

JOB DESCRIPTION

CONSULTANT in STROKE MEDICINE

1.0 ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	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*

This is a new post joining a team of 3 consultants responsible for the provision of Stroke Services across SBUHB. We are looking for enthusiastic colleagues committed to improving the delivery of patient care. The post will join a team of 65 Consultant Physicians at Morriston Hospital responsible for the provision of acute and specialist medicine within Swansea Bay University Health Board.

You will participate in providing care for a 24 bed Stroke unit along with the existing consultant workforce. In addition, you will support all aspects of stroke care. Morriston provides mostly acute stroke service for Swansea and Neath Port Talbot area. The inpatient sub acute stroke care and rehabilitation is provided in N&PT Hospital. All acute stroke patients from Swansea and most of those from the Neath Port Talbot area are admitted to Morriston Hospital via ambulance protocols or self presentation to ED.

There were approximately 700 new acute stroke admissions to Morriston in 2016. Morriston is the most active thrombolysis centre in Wales with average thrombolysis rate around 22%. A full multidisciplinary team and therapy area are based on the acute stroke unit where daily multidisciplinary team meetings are held. Stroke Physicians and senior staff in each discipline take active role in delivering the best possible care to their stroke patients including thrombolysis delivery. They also work very closely with the families to make sure they are better supported and discharge planning successfully arranged.

In addition to inpatient work as above, Morriston provided rapid access TIA clinics for swift assessment, investigation and management of those presenting with TIAs. This service managed approximately 750 patients in 2016. The work load is distributed evenly between all the colleagues in the department with an average of 4 new patients per TIA clinic. The new appointee is expected to cover one TIA clinic (4-5 patients per clinic) along with a stroke follow up clinic (approximately 8 patients per clinic, 2 new/6 follow ups).

A state-of-the-art stroke unit offering 24-7 emergency care is being developed at Swansea's Morriston Hospital. The health board is developing plans for a Hyper-Acute Stroke Unit (HASU), expanding on the existing facility based in Ward F. It will bring together experts and equipment under one roof to provide world-class treatment whenever patients need it. Any applicant for this post should have a willingness to contribute towards the HASU service and should be willing to take part in the Stroke on-call rota as and when this service is established.

The proposal is part of wider plans to reconfigure hospital services across Swansea Bay, creating a series of different Centres of Excellence to avoid delays and rapidly work through sometimes lengthy waiting lists.

Working across Boundaries

The Swansea-based Stroke service is based at Morriston Hospital and is staffed by 3 Consultants. We are reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions where you will be requested to work at other locations within SBU Health board. We reserve the right to transfer you, following consultation, to any of its locations, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments.

2.2 Consultants and senior staff in Stroke Medicine

Dr Tal Anjum (Clinical Lead)
Dr Manju Krishnan
Dr Peter Slade
Dr Sri Chenna (Acute Physician with interest in Stroke)
Dr Osama Taweel

2.3 Departments within Medicine

Our Medicine Service is made up of 11 departments, which are headed up by the following clinical leads:

Acute Medicine:	Dr. David Burberry	David.Burberry@wales.nhs.uk
Emergency Medicine:	Dr. Mark Poulden	Mark.Poulden@wales.nhs.uk
Care of the Elderly:	Dr. Nicky Leopold	Nicky.Leopold@wales.nhs.uk
SDEC:	Dr. Stephen Greenfield	Stephen.Greenfield2@wales.nhs.uk

Diabetes & Endocrinology:	Dr. Richard Chudleigh	Richard.Chudleigh3@wales.nhs.uk
Gastroenterology:	Dr. Sophie Henson	Sophie.Henson@wales.nhs.uk
Endoscopy:	Dr Rhodri Stacey	Rhodri.Stacey@wales.nhs.uk
Neurology:	Professor Robert Powell	Robert.Powell@wales.nhs.uk
Renal Medicine:	Dr. Timothy Scale	Timothy.Scale@wales.nhs.uk
Respiratory Medicine:	Dr David Vardill	David.Vardill@wales.nhs.uk
Stroke Medicine:	Dr Tal Anjum	Tal.Anjum@wales.nhs.uk

2.4 Other Medical staff in the Specialty and junior support:

There are:

