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Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

**BETSI CADWALADR UNIVERSITY  
LOCAL HEALTH BOARD**

**Post of Specialty Doctor in  
Cardiology**

**Based at Ysbyty Gwynedd**

**May 2023**

## **Job Description**

### **Introduction**

1. The Organisation
2. The Post, Directorates and the proposed Job Plan
3. Clinical Service and Departments
4. General Information about North West Wales and living in North West Wales.

### **Introduction**

This post is for a Specialty Doctor within the Cardiology Department at Ysbyty Gwynedd. The appointee will be expected to support the Consultants in the department to provide a full Cardiology service.

#### **1.1 *Background***

The Betsi Cadwaladr University Health Board (BCUHB) (previously the North West Wales NHS Trust) was established on the 1st of October 2009 and brings together all hospitals in North Wales.

#### **1.2 *Ysbyty Gwynedd***

Ysbyty Gwynedd is a modern 420 bed District General Hospital sited in the university city of Bangor. It provides a comprehensive range of services to the population of Gwynedd, Anglesey and parts of Conwy in the region of North West Wales. In addition to all specialties expected within a DGH, Ysbyty Gwynedd provides a 24hr Emergency Department, Full Trauma service, Intensive Care Unit, Surgical High Dependency Unit, Surgical Assessment Unit, Acute Medical Assessment Unit, Ambulatory unit, Coronary Care Unit and Endoscopy Unit.

#### **1.3 *Llandudno General Hospital***

Llandudno General Hospital is a 76-bed hospital based in the seaside resort on the North Wales Coast. It provides mostly care of the elderly services and rehabilitation, Minor Emergency Department and an elective surgical service. A wide range of specialties hold outpatient clinics at the hospital, supported by radiological and pathological services.

#### **1.4 *Alltwen Hospital***

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

## **1.5 Management of Medical and Clinical Services**

Clinical services are managed through a system of Divisions and Directorates. Secondary Care Division consists of the following Directorates:-

Medical Directorate

Surgery, Anaesthetics & Critical Care Directorate

Emergency Care Directorate & Area Teams

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

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

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

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

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

## **1.6 Demography**

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

## **1.7 Postgraduate Facilities**

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

The Library has 24/7 access and there are 3 full and 1 part time members of staff. There are 10 open access computers, all with internet access, 5 WYSE terminals and a PC Skills Suite, where information literacy training takes place. On-line databases and full text books and journals are available through the E-Library for NHS Wales. There is a reference library at Llandudno General Hospital, run by the library staff from Ysbyty Gwynedd. Full computer access is also available in the Library at Llandudno.

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

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

## **1.8 Clinical Development and Research**

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

BCU LHB also has an established local research committee and has links with the University of Wales Bangor. Statistical advice is available through a standing arrangement with the University Statistics Department. Other University departments are able and willing to offer advice in areas such as Electronics; Engineering; Biochemistry; Social Services and Psychology. Formal links are particularly well established in the highly rated Sport, Health and Exercise Science Department. Combined research projects are particularly encouraged.

## **1.9 Clinical Governance**

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

## **1.10 Clinical School**

The Clinical School was established in 2006 to provide clinical placements for medical students from Cardiff Swansea Universities. Ysbyty Gwynedd now provides teaching for approximately 350 students per year across the 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> year of studies. They also provide clinical teaching for a range of non-medicine courses such as BMedSci course and the new Physician Associate Course at Bangor University.

Facilities include 3 dedicated teaching rooms and a state of the art clinical skills and simulation suite.

## **1.11 Medical Staff Appraisal**

There is an ongoing programme of medical staff appraisal and all consultants have been appraised since March 2002. From April 2002, all non-consultant career grade staff has also been subject to the appraisal process, which is co-ordinated and facilitated through the Appraisal Co-ordinator (part of the Medical Personnel Department and ultimately accountable to the Executive Medical Director).

## **2. The Post, the Division and Proposed Job Plan**

### **2.1 Introduction**

The Cardiology Department provides a service to approximately 250,000 people in a predominantly rural area covering 1,600 sq. miles.

