DIVISION OF UNSCHEDULED CARE

Appointment of Full Time (10 Sessions + 1 additional Temporary session)
CONSULTANT GERIATRICIAN
With a Special Interest in Intermediate Care
Based at Blaenau Gwent Community Resource Team, Ebbw Vale and Tredegar, South Wales
http://www.wales.nhs.uk/sitesplus/866/page/40418

Job Ref: NCON131

Anticipated Start Date: Immediate

DIVISIONAL CONTACT FOR ENQUIRIES ABOUT THIS POST
Dr Sharan Ramakrishna
Clinical Director
Intermediate Care Services
Aneurin Bevan University Health Board
Ysbyty Ystrad Fawr Hospital
Ystrad Mynach
CF82 7GP
Telephone: 01443802246

Links to Additional Information
- Organisational Background and Structure: http://en.wikipedia.org/wiki/Aneurin_Bevan_Local_Health_Board
- Aneurin Bevan Homepage: http://www.wales.nhs.uk/sitesplus/866/
- Medical Training/Careers in Wales: http://www.doctorstrainingwales.tv/
- BBC Webguide to South East Wales: http://www.bbc.co.uk/wales/southeast/webguide/
- Wales, the Smart Choice: www.walesthesmartchoice.co.uk
Introduction

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services for the elderly in Gwent. The aim is to provide a spectrum of flexible and responsive services for the elderly, across the Health Board, encompassing:

- Development of a comprehensive Care of the Elderly Service at Ysbyty Aneurin Bevan Hospital - Ebbw Vale, Nevill Hall Hospital - Abergavenny & the Community of Blaenau Gwent
- Development and delivery of a comprehensive 7-day INTERMEDIATE CARE, FRAILTY CARE & COMMUNITY BASED SERVICES
- Acute inpatient and community based assessment and treatment
- Community-based rehabilitation (in a day unit and at home)
- General and Specialist DGH and Community-based outpatient clinics
- Support and Training for Primary and Social Care Teams
- To provide effective leadership to multidisciplinary staff members of the unit
- To develop teaching and research within the organisation

The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.

The Elderly care service currently provides acute medical care, rehabilitation assessment and treatment, intermediate care as well as runs specialist clinics. The service will be supported by 2 Associate Specialists, 1 SpR. There is a plan to increase the medical manpower as part of the GWENT FRAILTY PROGRAMME with appointments of Intermediate Care Consultant and Specialty Doctors. The Consultant will be supported by Specialty Doctors based at Ysbyty Aneurin Bevan Hospital and in the Community by the “Community Resource Team (CRT)” which is a multidisciplinary team consisting of nurses, physiotherapists, occupational therapists, advance nurse practitioners, district nurses & social workers.

Inpatient services are provided at the Ysbyty Aneurin Bevan Hospital.

Facilities: office accommodation, secretarial support and full IT facilities will be provided.

The number of total sessions (PA’s) is TEN (10). The on-call and Medical assessment Unit (MAU) work and the commitment to weekend working will be discussed separately at the job planning depending on the needs of the service & the interests of the post holders - there will a payment of 1 (ONE) additional session for the 7 day Frailty Care working and Hospital on-call work. The number of PA’s may vary with the agreement of the post holder and the Health Board in advance or after commencement and an increase in SPA’s would accompany an agreement to take on additional duties such as educational supervision of a Junior doctor.

Any applicant who is unable, for personal reasons, to work full-time will be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

Background and Summary

The post has been established to support the implementation of GWENT FRAILTY PROGRAMME and “Setting the Direction” Strategy, Aneurin Bevan Local Health Board’s key strategic plans, including the Health Social Care and Well-being Strategy, and the development of level 1 services in line with Clinical Future’s. The local health and social care community is signed up to a service philosophy which is based on the development of a “whole system” approach to the delivery of health, social care and well being services. Central to this vision is the need to develop and deliver new approaches and services that support individuals to live independently in their own homes and local communities wherever possible. While the majority of such individuals will be over retirement age, the post will not be limited to them, and the post holder will be expected to provide leadership of services for other age groups affected by long term conditions.