- 1 SPR
- 1 Specialty Middle Grade
- 1 PA
- 4 SHO grade doctors
- 4 Clinical Nurse Specialists
- Physiotherapy and Occupation Therapy Services – provide a 7 day service based on Ward F
- Social Workers
- Out-reach Rehabilitation team

2.5 Names of Consultant/Senior staff in medical specialties:

Acute Medicine (with subspecialty interest):

Dr Elizabeth Davies (COTE and Clinical Director for Acute Medicine & ED)

Dr David Burberry (COTE and Lead for Acute Medicine)

Dr Maneesh Udiawar (Diabetes and Endocrinology)

Professor Jeff Stevens (Diabetes and Endocrinology)

Dr Kusuma Boregowda (Diabetes and Endocrinology)

Dr Srikanth Chenna (Stroke Medicine)

Dr Tariq Hussain (Renal Medicine)

Dr Ali Al-Hassani (General Medicine)

Care of the Elderly (COTE):

Dr Rhodri Edwards (Clinical Chair for Medicine)

Dr Elizabeth Davies (Clinical Director for Acute Medicine and ED)

Dr Nicky Leopold (Clinical Lead COTE)

Dr David Burberry (COTE and Lead for Acute Medicine)

Dr Thomas Maddock

Dr Claire Dinsdale

Dr Isabel Wissenbach

Dr Srinivas Chenna

Dr Ng Ka

Dr Praveen Pathmanaban

Dr Julia Rogers

Diabetes and Endocrinology:

Dr Richard Chudleigh (Clinical Lead for Diabetes and Endocrinology)

Dr Kusuma Boregowda (Diabetes and Endocrinology)

Dr Maneesh Udiawar (Diabetes and Endocrinology)

Professor Jeffrey Stephens (Diabetes and Endocrinology)

Professor Stephen Bain (Diabetes and Endocrinology)

Dr Rajesh Peter (Diabetes and Endocrinology)

Dr Thinzar Min (Diabetes and Endocrinology)

Gastroenterology:

Dr Sophie Henson (Clinical Director for Gastroenterology & Respiratory)

Dr Rhodri Stacey (Clinical Lead for Endoscopy)

Dr Umakant Dave

Dr Praveen Eadala

Dr Mithun Nagari

Dr Jagadish Nagaraj

Dr Salman Jafri

Dr Mesbah Rahman

Dr Linzi Thomas

Dr Lisa Williams

Dr Aarij Siddiqui

Renal Medicine:

Dr Clare Parker (Clinical Director for Renal)

Dr Angharad Marks

Dr Ashraf Mikhail

Dr Balan Natarajan

Dr James Chess

Dr Vandse Aithal

Dr Rajesh Shrivastava

Dr Timothy Scale

Dr Aled Williams

Respiratory Medicine:

Dr David Vardill (Clinical Lead for Respiratory)

Dr Ahsan Mughal

Dr Madhukar Shetty

Dr Tarek Dihan

Dr Richard Sweeney

Dr Stuart Packham

Dr Rhian Finn

Dr Narendra Chinnappa

Stroke Medicine

Dr Tal Anjum (Clinical Lead for Stroke)

Dr Peter Slade

Dr Manju Krishnan

Dr Osama Taweel

2.6 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.

Access to mentoring will be available.

3.0 MAIN DUTIES AND RESPONSIBILITIES

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 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 hold MRCP (UK) or an equivalent qualification. You will need to be entered onto the GMC Specialist Register via one of the following:

- Certificate of Completion of Training (the proposed CCT date must be within 6 months of the interview)
- Certificate of Eligibility for Specialist Registration
- European Community Rights

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 and the Health Board. Adherence to the Caldicott Principles of information governance is mandatory.

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 fulfil Royal College and GMC requirements. You will also be required to undergo a job plan review at least annually and to agree and then meet service outcomes. The Health Board will provide support for appropriate professional development in line with the recommendations of the Royal College of Physicians.

You will be expected to make a significant contribution to the service and Medicine Directorate planning process through active participation in the directorate structure.

Travelling if necessary between hospitals/clinic will be required to undertake such duties and time will be allocated in the DCC and time for lunch/rest time as per welsh consultant contract.