The successful applicant will join an enthusiastic department displaying a range of skills and services developed in recent years. He/she will be welcomed by those working in the department, with every encouragement to develop their own subspecialty interests, innovations and research projects. The post-holder will work with the established staff, to establish a pre-eminent service with its own distinctive identity within the Division. The post holder will also be required to take part in the acute medical care team on-call rota, currently 1:5.5

### **2.1 Cardiology Department Medical Staff**

The Cardiology team is led by four substantive Consultants. They are supported by two Speciality Doctors, two Core Trainees, one Health board FY3, two Foundation year one (FY1) and one Physician's associate.

#### **2.2.1 Coronary Care Unit**

Coronary care is a modern 6-bedded unit. It has the capability to monitor 4 telemetry systems on the medical floor, also has the facility to remotely monitor 6 beds on the Acute Medical Admissions Unit, 4 on the cardiology ward and a further 2 in the A&E department.

CCU accepts all cardiac emergencies and procedures such as Transoesophageal Echocardiograms and Nurse-led Elective DC Cardioversions are also undertaken.

The department has strong links with the other Cardiology Departments in North Wales at Ysbyty Glan Clwyd and Wrexham Maelor. This includes regular joint meetings for purposes of education and audit 3 times per year and it is anticipated that these links will develop further in the future.

Tertiary Cardiac services are provided by Liverpool Heart and Chest Hospital.

#### **2.2.2 Coronary Angiography**

The Health Board is served by 2 Catheter labs at Ysbyty Glan Clwyd which has been fully operational since April 2006. Consultants at Ysbyty Gwynedd have access to 2 diagnostic angiography sessions each week. Ysbyty Gwynedd has its own Cardiac Catheter Laboratory, which is at present used for permanent pacemaker implantations and complex device implantations.

### ***2.2.3 Coronary Intervention***

The North Wales PCI service commenced in February 2009. All coronary interventions, including 24/7 Primary PCI for STEMI, are undertaken by a team of 6 interventionists at Glan Clwyd.

### ***2.2.4 Other imaging***

The department offers comprehensive echocardiography services including TOE. There is a busy nuclear myocardial imaging service and also Cardiac MRI run by Professor Michael Rees.

The department runs a successful Arrhythmia service to include Bradycardia Pacing, Cardiac Resynchronisation Therapy (CRT) and Internal Cardioverter/Defibrillator (ICD) implantation with a co-ordinated approach to arrhythmia assessment and management.

### ***2.2.5 Current developments***

Cardiac CT angiography in Ysbyty Gwynedd is planned within the next 12 months, this service is presently provided by Ysbyty Glan Clwyd and Wrexham.

#### **Proposed Weekly Job Plan Timetable**

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Ward Round	Ward Round	Cardiac Cather Lab	OPD	Admin
am	OPD	PPM list	SPA	Ward Round	SPA

\*Candidates can discuss procedure training needs at interview and we will endeavour to accommodate them within the job plan.

### **2.3 Medical Audit/CME/CPD**

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

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

## **2.4 Medical Specialties**

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

## **2.5 Medical Directorate, Ysbyty Gwynedd and Llandudno General Hospital**

Acute Admissions: Dr A Ibrahim (Locum)  
Dr Chris Subbe  
Dr H Mohammed

Cardiology: Dr M Payne  
Dr A R Azzu  
Dr A Hanna  
Dr M Royle

Care of the Elderly: Dr Sion Jones  
Dr S Elghenzai  
Dr Sally Jones  
Dr C Martin  
Dr A Bates (p/t) (LLGH)

Chest Medicine: Dr A Thahseen  
Dr D McKeon  
Dr C Kilduff  
Dr N Skehan  
Dr G Benfield (Locum)

Endocrinology/  
Diabetology: Dr A Wilton(Locum)  
Dr T Abdallah

Gastroenterology: Dr J Gasem  
Dr J Sutton  
Dr R Newbould  
Dr K Radwan  
Dr S Venugopol

Nephrology: Dr F Muhammad  
Dr A Alejmi  
Dr G Rana

Neurology: Dr B Aji  
(Visiting Service) Dr Rhys Davies

Rheumatology: Dr Y Ahmad

### **3.0 Clinical Services and Departments**

The rural nature of North West Wales has led to the development of a wider array of clinical specialities than one would normally associate with a DGH. The following examples are illustrative of some specialties/departments.

