

Cwm Taf Morgannwg University Health Board

Specialty doctor in Paediatrics at Royal Glamorgan hospital- Substantive post

These Posts include opportunities to undertake further postgraduate qualifications including a postgraduate certificate medical education, Cardiff University; MSC/ Fellowships in paediatric specialties

Job Description

Contact:

Poonamallee.govindaraj@wales.nhs.uk –Clinical lead RGH
David.Deekollu@wales.nhs.uk –Clinical director CTM
Chris.Moss@wales.nhs.uk – Directorate manager
Z.Sibanda@wales.nhs.uk – Community lead and deputy CD CTM

Introduction

Recent Changes to the Health Board boundaries

From 1st of April 2019, Princess of Wales Hospital, Bridgend which was previously a part of neighbouring ABM UHB (Abertawe Bro Morgannwg University Health Board) merged into Cwm Taf UHB. The Health Board following these changes to the boundaries, is now named as a Cwm Taf Morgannwg University Health Board (CTM UHB).

Health Boards in Wales are in a unique position to provide joined-up care for children right across primary, community, secondary and mental health services as they are integrated care providers.

Redesign of Neonatal, Paediatric and Maternity Services in South Wales following public consultation.

Provision of care for Neonates and Children in South East Wales is currently undergoing new and exciting changes. Hospitals in South Wales are working closely across Health Board boundaries in Alliances.

The post can be configured to suit the individual applicant and could form part of a portfolio Career, Candidates who wish to work less than full time or in one specialty area are encouraged to discuss options with the clinical director/lead ahead of the interviews. Candidates who wish to undertake specific postgraduate studies including medical education, specific paediatric fellowships, or medical leadership are encourage to apply, as are candidates who wish to be supported through the CESR route to gain entry to the specialist register

Advertised post if for

1) Royal Glamorgan hospital paediatric speciality doctor to work in the middle grade rota.- substantive post

Reconfiguration of Paediatric Services within CTMUHB

In line with the outcome of the South Wales Programme Recommendation, The Neonatal services and the consultant-led obstetrics services are now consolidated to Prince Charles Hospital on the 9th of March 2019.

Profile of CTM UHB

CTM UHB was formally established on 1st April 2019.

In total, CTM UHB employs over 7,600 staff across three District General Hospital sites – Prince Charles Hospital which opened in 1978, the Princess of Wales Hospital opened in 1985 and Royal Glamorgan Hospital, which opened in 1999, and six smaller community hospitals.

The Directorate of Children, Young and CAMHS is within the portfolio of the Director of Primary Care, Community and Mental Health.

The newly formed Cwm Taf Morgannwg Health Board stretches from the Southern Brecon Beacons in the North to the Welsh Jurassic Coast at Southerndown and Ogmore by Sea in the South.

There are many facilities for enjoying the areas of outstanding natural beauty and outdoor pursuits on the doorsteps of our hospitals.

For the more natural city dwellers the vibrant Capital city of Cardiff provides an excellent choice of concert venues, theatres, restaurants, bars, museums and galleries as well as housing and good schools within easy commuting distances of both Royal Glamorgan and Prince Charles Hospitals.

Transport links including road, rail and from Cardiff airport are all within easy reach.

Population Served by the CTMUHB

CTMUHB currently provides services to around 474000 population. The UHB primarily serves the residents of Merthyr Tydfil, Rhondda Cynon Taff and Bridgend as well as residents of North Cardiff, parts of the Rhymney Valley, the Ogmore valley and South Powys, and other adjacent health communities. In addition, the UHB provides some specialist services to the catchment areas of Bridgend and Caerphilly.

Hospitals Where Services Are Provided

The three main District General Hospitals:

The Royal Glamorgan Hospital, near Llantrisant has around 570 beds and provides a comprehensive range of In-patient, Day case and Outpatient facilities together with Accident and Emergency and Diagnostic facilities. The Acute Mental Health Unit is also based on the Royal

Glamorgan site.