This post has been created to facilitate the development of services at the interface between primary and secondary care and supports the shift in provision of services from secondary to community/primary care settings. Although it is felt likely that the post holder will have had experience of, and be qualified in, general medicine/geriatric medicine, alternative experiences such as those afforded by rehabilitation medicine and general practice will be considered in individual circumstances.

The post holder will make a very important contribution to providing strategic clinical expertise to the planning, implementation, delivery and evaluation of existing and new integrated services within the “intermediate care” arena.
Operational

The successful candidate will be responsible for:
- Supporting the intermediate care team on a day to day operational basis and carrying a clinical caseload in intermediate care environments with the focus on providing a “Hospital at Home” model of care.
- The Frailty Model of care requires the Community Resource Team to work 7 days a week and the post holder will be required to support this.
- Providing medical support for the health and social care services that make up the intermediate care services.
- Working closely with other key stakeholders and developing intermediate care integrated care pathways which meet core outcomes across the community.
- Supporting and developing effective communications between all clinical stakeholders.
- Providing clinical support for ALL health and social care intermediate care services for both existing and developing services.
- Working closely with the intermediate care manager to deliver effective and appropriate intermediate care services to residents of Newport.
- Supporting junior medical staff within the team to deliver a high standard of care.
- Supporting staff members within the intermediate care services to increase their knowledge and skills within their professional boundaries.

Strategic

The successful candidate will:
- Use their clinical expertise, play an essential part in the provision of strategic planning, implementation, delivery and evaluation of existing and new integrated services within the “intermediate care” arena.
- Support intermediate care managers to develop a multi-agency team approach to the design and delivery of community based managed healthcare programmes.
- Advise the local Intermediate Care Strategy Group on all clinical matters.
- Additionally the post holder will provide medical expertise and advice to support the development and delivery of appropriate programmes of integrated care that will:
  - Support service provision which positively focuses on the independence of people in their own homes.
  - Positively and effectively manage demand on primary and secondary care services through the development of more appropriate alternatives, for example, case management approaches to chronic disease management.
  - Promote the appropriate use of hospital and community bed based resources by improving the quality of local assessment e.g. through the development of hot clinics, facilitating admission, where necessary, to the most appropriate facility and developing pathways to ensure timely and effective discharge.
  - Ensuring that patients play a central role in managing their health and well-being through the development of initiatives such as the expert patient.
  - Support the development of the case management model in line with Welsh Assembly Government’s Chronic Conditions Model and Framework.
- The post holder’s job plan will reflect the need to maintain and develop their clinical skills and expertise.
- This dynamic and innovative role continues to evolve and is firmly rooted within the community, where the ethos is meeting individual needs based on local service provision. It will therefore be crucial for the post holder to collaborate closely with all relevant clinical disciplines and specialties and services in partner organisations in order to successfully develop a comprehensive range of community based services.
- They will be responsible for developing a multi-agency team approach to the design and delivery of community based managed healthcare programmes. They will provide medical expertise and advice to support the development and delivery of appropriate programmes of elderly care services. They will:
  - Lead the development and delivery of FRAILTY service based on Gwent Frailty Programme in collaboration with other Intermediate Care Consultants.
  - Support the independence of people in their own homes
  - Help to manage demand on primary and secondary care services through the development of more appropriate alternatives, for example, case management approaches to chronic disease management
  - Play a key role in the development of the FRAILTY CARE and hospital discharge projects
  - Promote the appropriate use of bed based resources by improving the quality of local assessment, facilitating admission, where necessary, to the most appropriate facility and developing pathways to ensure timely and effective discharge.
Work and support the development of the expanding Reablement and Telecare services

Ensuring that patients play a central role in managing their health and well-being through the development of initiatives such as the expert patient

The post holder’s job plan will reflect the need to maintain and develop their clinical skills and expertise although the central tenant of the role is focused on clinical leadership.

The post holder will play a pivotal role in ensuring that there are effective communication processes in place to ensure that all clinical stakeholders:

- Are aware of the range of services available, the standard to which they operate and the evidence base to support their use
- Understand the service vision and it’s implications on their practice
- Are able to contribute to the planning and evaluation of all services

This new and innovative role will evolve over time. Notwithstanding this the role will be firmly rooted in the community, where the ethos will be based on local provision of the services people use most often (where it is safe and deliverable). It will therefore be crucial for the post holder to collaborate closely with all relevant clinical disciplines and specialties in order to successfully develop a comprehensive range of community services.