#### **3.1 *Medicine - Ysbyty Gwynedd***

The departments of Medicine and Care of the Elderly are fully integrated with pooled beds (171) and a shared 23-bedded admission ward.

Special interests of individual Consultants include, Acute Medicine, Cardiology, Dermatology, Gastroenterology, Intensive Care, Oncology, Renal Medicine, Respiratory Medicine, Endocrine and Rheumatology. The hospital provides both acute and chronic haemodialysis facilities and also runs a CAPD and APD programme.

#### **3.2 Community Hospitals**

The Area Teams provides services to the 250,000 population and includes District Nursing, Physiotherapy, Occupational Therapy, Speech and Language Therapy and Community Medical Services. Community Hospitals provide outpatient facilities for Elderly Medicine, Family Planning, General Medicine, General Surgery, G U Medicine, Obstetrics / Gynaecology and Orthopaedic Surgery.

It also manages a network of Community Hospitals across Gwynedd:

- Bryn Beryl Hospital, Pwllheli
- Cefni Hospital, Llangefnfi
- Eryri Hospital, Caernarfon
- Dolgellau Hospital, Dolgellau
- Tywyn Hospital, Tywyn
- Penrhos Stanley Hospital, Holyhead
- Alltwen Hospital, Porthmadog

#### **3.3 Cancer and Specialist Palliative Medicine**

Local cancer treatment facilities were established as long ago as 1970 and have led to the development of excellent services, being the largest in Wales, outside Cardiff.

3 Haematologists, 3 Medical Oncologists and 2 Palliative Care Consultant share 18 clinical beds and run an active haematological and solid tumour chemotherapy service, together with pain relief beds on the Alaw Unit, a purpose designed cancer unit on the hospital site. There is also an on-site Hospice Day Unit.

### **3.4 Children and Young People**

6 Consultant Paediatricians provide care for the children in the local population. There are purpose built outpatient facilities, 2 paediatric wards (32 beds) and 11 cots on the Special Care Baby Unit. Consultants from Alder Hey Children's Hospital, Liverpool visit on a regular basis and have a 'Specialist' input into joint outpatient clinics. There is also a consultant led community paediatric service that work closely with the hospital service.

### **3.5 Mental Health and Learning Disabilities**

In conjunction with local Social Services Authorities, the Directorate provides a comprehensive range of mental health services to the counties of Gwynedd, Anglesey and Conwy in North West Wales, and has developed strong links with User and Voluntary sectors.

The main areas of service provision are as follows:

- Adult Mental Health
- Child and Family Guidance
- Forensic Services
- Substance Misuse Services
- Neuro Rehabilitation
- Primary Care Counselling

The main base for acute inpatient services is the Hergest Unit at Ysbyty Gwynedd, however, there are local support beds in Llangefni, Bangor, Penmaenmawr, Barmouth and Pwllheli. The Directorate and service has an academic unit in North Wales and very strong links with the University of Wales Bangor.

### **3.6 Pathology**

There are 1 Consultant Histopathologist, 1 Top Grade Biochemist, 2 Medical Microbiologists and 3 Clinical Haematologists serve this department.

There is a PHLS Laboratory on-site whose consultant is advisor to the Health Board on health and safety and medical risk management policies and procedures as well as advisor to the Health at Work Department.

The Departments of Chemical Pathology and Haematology ( blood services ) provide comprehensive services together with a wide range of testing and specialist techniques. Haematology has a large input into local cancer treatment facilities and a strong relationship with the Medical Oncologists and Palliative Care Consultants.

### **3.7 Radiology**

13 Consultants in this department provide a modern radiological service. Services include mammography, angiography and arteriography (including subtraction techniques) and interventional angioplasty. There are radioisotope scanning facilities (with subtraction techniques), ultrasound (including nephrostomy drainage and biopsy techniques), total body CT scanning and full conventional radiology, MRI and spiral CT. The North Wales Breast Centre, part of Breast Test Wales is situated at Llandudno General Hospital.