There are a range of Critical Care Services including an Adult Intensive Care Unit and Adult High Dependency Unit. Neonatal services and consultant-led Obstetrics services are now consolidated on to Prince Charles Hospital. State of the art facilities are provided within the Radiology Department and the hospital is film less with digital images and reports available to clinicians across the site. The Pathology Service is also modern using specialist equipment and is well staffed. Modern innovations have been introduced to enable authorised results to be viewed on computer screens in all wards and clinics.

Prince Charles Hospital in Merthyr Tydfil has around 430 beds, and provides acute emergency and elective medical and surgical services for adults, Adult Intensive Care and Coronary Care; Consultant-led Obstetrics services with a Local Neonatal Unit, Inpatient Consultant-led Paediatrics and has a busy new Accident and Emergency unit. There are seven operating theatres. The hospital also provides Sub-regional Oral and Maxillofacial Services, a full range of locally provided and visiting specialist outpatient services and has an extensive range of diagnostic services and facilities including 64 slice CT, Nuclear Medicine and MRI. State of the art facilities are provided within the Radiology Department and the hospital is film-less with digital images and reports available to clinicians across the site. Many of the UHB's Corporate and Management offices are located on this site, along with clinical staff residences.

The hospital has a modern Accident and Emergency Unit serving Merthyr, Cynon, South Powys and parts of Gwent supported by a 5 bedded Intensive Care Unit and 2 bedded High Dependency Unit.

There is a dedicated local neonatal unit based at Prince Charles hospital, which has 15 beds and caters for 32 weeks gestation and above.

In addition the hospital houses the Multi-disciplinary Training Unit and Postgraduate Centre with lecture theatre, seminar rooms, satellite T.V. and library facilities. There are facilities for video conferencing. NLS, APLS and ATLS courses are all run from the Multi-Disciplinary Training Unit.

Princess of Wales Hospital in 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 (children's) services; acute mental health care (Coity Clinic); main operating theatres and a purpose-built Day Surgery Unit; and ophthalmology unit (day surgery and outpatients).

The hospital also has: an Intensive Care/ High Dependency Unit; coronary care beds; a short stay unit; and full range of diagnostic and support services; a palliative care centre (Y Bwythyn Newydd); private clinic/inpatient facilities (Bridgend Clinic) and a discharge lounge.

The hospital has an excellent Postgraduate Centre, which incorporates a library, lecture theatre and seminar facilities.

Bridgend Clinic

There is a dedicated private patient's unit (Bridgend Clinic) located within the hospital which has inpatient beds and outpatient facilities. A number of consultants, along with visiting consultants, provide private services, in a pleasant environment. Bridgend Clinic has all the benefits of being part of a large District Hospital, whilst maintaining privacy in elegant surroundings. Given that the Bridgend Clinic is a non-profit making organisation, all of the additional income generated by

the facility is ploughed back into the services provided by the Princess of Wales Hospital for the benefit of the local community.

Six Community Hospitals:

Maesteg Hospital provides high quality, cost effective, community & hospital based services to the community of Maesteg and the Llynfi valley. Services include a 20-bed inpatient ward for care of the older person. A Day Hospital providing Consultant and Nurse Practitioner sessions including falls and frailty clinics, Monday to Friday. Outpatient clinics are also held here, with radiography services available together with health visiting (baby clinic), podiatry, Paediatric speech & language, midwife-led antenatal services, community, and Physiotherapy.

Glanrhyd Hospital is where the vast majority of mental health care and support is provided to people in a non-hospital setting. A wide range of services are provided to meet needs from low level wellbeing issues to complex conditions. There are a variety of hospital based services for Bridgend based on the Glanrhyd Hospital site:

Angelton Clinic, provides longer-term specialist expertise, assessment, monitoring and treatment that is not possible in other settings for older people with a mental health diagnosis.