Duties & Responsibilities

- Frailty Care Model - development of a Frailty Care Model which the post holder will share with other Intermediate Care Consultants and participate in 7-days a week working pattern.
- In conjunction with the locality management team the Consultant Geriatrician will clinically lead the development of intermediate care and facilitate a review of the effectiveness, efficiency and relevance of existing services that have been developed at the primary/secondary care interface.
- The post holder, in conjunction with local clinicians, practitioners and other stakeholders will identify the range of services required to meet the identified needs of the Blaenau Gwent population including a “Hospital at Home” service.
- The post holder will play a central role in the planning, development, implementation and evaluation of these services ensuring that they are efficient, clinically effective and provide value for money.
- The post holder will have a central clinical leadership role in promoting multi-disciplinary working, use of evidence based practice and ensuring that the principles of clinical governance are fundamental to the design, delivery and evaluation of new and existing models of care.
- The post holder will be a key member of the locality management team, contributing to decision the making processes associated with service redesign and resource allocation.
- Work with partners to provide an integrated service
- Responsible for intermediate care clinical governance
- The post holder will provide clinical input into the intermediate care team with the aim of reducing reliance on bed based institutional care.

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr Sharan Ramakrishna  
Consultant Physician and Geriatrician  
Clinical Director Intermediate Care  
Tel: 01443802246

Jason Davies  
Blaenau Gwent CRT Manager.  
Ysbyty Aneurin Bevan, Ebbw Vale NP23 8XE  
Tel: 01495363207 0758301897

Shortlisted candidates are encouraged to visit and contact:

Dr Paul Buss  
Medical Director  
Aneurin Bevan University Health Board  
Tel: 01633 435971

Judith Paget  
Chief Executive  
Aneurin Bevan University Health Board  
Tel: 01633 435958

Note

A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to short listing, it may reimburse the candidate’s expenses provided that he or she is subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.
JOB DESCRIPTION

The Job Itself

Title: Consultant Geriatrician with a Special Interest in Intermediate Care (New Post)

Professionally responsible to: The Medical Director

Managerially accountable to: The Divisional Director, with ultimate accountability to the Chief Executive

Responsibility for Staff as Part of this Post: 2 Associate Specialists based at YAB B.1 Specialty Doctor

Base: Ysbyty Aneurin Bevan Hospital- Ebbw Vale/Nevill Hall Hospital- Abergavenny

Other hospitals at which duties are performed: In view of the fact that the organisation is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change and the place(s) of duties modified.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

Purpose of the Post and General Responsibilities

To provide, with consultant colleagues (as appropriate) a service mostly in Care of the Elderly and supporting the development of Intermediate Care service and Frailty Programme so designated with responsibility for the prevention, diagnosis and treatment of illness.

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisation regarding supervision.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board’s patients.

Integral to the responsibilities of the post are the following requirements:

- To ensure the provision of a first class clinical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board’s procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Division’s and Health Board’s service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Health Board
- Core clinical expertise in acute general and elderly medicine
- Experience and knowledge of running an Intermediate Care service
- Generic skills in multidisciplinary assessment and rehabilitation
- Leadership and team building skills as well as working as part of a multidisciplinary team
- Supporting and training multidisciplinary teams
- Delivering care in the community alongside primary health care and social care teams
- Providing persuasive strategic advice to the Locality and Social Services Departments
- Addressing the Intermediate Care Agenda
- Participating in CPD including Audit
- A Teaching and Training Role for medical undergraduates and postgraduates
- Educational Supervisor role to Junior and Middle Grade Medical Staff
- To undertake regular multidisciplinary clinical audit and provide evidence based medicine
Specific Responsibilities of the Post

Clinical
- To support the development and delivery of a full Intermediate Care service & Frailty Programme
- To share the responsibility for the acute care of General Medical as well as Elderly patients
- To share the responsibility for the rehabilitation of patients
- To conduct clinical practice in accordance with contractual requirements within the parameters of the Division’s and Health Board’s agreed objectives.

