

*Living Well, Caring Well, Working Together*

# **CESR TRAINING IN EMERGENCY MEDICINE**

## Job Description



## **CARDIFF AND VALE UNIVERSITY HEALTH BOARD**

### **JOB DESCRIPTION**

#### **CESR TRAINING IN EMERGENCY MEDICINE**

##### **POST**

We are looking for a motivated Clinical Fellow to join our enthusiastic and expanding team in Cardiff.

This exciting post is aimed at providing clinicians with the support and training required to successfully complete and achieve a CESR in Emergency Medicine.

Our post consists of a 4 year structured training programme in a Major Trauma Centre, offering 3 month secondments in ICU, anaesthetics, acute medicine and in our dedicated Paediatric Emergency Department.

The first year will be spent working at a junior registrar level in our Emergency Department, gaining experience working with our enthusiastic and experienced consultant group. Following successful completion of this year and evidence of progression towards exams the candidate will move onto completing secondments in ICU and anaesthetics while continuing to gain further EM experience. The final 2 years will involve the trainee working at a senior registrar level while completing secondments in the Paediatric Emergency Department and Acute Medicine.

The contract will be reviewed annually and extended on a mutually agreed basis, based on successful completion of required competencies at annual review.

During this training programme there will be opportunities for candidates to engage in QIP and management projects and we have fortnightly teaching for our middle grades. Our consultant body has FRCEM examiners, ALS, APLS and ETC instructors and consultants with an extensive interest in US. We also have a consultant who has successfully completed the CESR programme and 2 further locum consultants who have submitted their applications.

In addition to all of this, candidates who are interested can have the opportunity to work with the Cardiff Physician Response Unit which is an innovative idea pushing the concept of PHEM within the community. We are also closely linked to Cardiff University which offers additional huge academic opportunities.

This job offers a fantastic opportunity for candidates to complete CESR training in a Major Trauma Centre with its own dedicated Paediatric Emergency Department staffed by PEM consultants. There are also huge opportunities for candidates to develop interests in areas such as medical education, CEM and US. All of this will be with the support of a fantastic cohort of Emergency Medicine Consultants, including those who have successfully completed the CESR process themselves.

##### **1. THE HEALTH BOARD**

Cardiff and Vale University Health Board was established in October 2009 and is one of the largest NHS organisations in the UK. We have a responsibility for the promotion of health and well-being of around 475,000 people living in Cardiff and the Vale of Glamorgan, the provision of local primary care services, running of health centres,

community health teams, hospitals – providing treatment and care when health and well-being isn't the best it could be.

We are increasingly focusing the planning and delivery of our care based on neighbourhoods and localities to help ensure people receive care as close to home as possible where it is safe and effective to do so. We also provide specialist services for people across South Wales and in some cases the whole of Wales.

The Health Board also serves a wider population of 2.5 million people across South and Mid Wales and manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, PICU, neurology, neurosurgery, medical genetics, bone marrow transplantation, renal transplant and toxicology. On-site services include 24/7 PCI, stroke thrombolysis, ophthalmology, maxillo-facial, trauma, general medicine, general surgery, urology and paediatrics. From September 2020, University Hospital of Wales was designated as the first Major Trauma Centre to launch in Wales.

Cardiff and Vale University Health Board's hospital sites include: Barry Hospital, Cardiff Royal Infirmary, Children's Hospital for Wales, University Hospital Llandough, Rookwood Hospital, St. David's Hospital, University Dental Hospital, and University Hospital of Wales.

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

We are also a teaching Health Board with close links to Cardiff University which boasts a high profile teaching, research and development role within the UK and abroad; and enjoy strengthened links with the University of South Wales and Cardiff Metropolitan University. Together, we are training the next generation of clinical professionals.

## 1.1 Values & Behaviours

Cardiff and Vale University Health Board has an important job to do. We all want to do this to the best of our abilities – but we know that good intentions are not always enough.