Caswell Clinic, a medium secure unit providing 61 mixed gender inpatient beds on 5 wards. The clinic is a regional service providing specialist healthcare services for people with mental health problems from South, West and Mid Wales.

Taith Newydd, is a specialist low secure unit aimed at supporting service users with more complex needs in 28 en-suite bedrooms on 2 wards.

Ysbyty Cwm Rhondda comprises of 115 beds for Medical and Surgical Rehabilitation, continuing care and respite care (for adult patients). 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 on 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 (for adult patients). This hospital also has the GP out of hours centre, a Minor Injury Unit along with a Radiology Department. A wide range of therapy services are also held on this site including Physiotherapy, Occupational Therapy, SALT, Dietetics, Podiatry, Audiology, Orthotics, and Orthoptics. Ysbyty Cwm Cynon Hospital provides facilities for adult assessment. Community Midwives are based here with Ante Natal consulting rooms on site.

Pontypridd Cottage Hospital/Y Bwthyn provides Inpatient, Outpatient and Day Care for patients requiring Palliative Care, there are 6 inpatient beds (for adult patients). 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. This hospital is being re-provisioned with a state of the art, part Macmillan funded, hospice on the Royal Glamorgan site due to open in 2020.

Ysbyty George Thomas, Treorchy provides in-patient services for Care of the Elderly Patients with Mental Health problems and general medical conditions (for adult patients). Open access Physiotherapy and Occupational Therapy for Inpatients is also available on this site. The site is part of an exciting Dementia Hub development in partnership with the local authority.

THE DEPARTMENT OF CHILD HEALTH: Hospital Paediatric Services

Royal Glamorgan Hospital

There is a purpose built Children's Centre providing Multidisciplinary Holistic Care of the Child with Special Needs. Specialist services provided include Physiotherapy, Speech and Language Therapy, Audiology, Hydrotherapy and Occupational Therapy (community based). Multidisciplinary Team Meetings have fostered strong links with the Community Services.

The hospital has a 19 bedded paediatric inpatient unit (ward 17) with a dedicated 2 bedded HDU and a 6 bedded Paediatric assessment unit(ward 18). Ward 18 also has a dedicated surgical day case unit which cares for General Paediatric Surgical, Orthopaedic and ENT patients .The paediatric inpatient unit is a dedicated consultant led unit with a consultant of the week system and 24/7 middle grade cover involving clinical fellows and speciality doctors. Tier 1 cover involves foundation doctors, GP trainees and Paediatric nurse practitioners.

The Children's Outpatient Department is in the same block as the Children's Centre and is separate from General Outpatients. In addition to General Paediatric clinics, Neonatal clinics and clinics reflecting the interests of the individual Consultants, there are also joint clinics with visiting Paediatric Neurologists, Cardiologist, Clinical Geneticists, Endocrine and Cystic Fibrosis services. There are also dedicated clinics in Paediatric Surgery, ENT, Orthopaedics, Feeding clinics with the Dietician and Speech and Language Therapist and Nurse Specialist clinics.

There are a number of Specialist Nurses supporting Outpatients who provide a phlebotomy and day investigation service. Additional Specialist Nurses support the Respiratory, Allergy, Eczema, Diabetic, Epilepsy and Genetics services. In addition General Paediatric and Diabetic clinics are held at Ysbyty Cwm Rhondda.

Prince Charles Hospital

The Paediatric Department at Prince Charles Hospital was constructed in 2002/03 comprising 2 wards (wards 31 and 32). Ward 31 provides 24 hour 7 day a week care for General Paediatric Medical Patients and care for General Paediatric Surgical, Orthopaedic and ENT patients. In addition there is a 6 bed Assessment Unit situated on ward 32 which provides a service from 8.00 am to 8.00 pm Monday - Friday. The Paediatric Team liaise very closely with their surgical colleagues with all patients being under joint care. Recently a new Paediatric Assessment Unit has been developed in the A&E department. Activity figures show that there were approximately 4000 in-patients per year with an average length of stay of 1.51 days, 6637 new out-patients with a total of 17,007 out-patients seen in one year.