Teaching/Training (as agreed with Clinical Director)
- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, SpRs, STs and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

Audit (as agreed with Clinical Director)
- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To undertake regular audit

Quality and Standards
- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards “The Duties of a Doctor”
- To undertake all work in accordance with the Health Board’s procedures and operating policies

Learning Organisation
- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

Patient Experience
- To monitor and respond to measures of patient experience

Patient Safety
- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the 1000 Lives Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board’s Clinical Incident Policy

Personal Development
- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board’s Annual Appraisal process

Management (as agreed with Clinical Director)
- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required
- To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:
- Observe the rules, policies, procedures and standards of Aneurin Bevan Local Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

**Location**

The principal place of work for this post is currently the Blaenau Gwent Locality with the base being at Ysbyty Aneurin Bevan Hospital, Ebbw Vale (South East Wales). In addition, the incumbent will be required to undertake duties at Nevill Hall Hospital which is the main DGH facility for the population of Blaenau Gwent. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost effective approach is expected, and is included in the DCC sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

**Review**

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

**Provisional Job Plan**

*(As required under paragraph 30a of the Terms and Conditions of Service)*

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category</th>
<th>No. of PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>am</td>
<td>CRT Base</td>
<td>Virtual Ward Round &amp; Admin (1 hour)</td>
<td>DCC</td>
<td>1.00</td>
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<td></td>
<td>pm</td>
<td>Other Location TBA</td>
<td>Community assessments (3 hrs) SPA</td>
<td>SPA</td>
<td>1.00</td>
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<tr>
<td>Tuesday</td>
<td>am</td>
<td>Community</td>
<td>Virtual Ward Round with Intermediate Care Team (1 hours) Community assessments (3 Hours) Medical assessment Unit Round (Frail &amp; Complex Older Patients) (4 Hours)</td>
<td>DCC</td>
<td>1.00</td>
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<td>pm</td>
<td>NHH</td>
<td></td>
<td>DCC</td>
<td>1.00</td>
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<tr>
<td>Wednesday</td>
<td>am</td>
<td>CRT Base</td>
<td>Virtual Ward rounds, Community assessments (3 hours), Admin (1 hour) Fraility Care Clinic (3 hours)</td>
<td>DCC</td>
<td>1.00</td>
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<td></td>
<td>pm</td>
<td>YAB</td>
<td></td>
<td>DCC</td>
<td>1.00</td>
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<tr>
<td>Thursday</td>
<td>am</td>
<td>CRT Base</td>
<td>Virtual Ward Round with Intermediate Care Team (1 hour) Community assessments (3 Hrs)</td>
<td>DCC</td>
<td>1.00</td>
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<tr>
<td></td>
<td>pm</td>
<td>CRT Base</td>
<td>Admin (2 hr) SPA (2 hours)</td>
<td>DCC &amp; SPA</td>
<td>1.00</td>
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<tr>
<td>Friday</td>
<td>am</td>
<td>CRT Base</td>
<td>Virtual Ward Round Community assessments &amp; Admin</td>
<td>DCC</td>
<td>1.00</td>
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<td></td>
<td>pm</td>
<td>Other Location TBA</td>
<td>SPA</td>
<td>SPA</td>
<td>1.00</td>
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**TOTAL Programmed Activities** 10.00

**PROGRAMMED ACTIVITY**

<table>
<thead>
<tr>
<th>No. of PAs</th>
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<tbody>
<tr>
<td>Direct Clinical Care</td>
</tr>
<tr>
<td>7 Day working + On-call For Medicine and Frailty as per the Rolling Rota (including post take rounds where applicable)</td>
</tr>
<tr>
<td>Supporting Professional Activities</td>
</tr>
</tbody>
</table>

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In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Director and the appointee.