At Cardiff and Vale University Health Board our values and example behaviours are:

<b>We care about the people we serve and the people we work with</b>	Treat people as you would like to be treated and always with <b>compassion</b>
<b>We trust and respect one another</b>	Look for <b>feedback</b> from others on how you are doing and strive for <b>better</b> ways of doing things
<b>We take personal responsibility</b>	Be <b>enthusiastic</b> and take responsibility for what you do.
<b>We treat people with kindness</b>	<b>Thank</b> people, celebrate success and when things go wrong ask 'what can I learn'?
<b>We act with integrity</b>	Never let structures get in the way of doing the <b>right thing</b> .

Our values guide the way we work and the way we behave with others. Post holders will be expected at all times to behave in accordance with our values demonstrating commitment to the delivery of high-quality services to patients. These can also be closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.

The Health Board is committed to ensuring that the staff they employ have values and behaviours which are aligned with those of the organisation, thereby ensuring that appointees will be able to make an ongoing contribution to the positive culture of the organisation and meet the required standards of behaviour to patients, carers and the public and to one another.

As part of the UHB's commitment to Values Based Recruitment, interview candidates can expect to be asked questions which encourage them to talk about themselves and provide insight into their personal values and behaviours.

## 1.2 NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU foreign nationals. As part of NHS Wales' ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its services:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

## 2. THE JOB ITSELF

<b>Post:</b>	CESR training in Emergency Medicine
<b>Base:</b>	UHW
<b>Responsible to:</b>	Clinical Director of Emergency Medicine – Dr Lyndsey MacDonald

### 2.1 Names of Senior and Consultant members of the Department

Dr L MacDonald	Consultant in Emergency Medicine & Clinical Director
Dr K Empson	Consultant in Emergency Medicine & Deputy Clinical Board Director
Dr D Hanna	Consultant in Paediatric Emergency Medicine & Clinical Lead for PEM
Dr S Allen	Consultant in Emergency Medicine
Dr M Al-Mudhaffer	Consultant in Emergency Medicine
Dr T Ayres	Consultant in Emergency Medicine
Dr F Babolhavaeji	Consultant in Emergency Medicine
Dr N Creasey	Consultant in Paediatric Emergency Medicine
Dr C Davies	Consultant in Emergency Medicine
Dr B Dyer	Consultant in Emergency Medicine and Paediatric Emergency Medicine
Dr S Edwards	Consultant in Paediatric Emergency Medicine
Dr J Evans	Consultant in Paediatric Emergency Medicine
Dr M Fox	Consultant in Paediatric Emergency Medicine
Dr S Goff	Consultant in Emergency Medicine & Pre-hospital Emergency Medicine
Dr R Harding	Consultant in Emergency Medicine & Pre-hospital Emergency Medicine & Paediatric Emergency Medicine
Dr J Holman	Consultant in Emergency Medicine
Dr I Kear	Consultant in Emergency Medicine
Dr N Manville	Consultant in Emergency Medicine
Dr H Newsome	Consultant in Paediatric Emergency Medicine
Dr J Morgan	Consultant in Paediatric Emergency Medicine
Dr H Murch	Consultant in Paediatric Emergency Medicine
Dr E Murray	Consultant in Emergency Medicine
Dr K Nakirikanti	Consultant in Emergency Medicine
Dr B Nicholas	Consultant in Emergency Medicine
Dr E Powell	Consultant in Emergency Medicine
Dr M Rossiter	Consultant in Emergency Medicine
Dr Z Roberts	Consultant in Paediatric Emergency Medicine
Dr E Ryan	Consultant in Paediatric & Adult Emergency Medicine
Dr N Spencer	Consultant in Paediatric & Adult Emergency Medicine
Dr E Tackley	Consultant in Paediatric & Adult Emergency Medicine
Dr D Thomas	Consultant in Emergency Medicine
Dr M Tehan	Consultant in Emergency Medicine & Pre-hospital Emergency Medicine
Dr A Webster	Consultant in Paediatric Emergency Medicine
Dr R Whitar	Consultant in Emergency Medicine
Mrs M Jenkins	Consultant Nurse Practitioner