Following recent changes of service reconfiguration, a Local Neonatal Unit is now established with a physical capacity of 19 cots. Sick neonates are resuscitated, stabilized and transferred out by the Regional Neonatal Transport Service. The service, before the reconfiguration changes, caters for 1600 deliveries per year. This now expected to raise to above 3000 deliveries.

Consultants participate in a "Consultant of the week" rota for General Paediatrics and a separate consultant of the week for the Neonatal Unit. The Community Paediatricians and Acute Hospital Paediatricians work very closely together and each hospital Consultant conducts outpatient clinics in Ysbyty Cwm Cynon (YCC) Community Hospital and Prince Charles Hospital on a regular basis.

Regional specialists in Paediatric Neurology (including Muscle Clinics), Gastroenterology, Genetics, Respiratory Medicine, Renal Medicine and Endocrinology undertake clinics in Cwm Taf on a regular basis. There are Specialist Nurses e.g. in Diabetes and Respiratory Medicine who support these services and are involved in the In-patient, Out-patient and Community care of the children.

Princess of Wales Hospital

Hospital services provide for the full range of acute and chronic childhood illness, inpatients, day case and outpatients. Areas covered include epilepsy, cystic fibrosis, diabetes, cardiology, dermatology, asthma and allergy. There are specialist clinics carried out jointly with colleagues from the University Hospital of Wales. A two-bedded High Dependency Unit is situated on the children's medical ward, which provides care to children with both surgical and medical conditions.

Specialist Paediatric Nurses covering Diabetes, Epilepsy, Respiratory (asthma/cystic fibrosis) and Dermatology work both in the hospital and community.

The Neonatal Unit provides a full service that encompasses Intensive Care, High Dependency and Special Care services. Senior neonatal nurses provide a limited community service to selected babies on discharge and who fit certain criteria for outreach follow-up. Preterm babies also receive targeted screening for retinopathy of prematurity provided by one of the consultant ophthalmologists.

Community Paediatric Services

The UHB has endorsed a Locality model for the delivery of all Community services.

Within the UHB we have recently expanded the Community Consultant establishment following the recent appointment of new Community Consultants. There are also two Community Associate Specialists, three Specialty Doctors, one ST4 and one ST1 doctor. These Community doctors are split between the north and south of Cwm Taf but work closely together to provide a Community service for the UHB.

Supporting community staff: Health Visitors, Midwives, Physiotherapists, Occupational Therapists, SALT, Educational Psychologists are spread throughout the UHB but mainly based in Ysbyty Cwm Cynon, Ysbyty George Thomas, Ysbyty Cwm Rhondda, Bridgend, Dewi Sant and the site of the former East Glamorgan General Hospital in Church Village.

The Childrens Clinic based at all 3 sites provides multi-disciplinary clinics including Joint Neurology/ Neurodisability clinics held regularly. Specialist assessments are undertaken for possible Autistic Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), behavioural problems and enuresis. Therapies for paediatric patients in conjunction with the Education Authority and Social Services includes physiotherapy, dietetics support, occupational therapy, speech and language therapy, CAMHS services, child health surveillance, secondary care for children with developmental problems and audiology.

Ysbyty George Thomas in the Rhondda is used for multi-disciplinary specialist clinics, communication disorders and clinics for children with Autistic Spectrum Disorders. There are also a number of General Paediatric clinics. The new Ysbyty Cwm Rhondda has regular General Paediatric and Diabetic clinic

Medical Establishment

Prince Charles Hospital

Dr D Deekollu – Clinical Director - General Paediatrics, Neurodisability/Neurology,
Dr H Okuonghae - General Paediatrics, Respiratory, Diabetes
Dr R Frost – Community, Allergy, Neurodisability
Dr E Afifi - General Paediatrics, Nephrology, Neonates
Dr J Harpergow, General Paediatrics and Gastro
Dr Omotakin - General Paediatrics, Neonatology
Dr R Fortner and Dr M Scheller- General Paediatrics, Cardiology
Dr Katherine Gale- Community Paediatrics, Safeguarding, Neurodevelopmental service