### **3.8 Surgery and Dental**

There are 10 General surgeons in post and 4 Urologists. Sub-specialisation has been adopted within the department with individual consultants taking an interest in (2) breast, (6) colorectal, and (2) vascular surgery. In addition there are 3 Consultant ENT Surgeons, 5 Consultant Ophthalmologists, 1 visiting Consultant in Maxillo/Facial/Oral surgery and 1 Consultant Orthodontist. There is also a visiting Consultant in Restorative Dentistry and a visiting Plastic Surgeon.

### **3.9 Trauma and Orthopaedics**

The Consultant led Emergency Department at Ysbyty Gwynedd serves the whole of North West Wales for major trauma and comprises a Casualty Department with a major treatment room, resuscitation area.

The Minor Injuries Unit at Llandudno General Hospital provides a service mainly for the population of Aberconwy.

The Orthopaedic Department has 12 Consultants and provides a comprehensive orthopaedic service with special interest in Primary and Revision Arthroplasty, Foot and Ankle, Upper limb (Complex hand and Complex shoulder) and Paediatrics.

### **3.10 Anaesthetics Critical Care and Pain Management**

Through a team of consultants and speciality doctors the service supports Intensive Care, the Acute and Chronic Pain Services, together with providing a comprehensive anaesthetic service to main theatre; day surgery/endoscopy and labour suite facilities.

### **Intensive Care Unit and Surgical HDU**

There are 8 operational ITU beds and 5 High Dependency Beds, which are managed by a Senior Consultant Anaesthetist with 24-hour on-call support.

### **3.11 Women and Maternal Care**

6 Consultant Obstetricians and Gynaecologists provide obstetric and gynaecology services to the local population. There are approximately 1,800 births each year at the unit. Gynaecology Services are provided through a 24-bed inpatient ward, beds at Llandudno Hospital and day surgical units.

## **4. Living in North West Wales**

### **Housing**

A wide selection of private housing is available, both traditional and modern in towns, villages and rural settings. North Wales property prices recently have tended to catch up with the rest of Britain. On the whole, people moving to the area still get more house and garden for their money compared to other areas.

### **Education**

Following the Welsh tradition, educational standards are consistently high in both the primary and secondary sectors. There are several well established independent schools within North Wales and the surrounding area that cater for both day pupils and boarders. Coleg Menai in Bangor, Llangefni and Holyhead provide alternatives to traditional education after the age of 16. The University of Wales Bangor with its excellent scholastic reputation has a thriving student community.

### **Leisure and Relaxation**

Gwynedd and Anglesey are well equipped with sports and leisure centres that provide opportunities for a wide variety of sporting, fitness and recreational activities. Sailing, windsurfing, canoeing, water skiing and undersea diving can be enjoyed at a wide variety of sea, lake and river locations throughout the area. The potential opportunities for hill walking, climbing, abseiling and orienteering are endless. Dry ski slopes at Llandudno and Capel Curig ensure that skiing is possible all year round. There is an abundance of golf courses. Village clubs for football, rugby, cricket and tennis etc. are very popular and receive enthusiastic support.

### **Culture**

Anglesey and Gwynedd's coastline, mountains, historic sites and settlements give it a truly unique character. The diversity of Welsh culture and the vitality of the Welsh language are important features of living in North West Wales. Anglesey and Gwynedd are bilingual counties and the Health Board is committed to providing care in the language of the patient's choice. Non-Welsh speaking employees are encouraged to develop Welsh language skills.

### **Communications**

Fast A55 dual carriageway links now give easy access to the national motorway network and Manchester's International Airport. With the opening of the Conwy tunnel, Chester and North West England are now no more than one hour's drive away from the centre of Gwynedd. Excellent high-speed rail services (Bangor to London Euston in four hours) ensure that all parts of the country are within easy reach. The rail network along the coast is linked to the ferry terminal at Holyhead. Travel to and from Holyhead has improved following the completion of the A55 across the island.