In addition to this we have 3 Locum Consultants in Emergency Medicine

## **2.2 Other Medical Staff in the Department**

- 13 ST4-6 Emergency Medicine Trainees
- 2 ST3 Emergency Medicine Trainees
- 4 ST6 Paediatric Emergency Medicine
- 4 Senior Clinical Fellows (ST3+ level)
- 4 Staff Grades
- 4 Junior Clinical Fellows
- 4 ACCS
- 6 GPVTS
- 7 F2
- 2 Academic F2 doctors
- 2 F1 doctors
- 16 Emergency Nurse Practitioner
- 8 Advanced Nurse Practitioner

## **2.3 Other Relevant Staff**

Ms Ceri Martin: Lead Nurse for Emergency and Acute Medicine  
Mr Daniel O'Donnell: General Manager for Emergency and Acute Medicine

There are at present 130 WTE nursing staff in the Emergency Unit at University Hospital of Wales including 16 Emergency Nurse Practitioners and 6.4 WTE Advanced Nurse Practitioners providing 24/7 cover. There are administrative and clerical staff within the Unit.

## **3. THE HOSPITAL(S)**

### **University Hospital of Wales**

In 1971, UHW was officially opened and rapidly established itself as one of the foremost teaching hospitals in the UK and the flagship of Wales.

In addition, the hospital manages a number of services of a regional and sub-regional nature, namely Cardiology, Cardiac Surgery, Neurology, Neurosurgery, Medical Genetics, Bone Marrow Transplantation and Renal Transplant. Cardiff University's School of Medicine is based on the site and consequently the hospital is regarded as the major teaching hospital within Wales. With one or two exceptions the NHS service side is interlinked with professorial departments and both the NHS and School elements are heavily involved in research and development and have gained eminent reputations both nationally and internationally.

The hospital provides for the fullest integration of a 924-bed hospital and medical school in one complex. Three blocks running north south with 6 subsidiary 'link' blocks comprise the main complex. The main building is 10 storeys high with numerous peripheral developments.

Each week the hospital sees around 5,000 outpatients, 500 inpatients and 200 day cases. The Main operating theatre suite is one of the largest in Great Britain with 10 theatres and 12,000 cases per year.

Emergency services are located within state of the art accommodation on the University Hospital of Wales site. It is an extremely busy department with approximately 100,000 attendances per year.



## **Children's Hospital for Wales**

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

There is a Paediatric Intensive Care Unit led by 7 Paediatric Intensivists and full supporting team. A new dedicated Young Persons (In-patient) Unit is also established at UHW and a Teenage Cancer Unit opened in 2009.

## **University Hospital Llandough**

University Hospital Llandough is a Teaching Hospital with 453 beds currently in use. The hospital is situated five miles from the centre of Cardiff and all major specialities are represented providing a range of medical services to the people of Bro Taf particularly but not exclusively to those in the west of Cardiff and the Vale of Glamorgan.

In addition to standard services offered, the hospital also provides specialist services including Mental Health, the Therapeutics & Toxicology Centre and regional poisons unit. The hospital also provides some services not available at the other major site, such as the CF Unit, Diabetic Retinopathy Service and the Sleep Studies Centre.

There is a major academic presence at Llandough Hospital. The Academic Centre houses research laboratories and offices of Professors in Medicine for the Elderly, Clinical Pharmacology, Respiratory Medicine, Community Child Health and Diabetes. The Wound Healing Research Unit, Bone Research Unit and Research Department for Diabetic Medicine incorporating a Clinical Investigation Unit and Bro Taf Diabetic Retinopathy Screening Service are based at Llandough. Considerable undergraduate and postgraduate teaching takes place and a new Postgraduate Centre was opened in 1998.

The Orthopaedic Department has recently expanded to include an Orthopaedic Centre which has four laminar air flow theatres, 15 short stay beds, 4 day case beds and an outpatient department which incorporates an MRI scanner.