Royal Glamorgan Hospital

Dr J Natarajan – Clinical Lead, General Paediatrics, Neurodisability/Neurology, Epilepsy Lead
Dr P Govindaraj – General Paediatrics, Cardiology

Dr L Millar-Jones – - Diabetes, General Paediatrics, Neonates
Dr Z Sibanda – Assistant Clinical Director- Community, Neurodisability, Behaviour problems, Adoption Medical Advisor,
Dr Bethan Thomas - General Paediatrics/Community, Neurodisability, Safeguarding Lead, Palliative Care,
Dr I Al-Muzaffar – Neonatologist - Neonatal Lead
Dr A Elhenawy - General Paediatrics, Gastroenterology
Dr F.Elhasan - General Paediatrics, Neonates
Dr Sami Khan – General Paediatrics, Respiratory
Dr N Haddad- General paediatrics / community paediatrics
Dr Michelle Richardson-community paediatrician
Dr Bethan Mcminn-community paediatrician

Trainees

Two community paediatric trainees ST3 Level
Two community paediatric trainees ST4 and above
One Acute paediatric trainee ST1
One Acting up consultant(AUC)

Specialist Doctors

Vacant post - Associate Specialist- Community Paediatrics, Adoption & Fostering – Lead, Neurodisability, Behaviour
Dr C Evans - Community Paediatrics, Audiology Lead, Education
Dr N Cooper – Community Paediatrics, Neurodisability, Downs Syndrome
Noami pert-speciality doctor-community
Thoraiya-speciality doctor-community

Other Consultants within the UHB- with Paediatric Interest

Ms Aureola Tong Consultant Orthopaedic Surgeon
Mr H Williams, Consultant ENT Surgeon
Mr R Goyal, Consultant Ophthalmologist

Visiting Consultants – to the UHB

Dr Amani Hassan, Consultant CAMHS Intellectual Disabilities
Dr Sian Owen, Consultant Psychiatrist Adult Learning Disabilities
Dr B Thomas, Consultant Neurophysiologist
Dr J Camilleri, Consultant Paediatric Rheumatologist
Professor A Clarke, Hon Consultant in Medical Genetics
Professor I Doull, Consultant Respiratory Paediatrician
Dr J te Water Naude, Consultant Paediatric Neurologist
Dr D Wilson – Consultant Paediatric Cardiologist
Dr Ambika shetty, Consultant Endocrinologist

Princess of Wales Hospital

Dr M O'Baid – Lead Consultant, Community Paediatrics, Safeguarding, ADHD/Behaviour
Dr N D'Souza - Lead Consultant, Acute Paediatrics, Diabetes, Paediatric Endocrinology, General Paediatrics
Dr. A. Goodwin - Lead Consultant Paediatric Cardiology
Dr T Hildebrandt – Paediatric Oncology, Palliative care and Nephrology, General Paediatrics
Dr K Creese – Neonatology, Respiratory, Paediatrics Cystic Fibrosis, General Paediatrics
Dr M Nathan – Ambulatory Care, Paediatric Cardiology, General Paediatrics
Dr A Gaurav – Lead Paediatric Neurology Services, General Paediatrics
Dr B Mann - General Paediatrics, Special interest Diabetes
Dr E Payne – Community Paediatrics, Neurodisability, Safeguarding
Dr S Jain - General Paediatrics, Paediatric Diabetes & Endocrinology
Dr S Mohite - General Paediatrics, PAU/ED lead, Special Interest Paediatric Gastroenterology