## **Information about Gwynedd and North West Wales**

North West Wales is a predominantly rural area with a population of approximately 250,000 of which only 23% live in towns of over 10,000 people. The Snowdonia National Park covers two thirds of Gwynedd's 1,500 square miles, with many other locations designated as areas of outstanding natural beauty. Extensive coastlines and spectacular mountain ranges combine to make an infinite variety of constantly changing scenery throughout the year. North West Wales includes the counties of Gwynedd and Anglesey (Ynys Mon). Gwynedd encompasses the districts of Arfon, Dwyfor and Meirionnydd

**Arfon** is at the heart of Gwynedd. Here one finds the majestic mountains of Snowdonia, and the historic city of Bangor, with its University and the town of Caernarfon with its magnificent 13<sup>th</sup> century castle. Until very recently the area's dominant industry was slate quarrying, and towns such as Bethesda and Llanberis have a strong industrial heritage. Today Caernarfon is the centre for North Wales' growing independent television industry. Llanberis is one of Britain's main climbing centres and the Menai Straits has excellent yachting facilities.

**Anglesey (Ynys Môn)** lies across the two historic bridges over the Menai Straits, Thomas Telford's famous suspension bridge and Stevenson's Britannia Bridge, the island is known as the "Mother" of Wales. Rich in pasture and striking seascapes, historically Anglesey has a wealth of fine sandy beaches and small pretty villages. The island's centre is Llangefni, a busy market town. Beaumaris has another of North West Wales' famous castles, while Holyhead, the largest town on the island is a major seaport with regular ferry service to Ireland. The A55 Expressway across North Wales extends to Holyhead and its ferry port.

**Dwyfor** is one of Wales' most popular holiday destinations. With the Lleyn Peninsula stretching out to sea, Dwyfor has a wealth of small resorts such as Abersoch and Nefyn, as well as larger towns like Porthmadog, Criccieth and Pwllheli. One of its most famous sons was Lloyd George and there is a museum to celebrate his achievements in Llanystumdwy. Dwyfor's seafaring traditions are maintained in its many small ports and harbours.

**Meirionnydd** is the most southerly district of Gwynedd. It has stretches of golden sands along Cardigan Bay, rocky coves, the breathtaking mountain scenery of the Snowdonia National Park and busy market towns such as Dolgellau and Tywyn. One of Meirionnydd's most important centres is the slate mining town of Blaenau Ffestiniog that remains a flourishing centre for the industry. From the lake and quiet beauty of Bala to the fascinating Italian style village of Portmeirion, Meirionnydd is an area of contrasting beauty, rich in history and modern leisure facilities.

**Conwy and Denbighshire** is part of the BCUHB and includes the attractive Victorian seaside resort town of Llandudno, some 23 miles or 30 minutes from Bangor and Ysbyty Gwynedd. The area of the Conwy Valley is of outstanding natural beauty with views of Snowdonia. There is good access to Chester, Manchester and its airport via the same A55 Expressway that connects these to Gwynedd and Anglesey.

## **5. Further information**

Applicants are welcome to visit the Health Board at Ysbyty Gwynedd and meet the Clinical Director and other consultant staff. Such visits should be arranged by contacting Dr M N Payne, Consultant Cardiologist on 01248 384384 ext 5236.

Application is by visiting NHS Jobs UK, website [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and following the instructions for on-line applications. The Health Board website is [www.northwestwales.org](http://www.northwestwales.org)

The contract for the post will be as per the NHS Wales Consultant Contract, National Terms and Conditions of Service of Hospital Medical and Dental Staff and the General Whitley Council Conditions of Service.

The Betsi Cadwaladr University Health Board is an Equal Opportunities employer.

## 6. Person Specification

The post specification should set out the qualifications, experience, skills, knowledge, personal attributes, interests, other requirements which as post holder requires to perform the job to a satisfactory level.

**Job Title:** **Specialty Doctor in Cardiology**

		<u>ESSENTIAL</u>  The qualities without which a post holder could not be appointed	<u>DESIRABLE</u>  Extra qualities which can be used to choose between candidates who meet all the essential criteria	<i>METHOD OF ASSESSMENT</i>
QUALIFICATIONS	Full GMC registration and MRCP	ATLS Postgraduate qualification in Cardiology	Application Form	
EXPERIENCE	Appropriate experience in training grade posts of 4 years or more at FY2/CT or above with 2 years experience within the relevant speciality		Interview	
SKILLS	General medical procedures appropriate to experience  Write clear concise notes/clinical histories  Supervisory skills	Keen to develop teaching skills  Computer skills	Interview	
KNOWLEDGE	MBChB or equivalent  Experience/knowledge of Cardiology to appropriate level  ALS	Some experience in audit/research	Application form Interview	