*(Insert information relating to other Hospitals, where applicable, from the profile)*

## **4. THE WORK OF THE DEPARTMENT**

### **4.1 Administrative Responsibilities**

- 4.1.1 You will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- 4.1.2 All employees have an individual responsibility to adhere to the Infection Control Policy and to protect themselves, the patient, visitors and colleagues from the risk of infection. The individual responsibility will include the requirement to attend training at intervals determined by the UHB and understand Infection Control issues as they pertain to their workplace. They will report any identified infection risk and take necessary precautions / actions to prevent transmission.
- 4.1.3 Under the provisions of the Data Protection Act 1998 it is the responsibility of each member of staff to ensure that all personal data (information that is capable of identifying a living individual) relating to patients, staff and others to which they have access to in the course of employment is regarded as strictly confidential. Staff must refer to the UHB's Data Protection Policy (available via UHB intranet) regarding their responsibilities.
- 4.1.4 Travel as necessary between hospitals/clinics will be required but a planned and cost effective approach will be expected.
- 4.1.5 You may have some input into the postgraduate teaching

## **5. DUTIES**

You will provide a service in the specialty to the hospitals so designated, with responsibility for the prevention, diagnosis and treatment of accidents and acute emergencies.

- 5.2 You will have responsibility for the care of patients in your charge and for the proper functioning of the department in line with the Department's Operational Policy.
- 5.3 You will be responsible for the professional supervision and management of junior medical staff.
- 5.4 You will be required to participate in continuing medical education.
- 5.5 You will be required to participate in and contribute to Clinical Audit in line with the UHB's policy on the implementation of Clinical Governance.
- 5.6 The successful candidate will participate in a rota together with their other colleagues to ensure cover of the Emergency Unit at the University Hospital of Wales and Minor Injuries Unit.
- 5.7 The post holder will be part of a team of junior doctors supporting a 24-hour shop-floor rota. Details of the working pattern of this post will be provided prior to taking up the appointment. It is anticipated that the banding will be at 1A.

## **6. WORKING PATTERN INCLUDING OUT-OF HOURS COMMITMENT**

All Junior Doctor posts in the UHB are compliant with the New Deal and the European Working Time Directive. You will be advised of the working pattern for this post prior to taking up your appointment.

University Hospital Llandough and University Hospital of Wales operate a 'Hospital at Night' rota and you will be advised of your requirement to participate in this rota prior to your commencement in the post.

## **7. TEACHING**

The successful applicant will be expected to partake in the teaching commitments of the Emergency Unit, including teaching of undergraduates, nursing staff and postgraduate trainees.

There is protected departmental teaching on Wednesday afternoons which is mapped to the current RCEM curriculum. Contribution to delivery and attendance at these sessions is expected, in addition to leading brief daily SHO teaching sessions.



## 8. CONTINUING EDUCATION

Access is available to the Cardiff University Medical Library which provides excellent facilities.

## 9. FACILITIES FOR STUDY LEAVE

Time off for study leave may be granted for education purposes to attend courses at the discretion of the Clinical Director, provided the clinical service is covered and must be planned well in advance. At least six weeks notice is required. A Study Leave Approval Form must be completed and authorised by the Consultant and Clinical Director.

This post does not attract postgraduate financial support.

## 10. LEAVE

Clinical Fellows are entitled to 5 weeks annual leave per annum (rising to 6 weeks per annum upon reaching the third incremental point of the MN37 pay scale). Applications for annual leave must be signed by the Clinical Director 6 weeks in advance of leave to be taken. It must also take into account colleagues' leave so as to enable adequate clinical cover to be maintained.

## 11. MAIN CONDITIONS OF SERVICE

- a) The post is covered by the terms and conditions of service, including pay, which apply to medical and dental staff employed in Wales as amended from time to time. Details of these may be obtained from the Medical Resourcing & Systems Department.
- b) **The normal working pattern week is 40 hours. A maximum working week of 48 hours will be required where out-of-hours working is included to ensure that the post is compliant with the European Working Time Directive.**
- c) The Specialty Registrar salary scale MN37 will apply to this post.
- d) The appointment is designated as non-resident but you are required to be resident during your rostered working hours.
- e) **The appointee accepts that he will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant, in consultation with his colleagues both junior and senior.**
- f) Applications for annual leave must be submitted in writing to the rota co-ordinator at least six weeks before leave is taken. It must also be requested having first taken into account your colleagues leave so as to enable adequate clinical cover to be maintained.

