the coastal town, Porthcawl to the West and the stunning scenery in the Brecon Beacons National Park to the North, we operate within a vibrant community, rich with history and heritage.

With almost 13,500 staff our workforce is the life-blood not only of the University Health Board, but also many of the communities that we serve. We take our role as one of the largest employers in the area very seriously which is evident in our wide-ranging partnership working, dedication to our corporate social responsibilities and the importance we place on building relationships with our staff and community.

We believe in innovation to make improvements to clinical care. We are especially proud of our Academic Centre in Merthyr Tydfil which is helping to train future doctors in community medicine. If you come to work in Cwm Taf Morgannwg you will be guaranteed a warm Welsh welcome; opportunities for professional development and a clinical environment that innovates to improve.

### **PRINCE CHARLES HOSPITAL**

Prince Charles Hospital is one of Cwm Taf Morgannwg District General Hospitals based in Merthyr Tydfil. Prince Charles Hospital is located in an area offering easy access to the fabulous views of the Gower Peninsula and is within 10 minutes' drive of the spectacular Brecon Beacons National Park. There are established air, rail and sea links, which provide easy access for travel throughout the UK and beyond. Cardiff, the Capital city of Wales, a vibrant, cosmopolitan city, is only 25 miles South of Merthyr Tydfil offering a wide variety of bars, restaurants, concert venues, theatres, art galleries as well as several shopping centres and Leisure Facilities.

### **ROYAL GLAMORGAN HOSPITAL**

Royal Glamorgan Hospital is Cwm Taf's second District General Hospitals based in near Llantrisant. The Royal Glamorgan Hospital is 2 miles from the M4. There are many areas of outstanding beauty nearby, to the north is the Brecon Beacons National Park, and to the south is the rolling countryside of Vale of Glamorgan, the South Wales Heritage Coast and Cardiff. There is an excellent choice of housing within easy travelling times of the hospitals. There are established air, rail and sea links, which provide easy access for travel throughout the UK and beyond.

### **PRINCESS OF WALES HOSPITAL**

Bridgend provides a comprehensive range of acute surgery and medicine for patients of all ages, including inpatient, outpatient and day services. The above services are offered within facilities which include: Emergency Department (A&E), emergency and planned surgery, emergency medicine, gynaecology, obstetrics and neonatal unit, paediatric services, acute mental health car, main operating theatres and a purpose built Day Surgery Unit, and ophthalmology unit.

## **COMMUNITY HOSPITALS**

**Dewi Sant Hospital**, Pontypridd provides Rheumatology Outpatient Services, plain film Radiology Services and outpatient accommodation for Therapy Services, Genito-Urinary Medicine and Specialist Day Hospital Rehabilitation.

**Ysbyty Cwm Rhondda** comprises of 115 beds for medical and surgical rehabilitation, continuing care and respite care. A specialist stroke service has been established on this site. A minor injuries unit provides local access to emergency treatment. A comprehensive outpatient service is on site, supported by diagnostic and pharmacy services. This is the main focus for community hospital services for the Rhondda Fawr and Rhondda Fach. The Hospital concentrates upon rehabilitation care and also provides for a range of general and specialist inpatient and outpatient care.

**Ysbyty Cwm Cynon Hospital** is a community hospital with 100 Rehabilitation, 8 Palliative Care and 15 Older Persons Mental Health beds. The GP out of hours and Minor Injury Unit along with Radiology department. Therapy services are held on site including Physiotherapy, Occupational Therapy, SALT, Dietetics, Podiatry, Audiology, Orthotics, Orthoptics. Day Hospital for adult assessment and Community Midwives base with Ante Natal consulting rooms.

**Pontypridd Cottage Hospital/Y Bwthyn** provides for Inpatient, Outpatient and Day Care for patients requiring Palliative Care, there are 6 inpatient beds. Y Bwthyn also provides a base for the Macmillan Nursing Service, Open Access Physiotherapy Services and Psychology Services. There is also an Elderly Mentally Ill (EMI) day unit on site.

**St Tydfil's Hospital, Merthyr Tydfil** is a community & mental health hospital with 156 beds – 65 for general medical rehabilitation inpatient services, 38 adult mental illness beds including a Psychiatric Intensive Care Unit, 48 beds for older adults with mental illness and a day hospital for the elderly.

**Ysbyty George Thomas**, Treorchy comprises of 100 beds and currently provides 75 beds for the care of the elderly patients with mental health problems and 25 GP medical beds. Open access Physiotherapy and Occupational Therapy for inpatients are also available on this site.