Other Consultants within the UHB- with Paediatric Interest

Dr J Hughes, Consultant Dermatologist

Visiting Consultants – to the UHB

Dr J Forton, Consultant Paediatric Respiratory
Dr M Cosgrove, Consultant Paediatric Gastroenterology
Dr O Uzun, Consultant Paediatric Cardiologist
Dr V Ofoe, Consultant Paediatric Cardiologist
Dr J Warner, Consultant Paediatric Endocrinology
Dr S Hegde, Consultant Paediatric Nephrology
Dr A Shetty, Consultant Paediatric Endocrinology
Dr J Gardner, Consultant, Medical Genetics

RESPONSIBILITIES OF THE POST HOLDER

These posts are replacement of existing posts but with diverse roles and developmental opportunities to suit applicant's interests. These posts provide middle grade cover to the general paediatric, PAU at RGH and to the out patient clinics under supervision of the consultants; and complements the existing middle grade posts in the department. The post holder will participate in 1:8 prospective rolling rota sharing with existing specialty doctors.

The post holder will be based at RGH but may be expected to work across different sites within the Health Board depending upon needs.

Duties of the Post Holder

These duties will depend on the area of work to be pursued by the applicants

1. Conducting daily ward rounds in the Children's Ward, RGH and report to the consultant in charge . Participate in PAU cover

2. Supervision to Junior medical team and acts as a source of advice and support to the nursing staff.
3. See Patients in A+E at the request of paediatrics junior doctors and consultants.
4. To carry out safeguarding medical examinations when adequately trained.
5. Attend specialist clinics as per area of interest.
6. See new and follow up General Paediatric patients in the clinics under supervision of consultant.
7. Participate in clinical/medical audit, teaching and research within the children's service.
8. Managing the acute paediatric intake at PCH with junior and consultant support.

The post Holder will have opportunities to develop expertise in an area of Paediatric specialty such as Epilepsy, Diabetes, Allergy, Asthma, Cardiology, Community Paediatrics and Neurodevelopmental Paediatrics.

The post holder will have opportunities to undertake professional development activities, audit and will engage in appraisal process.

SUPERVISION ARRANGEMENTS

The post-holder will be responsible to the Clinical Director of Children and Young People Directorate.

During normal working hours the consultant supervision will be provided by the consultant assigned to the General Paediatric Wards, Paediatric Assessment Unit and the outpatient clinics.

Out-of-hours the consultant on-call provides support and supervision.

The post-holder will be expected to have the skills and experience to competently manage infants and children presenting acutely unwell and Paediatric emergencies.

EDUCATIONAL SUPERVISION

The post holder will be allocated an Educational / clinical supervisor. There will be regular meetings similar to Paediatric trainees to ensure the educational learning outcomes are agreed and met during the post. The Educational/ clinical supervisor also acts as a

Mentor to the post holder.

LIBRARY FACILITIES

The UHB has an excellent Postgraduate education facility at both the Royal Glamorgan Hospital and Prince Charles Hospital, with lecture theatre, seminar rooms and library. The library offers full facilities, including CD-ROM with intranet access to Cymru Web and Medline.

CONFIDENTIALITY & DATA PROTECTION

All staff must be aware of the Data Protection Act 1998 which is now in force. This means that protection of data about individuals is a requirement of the law.

RESIDENCE

This post is compulsorily resident while on-call.. There are facilities for both Married and single accommodations at the hospital site, subject to availability.

CONDITIONS OF APPOINTMENT

This is a full time substantive appointment. The salary and annual/ study leave are based on the Specialty Doctor pay scale and annual leave entitlement.

TRAINING, EDUCATION & RESEARCH

In both Hospitals, there is a robust weekly educational programme, including Journal clubs, problem based learning, simulated training and Structured consultant teaching. There are regular opportunities for feedback to the junior doctors and there are opportunities to undertake professional development activities and participate in clinical audits. The post holder is expected to take part in departmental teaching programme and medical student teaching. The UHB actively participates in a number of multi-centre clinical trials and there are opportunities to participate in clinical research as may be feasible. Department of child Health in Cwm Taf UHB is a recognised training site for Paediatric trainees from the Welsh Deanery.