## 12. JOB LIMITATION

At no time should you work at a level exceeding your competence. All medical staff therefore have a responsibility to inform those supervising their duties if they have any concerns regarding this or if they feel that they are not competent to perform a particular duty.

## 13. Health and Wellbeing

We are passionate about creating a happy and healthy working environment and want to help staff improve their physical and emotional wellbeing and help them lead a healthy lifestyle. In order to care for others, it is important that staff take the time to care for themselves. We have a range of benefits available to support staff's health and wellbeing including: The Employee Wellbeing Service, Counselling, Support for those involved in Serious Incidents, Mental health Resources, Occupational Health, Menopause Cafes, Staff Physiotherapy Service, Nutrition & Dietetics Service, cycle to work scheme

### Mentoring

To ensure that new staff are comfortable in their new role they are encourage to seek the support of a mentor. A named educational supervisor will be assigned to you on commencing your role.

## 14. CONDITIONS OF APPOINTMENT

- a) The completion of a satisfactory health declaration questionnaire and screening is a condition of the appointment. The post holder must comply with the UK Health Department guidance on "Protecting Health Care Workers and Patients from Hepatitis B" (PSM(93)12) as implemented by the UHB.
- b) Because of the nature of the work of this post it is exempt from the provision of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions of the Act. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action. Any information given will be completely confidential and will be, considered only in relation to an application to which the order applies.'
- c) The UHB will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council throughout the duration of this contract.
- d) You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (e.g. in service for which you receive a separate fee or in an emergency situation outside of work) you may not be covered by the indemnity. The Health Departments, therefore, strongly advise that you maintain membership of your medical defence organisation.

e) **The Ionising Radiation (Medical Exposure) Regulations 2017**

The Ionising Radiation (Medical Exposure) Regulations 2017 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposure such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

f) Cardiff and Vale UHB operates a No Smoking Policy within the Health Board.

g) Reimbursement of removal and associated expenses will only be offered in exceptional circumstances following consideration and agreement by the Medical Director and in accordance with the UHB policy for doctors in the training grades.

h) The UHB is contractually obliged to monitor junior doctors' New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.

i) **Appraisal / Revalidation**

All licensed doctors / dentists who are registered with the General Medical Council are required to 'revalidate' every five years in order to maintain their licence to practise. To inform this process, it is important that GMC licensed doctors / dentists participate in the UHB's annual appraisal reviews which are based on the General Medical Council's 'Good Medical Practice' principles and include a Patient and Peer Multi-Source Feedback process. The post holder will be expected to use the Medical Appraisal & Revalidation System (MARS).

**15. DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO PATIENTS**

It is the policy of this UHB that, in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Disclosure & Barring Service is authorised to disclose, in confidence to the UHB, details of any criminal record, including unspent and spent convictions, cautions, reprimands and final warnings.

Applicants being considered for this post must provide this information on the application form before they can be considered.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a DBS Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

**16. OTHER FACILITIES**

Cardiff, the City and the Capital of Wales, has a typical air of a cosmopolitan city, being the administrative, business, cultural and education centre for Wales. Cardiff has much to offer, modern shopping centres, Edwardian arcades with exclusive boutiques and a large indoor market.

Cardiff Castle sits in the middle of the city along with impressive buildings such as the City Hall and the National Museum of Wales. For entertainment, Cardiff has many venues - the Millennium Centre, Motorpoint Arena and St David's Hall for world class concerts, the New Theatre and Sherman Theatre, large cinema complexes as well as Chapter Arts Centre.