## **REDESIGN OF SERVICES IN CWM TAF MORGANNWG UHB**

Back in 2014 the Health Boards in South Wales undertook a large-scale public consultation exercise (South Wales Programme (SWP)) exploring options to address the challenges faced by many hospitals in recruiting and retaining highly skilled staff in certain speciality areas.

The consultation focused on consultant-led obstetrics, paediatrics and emergency medicine which would in future need to be provided at fewer hospitals across South Wales to ensure their sustainability and provide the best possible care for patients. The consultation determined that there would be changes to Maternity and Paediatric inpatient services at the Royal Glamorgan Hospital. The changes took place on 9th March 2019.

A major expansion has taken place at Prince Charles Hospital. We have invested £6m to increase the size of the special care baby unit there to 19 cots, re-develop two delivery theatres, and create six en-suite delivery rooms to include one birthing pool. There is also a refurbished Alongside Midwifery Unit which includes four birthing suites with two birthing pools.

This is an exciting time for Cwm Taf Morgannwg as it will be the first time that the service can offer all four options for women to give birth. These are:

- \*At Home- where you will be supported by our expert team of community midwives.

- \*In the new Free-Standing Midwifery-led Unit (FMU) in the Royal Glamorgan Hospital. Patients will be able to labour and give birth in a homely environment and experience a water birth with midwives as the lead professionals. There will be no doctors present at the FMU, so in the unlikely event of any complications you would need to be transferred by ambulance to a doctor-led unit.

- \*The new Alongside Midwifery-Led Unit (AMU), known as Tair Afon Birth Centre, in Prince Charles Hospital. This also offers a homely environment with access to two birthing pools. Midwives are the lead professionals for this service. There will be no doctors in this unit but it is located alongside the doctor-led unit so if you have any complications you can be easily transferred across if necessary.

- \*Consultant-Led Obstetric Unit (OU) in Princess of Wales Hospital and Prince Charles Hospital. Care will be provided by midwives as well as doctors in our new state-of-the-art delivery unit which has newly refurbished rooms and a birthing pool. The neonatal unit has also been expanded in Prince Charles Hospital should your baby need special care following birth.

## 1. WELCOME TO THE DEPARTMENT

### Princess of Wales Hospital Consultant Workforce

Mr C Igbenehi	Gynaecology Clinical Director across the Health Board
Professor L Margarit	Oncology Lead
Mr A Allman	Urogynaecology and SAS Doctor Lead
Mrs R Nagrani	Hysteroscopy Lead
Mrs F Hodge	Labour Ward Lead / PROMPT Lead
Mrs K Bisseling	Obstetric Risk Lead
Mr K Emmanuel	EPAU/Emergency Gynaecology Lead
Miss M Zaki	Reproductive medicine
Mrs A Miskin	College Tutor/Ante Natal Lead with special interest in Diabetes in Pregnancy
Mrs R Patel-Gadhia	Post Natal/Patient Engagement and Experience/Medical Students
Mrs L Mukhopadhyay	Guideline Lead
Mrs P Munjal	Consultant in Obstetrics and Gynaecology/ Audit lead
Mrs C Daniel	Consultant in Obstetrics and Gynaecology/ Rota lead

### Prince Charles Hospital Consultant Workforce

Mr S Vine	FRCOG - specialist Interest in high risk obstetrics
Mr S Chawathe	MRCOG Special Interest - Urogynaecology
Mr J Rogers	MRCOG Special Interest – Endometriosis lead
Miss S Sivasuriam	MRCOG Special Interest – minimal access
Dr H Marx	MRCOG Special Interest - Maternal Medicine and Labour Ward
Mrs V Govindapillimbika	MRCOG Special Interest - Urogynaecology
Mr G Haroun	MRCOG Special Interest – Intrapartum Care. Obstetrics Lead across the Health Board
Mr P White	MRCOG Special interest- Gynaecology lead
Miss K Janoowala	MRCOG Special interest- Labour ward lead

## **Royal Glamorgan Hospital Consultant Workforce**

Mr M Elnasharty	Children and Family Care Group Medical Director MRCOG Special Interest – Urogynaecology, Medical Education
Mr J Pembridge	MRCOG Special Interest – High Risk Pregnancy/ RCOG Tutor
Mrs N Bhal	MROG Special Interest – Urogynaecology
Mr N Swamy	FRCOG- Special interest in Laparoscopic Surgery, Vaginal Surgery,
Mr S Watermeyer	FRCOG Special Interest – Colposcopy, Ambulatory Gynaecology including T.V, Scanning, Laparoscopy. GPST/FT Tutor
Mr D Pugh	FRCOG Special Interest – Menopause, Colposcopy
Miss A Doherty	MRCOG Special Interest – Educational Lead
Mr M Khalifa	MRCOG – Oncology Lead