3.1 Clinical

Consultants need to adhere to all SBUHB and local 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 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.

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 Health Education and Improvement Wales (HEIW).

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 the approval of any patients involved.
- Engage and involve medical students in your clinical activities, where possible and appropriate and provide bed side teaching and feedback during their placements.

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 has been at the cutting edge of research and innovation since 1920. It has a long history of working with business and industry but today its world-class research has a much wider

impact across the health, wealth, culture, and well-being of the society. It offers a compelling balance of excellent teaching and research. The University has contributed to the transformation of Swansea as a city of distinction, since 1920.

It has achieved an extraordinary level of success in recent years and the research activity exceeds that of many larger universities, yet this has not compromised the friendly and relaxed atmosphere that has always characterised the “Swansea experience”.

Its commitment to research with real-world benefits has seen it achieve their ambition to be a Top 30 Research University, soaring up the 2014 Research Excellence Framework (REF 2014) league table to 26th in the UK.

Swansea University was named University of the Year in the “Whatuni” Student Choice Awards in 2019 for the second time. In the prestigious Times and Sunday Times, Good University Guide 2021, it has been ranked in the top 20 for Student Experience. The University is ranked top in Wales in The Guardian University Guide 2021 for the second year running, rising from 31st to 24th nationally.

The Faculty of Health and Life Sciences has been recently formed by bringing together the Swansea University Medical School and College of Human and Health Sciences. The Faculty is home to a vibrant community of staff and students, brought together by an ambition to improve the health and wellbeing and wealth of society through research, education and innovation.

The Faculty of Health and Life Sciences has a long-standing reputation for the quality of our teaching and research. The University achieved Gold in the latest Teaching Excellence and Student Outcomes Framework (TEF) which recognises excellent teaching and the Medical School is ranked 1st in the UK for research environment, and 2nd for overall research quality (REF 2014). The Medical School has been consistently ranked in the UK top 10 for the last few years.

We are a faculty with global reach and impact and we feel it is important more people benefit from what we do - whether through creating opportunities for more students to study, by increasing the reach of the real-life impacts of research, by building strong international partnerships or supporting more companies to develop through open innovation. We support health and social care partners to identify, understand and meet their workforce needs and by enabling service change through research and innovation-driven improvements in care, treatments, therapies and practices. We help drive economic development and wellbeing through investment and collaboration in world leading science, innovation and enterprise. We are at the forefront of designing and securing the medical, life science, health and social care workforce of the future.

Building on the success of the Medical School and the College of Human and Health Sciences, the new faculty will make a unique contribution to the regional, national and international challenges facing health and social care when it goes live later this year.

4.2 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.

4.3 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.

6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST

You will be required to undertake a consultant role comprising outpatient clinics and inpatient treatments for Stroke patients. You will be required to participate in the Stroke on-call rota (when established). Work is currently underway to develop a Stroke on-call rota with aspirations for this to be a 1:8 rota. The post-holder will also need to assess patients in person. However, the need for the on-call consultant to attend the hospital to review a patient out of hours will be relatively infrequent (and this work would always be undertaken in conjunction with junior colleagues at both the SpR and SHO levels). Compensatory time off in lieu will therefore not be required. The appointee will be expected to participate in the management of patients admitted onto acute medical Units. There is at present no expectation that the post-holder would attend sites out of hours other than Morriston Hospital.

The assignment of specific clinical responsibilities will be agreed with you on appointment. A tentative job plan is included which may be adjusted to suit the service needs and your interests. It is anticipated that you will:

- Adopt a team approach with the existing Consultants in post, with the aim of further development of unscheduled care services.
- Provide excellent communication with GPs and support the advice and guidance work.
- Be involved in clinical audit and work with the management team in the operation of the Medical Services.
- Support the delivery of the performance targets including Emergency department targets, Referral to treatment times targets, Stroke specific (SSNAP) targets and reduction in the follow up not booked (FUNB) list.
- Undertake regular CPD activities to maintain professional practice as required for annual appraisal

7.0. PROVISIONAL WORK PROGRAMME

The provisional job plan 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.

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 Director, unless specific approval is given in advance to your residing at a greater distance, by the Unit Medical Director.