The city also contains the Welsh National Ice Rink and the National Sports Centre and the Principality Rugby Stadium. The development of some 2,700 acres of Cardiff Bay has created a 500-acre lake, 8 miles of waterfront and a new commercial and leisure environment. The Vale of Glamorgan stretches to the coast and is dotted with small country villages. Situated in the Vale are the picturesque beaches of Southerndown and Llantwit Major. Within an hour from Cardiff is varied countryside - the Brecon Beacons and the Wye Valley.

### **Night Life**

Restaurants in Cardiff are excellent and there is a wide choice of nightclubs, discos, a jazz centre and bars.

**Clubs** - All staff within the UHB are eligible for membership of the University of Wales Hospital Sports and Social Club which includes facilities for squash, badminton, swimming etc, a sauna and jacuzzi together with a large social club.

**Car Parking** - There are parking facilities at all the hospitals in the UHB.

**Shopping** - Adequate shopping facilities within a convenient distance of all hospitals.

**Transport** - All Hospitals are on regular bus routes with rail stations nearby.

## **17. BASIS OF APPOINTMENT**

This post is available from 7/8/24.

Clinical Fellow and Clinical Research Fellow appointments are not educationally approved for training purposes and do not therefore attract a National Training Number. Posts do however offer the post holder excellent specialty experience within a university teaching hospital setting.

In accordance with Health Board principles regarding CESR appointments, posts are offered for a period of 12 months in the first instance and are extended yearly to a maximum of 4 years based on successful completion of required competencies at annual review.

## **18. DETAILS OF ARRANGEMENTS FOR APPLICANTS VISITING HOSPITAL**

Candidates wishing to visit the hospital can make arrangements by contacting:

Dr Emma Tackley, Junior medical rota and workforce lead, Consultant in Paediatric and Emergency Medicine

[Emma.tackley@wales.nhs.uk](mailto:Emma.tackley@wales.nhs.uk)



## PERSON SPECIFICATION

Criteria	Essential	Desirable	Measured by
Qualifications	<ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• Full GMC registration with a licence to practise</li> <li>• Life Support provider status on ALS with RCUK, ERC or ARC</li> </ul>	<ul style="list-style-type: none"> <li>• Intercalated Degree</li> <li>• MSc or PhD</li> <li>• Academic excellence (prizes, merits, distinctions etc.)</li> <li>• Life Support provider status on APLS and ATLS with RCUK, ERC or ARC</li> <li>• MRCEM</li> </ul>	Application and pre-employment checks
Experience	<ul style="list-style-type: none"> <li>• Completed at least 3 years full time post graduate training</li> <li>• At least 12 months experience working in a consultant led ED.</li> <li>• Evidence of participation in Research and Clinical Governance</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of interest in:</li> <li>• Pre-hospital Medicine</li> <li>• Paediatrics</li> <li>• Acute Medicine</li> <li>• Trauma &amp; Orthopaedics</li> <li>• Critical care</li> <li>• Anaesthesia.</li> </ul>	Application & interview
Additional clinical experience		<ul style="list-style-type: none"> <li>• Experience working in EM in the UK for 6 months</li> </ul>	Applicaiton and interview
Skills / Knowledge / Abilities	<ul style="list-style-type: none"> <li>• Evidence of effective team and multidisciplinary working</li> <li>• Effective and demonstrable communication skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>• Up to date with current medical practices</li> <li>• Ability to take appropriate clinical decisions when necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Audit</li> <li>• Teaching</li> </ul>	Application & interview



	<ul style="list-style-type: none"><li>• Research and interests relevant to specialty</li><li>• Values aligned to those of the Health Board</li></ul>		
Attitude / Aptitude / Personal characteristics	<ul style="list-style-type: none"><li>• Motivated and efficient</li><li>• Able to relate to patients, staff and medical colleagues</li><li>• Flexible, caring and hard working</li></ul>	<ul style="list-style-type: none"><li>• Ability to speak Welsh</li></ul>	Application & interview
Other requirements (e.g. on-call duty)	<ul style="list-style-type: none"><li>• Satisfactory immigration / right to work status</li><li>• Satisfactory Occupational Health clearance</li><li>• Satisfactory Disclosure (DBS) check or equivalent</li></ul>		Application and pre-employment checks