## **2. WORK OF THE DEPARTMENT**

The Obstetric Unit delivers around 2500 per annum and is the main receiving hospital for transfers from the stand-alone Midwifery Led Unit at the Royal Glamorgan Hospital. The work of the Obstetric Unit includes intrapartum care, ante-natal and post-natal management of patients. The majority of patients are booked cases but all the emergencies in the area are admitted. Ante-Natal Clinics are held in our Women's Health Unit. Expansion of the Unit to include an additional Midwifery-Led area, upgrade of the current bereavement suite and inclusion of a dedicated admissions area is progressing currently.

## **3. DUTIES OF THE POST**

- The department of Obstetrics & Gynaecology aims to provide a complete programme of care to both emergency and elective patients, with triage and redirection of those patients more properly treated elsewhere.
- The work of the Gynaecology Department includes care of General Gynaecology, Gynae-Oncology, Urogynaecology, Infertility, Paediatric & Adolescent Gynaecology in both outpatient and inpatient settings. TVS and Teaching Clinics are held on site. Elective admissions attend a nurse-led pre-operative assessment clinic.
- Women within the Bridgend population access one-stop services such as PMB, Outpatient Hysteroscopy and Colposcopy at Neath Port Talbot Hospital and Clinicians from our Unit support delivery of this service with clinical sessions based at Neath Port Talbot Hospital.
- The postholder would participate in the management of women attending through the Emergency Gynaecology and Early Pregnancy pathways. The Princess of Wales Hospital has a dedicated Early Pregnancy Assessment Unit on site.

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### **Education**

Education and meetings are held on a Tuesday afternoon. There are strong links with the University Hospital of Wales and Medical Students rotate through the department. You will be expected to participate in these activities, where appropriate, and to cover clinical duties on occasion so that the colleagues can attend. The post holder will be responsible for pursuing his/her own CME, with support from senior colleagues to meet the CME requirements for safe practice and the needs of the service.

### **Research and Audit**

Clinical research and audit is not only encouraged, but expected. Where possible sessions are allocated for you to undertake research and/or private study. At least one supporting professional activities session will be provided each week. Mr Chawathe is our current audit lead.

### **Administrative**

You must monitor and participate in the completion of all discharge summaries from the wards and the documentation of patients seen in outpatient clinics; to check inpatient records; to review reports from other departments and take appropriate action. In this regard the post holder will have access to a desk area, a computer and support from the team medical secretary. You will need to gather Audit data as and when required and participate in Audit presentation.

### **Hours of Duty**

Hours of duty shall comply with the European Working Time Directive and New Deal Regulations and should not exceed 48 hours a week. The Terms and Conditions of Service as amended from time to time will apply to and govern this statement. In occasional emergencies and unforeseen circumstances you may be asked to perform duties in addition to those specified above. Such arrangements would be exceptional and you would not be required to undertake work of this kind for prolonged periods or on a regular basis.

The duties of this post are flexible and may be varied from time to time to fit, for example, the training needs of the post holder or the service needs of the UHB.



### **On-Calls**

The post holder will share a 1 in 9 full shift rota with specialty doctors & trainees. This rota forms the basis of the job plan along with the day time commitments described in the next section. On Calls are now held in Prince Charles Hospital only.

### **Day Time Commitments**

The post holder will be attached to a consultant team and will generally cover that consultant's clinical duties. Duties may change from week to week depending on service need and colleagues leave commitments. To comply with the European Working Time Directive, there are free sessions allocated across the 9 week rota, in addition to the rest days before and after night duties.

### **Additional Conditions**

The successful candidate must be registered with the GMC prior to taking up the post. Membership of a Medical Defence/Protection society is encouraged but not mandatory. The post is subject to a Medical Examination and documentation of Hepatitis B status. Annual appraisal with Consultant, Clinical Director or Deputy Clinical Director.

### **Annual Leave, Study Leave and Training**

Annual Leave/Study Leave arrangements to be co-ordinated through the Directorate Office in association with the Medical Staffing Department. Applications must be submitted at least six weeks prior to date and approved by one of the consultant staff. In the event of emergency/sickness, the post-holder may be expected to cover the duties of his/her colleagues.