JOB LIMITATIONS

At no time should you work outside your defined level of competence. If you have concerns regarding this, please discuss immediately with your Consultant. All staff have a responsibility to inform their supervising consultants/line managers if they are not competent to perform a duty.

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-judgmental learning exercise. All staff are encouraged to identify and report events & clinical incidents which could provide us with insights to improve our practice. We have regular Clinical Governance meeting and the post holder will be expected to contribute to these activities.

TRAINING

All staff must take part in an Induction/Orientation process and any ongoing training as necessary.

REVIEW

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)

ESSENTIAL Criteria for the Post Hodler	DESIRABLE Criteria
QUALIFICATIONS	
<ul style="list-style-type: none"> • Full GMC registration • MB, BS or equivalent • MRPCH part 1 a & b 	<ul style="list-style-type: none"> • MRCPCH or equivalent • Relevant higher degree e.g. MD; PhD; MSc
RELEVANT EXPERIENCE	
<ul style="list-style-type: none"> • Minimum 4 years or equivalent postgraduate training two of which must be in Paediatrics. • NLS • EPLS/APLS 	<ul style="list-style-type: none"> • Experience of multi-agency working. • Leadership skills. • Experience in other areas relevant to child health e.g. general practice, child mental health, obstetrics, public health
ABILITY	
<ul style="list-style-type: none"> • Able to keep good medical notes. • Good written and oral communication skills • Able to demonstrate understanding and willingness to work without immediate supervision, but with an awareness of one's individual limitations. • Demonstrate ability to manage time effectively • Experience of working in a multi-disciplinary team • Understanding of child safeguarding 	<ul style="list-style-type: none"> • Demonstrate ability to lead a multi-disciplinary team • Demonstrate ability to communicate effectively e.g. report writing, thesis • Level 1- 3 child protection training
AUDIT and RESEARCH	
<ul style="list-style-type: none"> • Participate clinical audit and quality improvement projects • Familiar with Research methodology 	<ul style="list-style-type: none"> • Presentation at Regional meetings. • Formal research training • Demonstrate ability to design a research or audit project
MANAGEMENT	
<ul style="list-style-type: none"> • Knowledge of the management and structure of the NHS. • Understanding of management issues including medical discipline, clinical governance and service planning • Willingness to lead service developments 	<ul style="list-style-type: none"> • Shows interest and demonstrated ability • Demonstrate ability to manage e.g. project work, mentoring staff
TEACHING	
<ul style="list-style-type: none"> • Evidence of organising programmes and teaching medical students and junior doctors. • Willingness to teach medical undergraduates. 	<ul style="list-style-type: none"> • Organisation of further training programmes in medical education. • Formal training in teaching methods • Demonstrate ability in teaching and

<ul style="list-style-type: none"> • • Participation in departmental teaching 	<p>training</p>
<p>PERSONAL QUALITIES</p>	
<ul style="list-style-type: none"> • High ethical and professional standards. • Able to demonstrate commitment to evidence based practice. • Potential to cope with stressful situations. 	<ul style="list-style-type: none"> • Good general health. • Demonstrates understanding of the value of multi-disciplinary, multi-agency working.
<p>OTHER REQUIRMENTS</p>	
<ul style="list-style-type: none"> • Excellent interpersonal and communication skills. • Ability to work as part of a team. • Ability to work flexibly to meet the demands of the service. • Evidence of previous good performance and attendance. <p>Subject to satisfactory:</p> <ul style="list-style-type: none"> • Immigration status • Health clearance • Disclosure check • Registration with the G.M.C 	
<p>RISK MANAGEMENT</p>	
<ul style="list-style-type: none"> • Understands the concept of Clinical Risk Management 	<ul style="list-style-type: none"> • Evidence of participation in clinical incident investigations