8.1 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.

8.2 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.

8.3 Health & Safety

The post holder is required to co-operate with the Health Board 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.

8.4 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.

8.5 Safeguarding Children

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

8.6 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.

8.7 Job Description

This job description is flexible and only an outline 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.

10.0 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:

Vacancy	Clinical Director for Stroke	
Dr. Tal Anjum	Clinical Lead for Stroke	Tal.Anjum@wales.nhs.uk
Mrs Fiona Hughes	Associate Service Group Director	Fiona.Hughes@wales.nhs.uk

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

PERSON SPECIFICATION – Consultant in Stroke Medicine

Requirements	Essential	Desirable	Measurable by
Qualifications	<p>Full GMC Registration and License to Practice</p> <p>MRCP or equivalent</p> <p>Licensed to practice</p> <p>On the GMC Specialist Register (including via CESR/European Community Rights) as a specialist in Medicine/Neurology and Stroke or will have a CCT/CESR(CP) date within 6 months of interview</p>	<p>Relevant Higher Degree e.g. MD; PhD; MSc</p> <p>Teaching qualification / Higher qualification in medical education</p>	Application
Experience	<p>Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff ("Working Together")</p> <p>Evidence of working with management and clinical colleagues to improve a service ("Always Improving")</p> <p>Values partnership with other agencies ("Working Together")</p> <p>Evidence of teaching and training of post/undergraduate clinical staff</p> <p>Evidence of initiating, progressing and completing audit</p> <p>Experience of research in Medicine</p>		Application / Interview
Skills & Abilities	Evidence of participation in clinical audit and understanding role of audit in improving medical practice	Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the	Application / Interview

	<p>Comprehension of core philosophy and building blocks of Clinical Governance</p> <p>Effective leadership; ability to take responsibility and demonstrate leadership when appropriate</p> <p>Understands the importance of effective Team Working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change (“Working Together”)</p> <p>Understands and can apply the principles of Prudent Healthcare (“Caring for each other”)</p> <p>Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly (“Caring for each other”)</p> <p>Understands information systems and technology</p>	service (“Always Improving”)	
Personal Attributes	<p>Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks</p> <p>A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service (“Always Improving”)</p> <p>Enthusiasm to take a lead role in clinical development</p>		Application / Interview

	Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals		
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Appendix 1

Consultant in Stroke Medicine: PROVISIONAL JOB PLAN (may be subject to alteration)

	Sessions	Hours	HOSPITAL / LOCATION	TYPE OF WORK (Indicate any travel time)
MONDAY				
AM	1	3.5 – 4.0	Morriston Hospital	STROKE WARD ROUND
PM	1	3.5 – 4.0	Morriston Hospital	PATIENT RELATED ADMIN
TUESDAY				
AM	1	3.5 – 4.0	Morriston Hospital	STROKE WARD ROUND
PM	1	3.5 – 4.0	Morriston Hospital	SPA
WEDNESDAY				
AM	1	3.5 – 4.0	Morriston Hospital	CLINIC
PM	1	3.5 – 4.0	Morriston Hospital	SPA (CPD) ALL WALES STROKE MEETING
THURSDAY				
AM	1	3.5 – 4.0	Morriston Hospital	STROKE WARD ROUND / PTWR / ADMIN
PM	1	3.5 – 4.0	Morriston Hospital	SPA RESEARCH/CPD
FRIDAY				
AM	1	3.5 – 4.0	Morriston Hospital	TIA CLINIC
PM	Uncontracted			
On call	1		SBUHB	On call

(10 PA job plan)

Stroke On Call Work is currently underway to develop a Stroke on-call rota with aspirations for this to be a 1:8 rota (Prospective Cover)

Note:

This is a standard 10 (7 DCC, 3 SPA) session job plan. Out of hour on call commitments can be remunerated by an additional session with appropriate banding (currently 2) or with time in lieu. Job plan will be subject to review, three months after appointment and then no less frequently than annually (unless there are any service changes). The SPA sessions may be reduced to 2 at subsequent job plan reviews in line with the ~Welsh Consultant Contract.

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.

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

The successful candidate is encouraged to develop a subspecialty interest; participate in teaching and research.

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.