### **Recognition for postgraduate training**

We have library facilities across our District General hospitals. We have ongoing clinical research within the department and the successful applicant would be encouraged to become involved. This post is not recognised formally as a training post. Post holders will however be expected to have specific training and experience in Obstetrics & Gynaecology, with at least three years full-time hospital service in the SHO or higher grade equivalent. Higher professional qualifications and or developed special interests are desirable.

### **Risk Management/ Health and Safety**

The post holder has a duty to care for themselves and to others with whom they come into contact in the course of their work as laid down in the Health & Safety at Work Act 1974 and any subsequent amending legislation.

### **Clinical Governance**

We are fully committed to the principles of Clinical Governance as a positive, non-judgemental learning exercise. All staff are encouraged to identify and report events and clinical incidents which could provide us with insights to improve practice.

The Department holds a weekly Obstetric Clinical Governance meeting led by the Clinical Lead for Obstetric Risk Management to discuss all incidents and a weekly Gynaecology Clinical Governance meeting led by the Deputy Clinical Director / Gynae-Oncology Clinical Lead.

### **Confidentiality**

All staff must be aware of the General Data Protection Regulation 2018 which is now in force. This means that protection of data about individuals is a requirement of the law and if any employee is found to have permitted authorised disclosure, the LHB and the individual may be prosecuted.

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop, the job description will be amended from time to time in consultation with the post holder. The appointment will be subject to the UHB's Terms and Conditions of Service and the Terms and Conditions of Medical and Dental Staff (Wales).

## PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>QUALIFICATIONS</b>	Full GMC registration with licence to practice.	MRCOG Part 1 & B and Part 2 written.  Relevant higher degree eg MD, PhD, MSc	Relevant certificates and application form.
<b>EXPERIENCE</b>	Adequate experience as 2 <sup>nd</sup> on call in approved Obstetrics and Gynaecology posts.  Experience in all aspects of Obstetrics and Gynaecology  Minimum 4 years or equivalent postgraduate training two of which must be in Obstetrics and Gynaecology	Wide experience in the specialty.  Other interest e.g. early pregnancy assessment  Leadership skills, experience of multi-agency working	Application form and interview.
<b>CLINICAL ABILITY</b>	Proven ability in managing high risk pregnancies, fetal assessment and prenatal diagnosis.  Able to keep good medical notes.  Good written and communication skills  Experience of working in a multi-disciplinary team	Evidence of innovative and progressive approach to practice.  Demonstrate the ability to lead a multi-disciplinary team	Interview.

<b>TEACHING AND EDUCATION</b>	Proven ability to teach.  Evidence of substantive continued professional development.	Commitment to undergraduate medical & midwifery teaching.  Evidence of participation in multi-disciplinary training.	Interview.  Application form and interview.
<b>AUDIT</b>	Participate in clinical audit and quality improvement projects.	Presentation at Regional meetings.  Formal research training.	Application form and interview.
<b>STANDARDS</b>	High ethical and professional standards.  Able to demonstrate commitment to evidence-based practice	Demonstrates understanding of the value of integrated multidisciplinary working.	Interview.  Interview.
<b>RESEARCH</b>	Able to demonstrate a commitment to and understanding of research methodology.		Interview.
<b>MANAGEMENT ABILITY</b>	Commitment to effective departmental management.	Evidence of committee memberships.	Interview.  Interview.
<b>RISK MANAGEMENT</b>	Understands the concept of Clinical Risk Management  Able to compile evidence-based guidelines.	Evidence of participation in clinical incident investigations.  Demonstrates awareness of Welsh Risk Pool standards.	Interview.  Interview.

<b>CLINICAL GOVERNANCE</b>	Able to develop and monitor evidence based care and treatment managing non-compliance to ensure safe practice		Interview.
<b>OTHER REQUIREMENTS</b>	<p>Excellent written and oral communication skills.</p> <p>Demonstrates knowledge of current issues in the wider NHS.</p> <p>Ability to work flexibly to meet the demands of the service and future service developments.</p> <p>Evidence of previous good performance and attendance.</p> <p>Subject to satisfactory Disclosure and Barring Service and Occupational Health Clearance</p>	Able to travel to undertake the duties of the post at various locations throughout the LHB.	<p>Application form and Interview.</p> <p>Interview.</p> <p>Interview.</p> <p>References.</p> <p>Occupational Health Check.</p>