Internal directorate clinical management duties are not included in the present allocation of SPAs, but additional SPAs (up to a maximum of 3) may be available following discussion with the Clinical Director.
# Person Specification

**CONSULTANT GERIATRICIAN (INTERMEDIATE CARE) - Job Ref: NCON131**

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Measurable by</th>
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</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>- Full GMC Registration and Licence to Practice</td>
<td>- Relevant Higher degree e.g. MD; PhD; MSc</td>
<td>Application</td>
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<tr>
<td></td>
<td>- On Specialist Register/SpR due to obtain relevant CCT/CESR(CP) within 6 months of interview in either General or Geriatric Medicine</td>
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<tr>
<td></td>
<td>- On Specialist Register/SpR due to obtain relevant CCT/CESR(CP) within 6 months of interview in either General or Geriatric Medicine</td>
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<td>- MRCP</td>
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<td>- Valid Certified Advanced Life Support Skills</td>
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<tr>
<td>Clinical Experience</td>
<td>- Broad based experience in Acute General or Geriatric Medicine</td>
<td>- Experience of NHS</td>
<td>Application/Interview</td>
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<td></td>
<td>- Knowledge of UK hospital systems (or equivalent)</td>
<td>- Wider experience, research and training in providing Intermediate Care service</td>
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<td>- Knowledge and participation in CPD</td>
<td>- Evidence of above average performance</td>
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<td></td>
<td>- Competence in Acute General and Geriatric Medicine</td>
<td>- Membership of the British Geriatric Society (BGS)</td>
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<td>- Expertise in an elderly based subspecialty (Intermediate Care)</td>
<td>- Additional clinical qualification(s)</td>
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<td>- Able to apply knowledge</td>
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<td>- Safe and effective written and verbal communication skills</td>
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<td>- Knowledge and experience of communicating bad news</td>
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<td>- Meet the requirement of the GMC’s “Good Medical Practice”</td>
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<tr>
<td>Clinical Governance</td>
<td>- Evidence of participation in clinical audit and understanding role of audit in improving medical practice</td>
<td>- Knowledge of risk management</td>
<td>Application/Interview</td>
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<td></td>
<td>- Comprehension of core philosophy and building blocks of Clinical Governance</td>
<td>- Knowledge of annual job planning/appraisal review process</td>
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<td>Research</td>
<td>- Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes</td>
<td>- Knowledge of initiating, progressing and concluding research projects with publication</td>
<td>Application/Interview</td>
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<tr>
<td>Teaching</td>
<td>- Evidence of organising programmes and teaching medical students and junior doctors</td>
<td>- Organisation of further teaching programmes in medical education</td>
<td>Application/Interview</td>
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<td></td>
<td>- Willingness to teach all grades of professional multidisciplinary staff</td>
<td>- “Training the Trainers” experience</td>
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<td>Management</td>
<td>- Knowledge of the management and structure of the NHS</td>
<td>- Evidence of management training</td>
<td>Application/Interview</td>
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<tr>
<td>Personal Qualities</td>
<td>- Ability to cope with stressful situations and undertake responsibility</td>
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<td>Interview</td>
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<td>- Excellent interpersonal skills and team-working skills</td>
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<td>- Ability to work as part of a multidisciplinary and multi-agency team and alone</td>
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<tr>
<td>Other Requirements</td>
<td>- Ability to work flexibly in response to the changing needs of Geriatric Services</td>
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<td></td>
<td>- All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</td>
<td>- Evidence of leadership attributes</td>
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<td>- Satisfactory Immigration Status</td>
<td>- Motivational skills</td>
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<td>- Satisfactory Health Clearance</td>
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<td>- Satisfactory Self Declaration and Enhanced CRB Disclosure Check</td>
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<td>- Ability to fulfil all duties of the post, including on-call commitments and travel to meet requirements of the post</td>
<td>- Ability to speak Welsh or willingness to learn</td>
<td>Application/Interview</td>
</tr>
</tbody>
</table>
The Specialty

Names of Senior and Consultant Members of the Department at YAB & Nevill Hall Hospital

Prof P Khanna ....................... General Medicine / Care of the Elderly
Dr N Haboubi........................ General Medicine / Care of the Elderly
Dr C D’Souza......................... General Medicine / Care of the Elderly / Parkinson’s Disease
Dr B Richard ......................... General Medicine / Care of the Elderly / Stroke
Dr M Usman.......................... General Medicine / Care of the Elderly / Ortho-Geriatric
Dr Katherine Barnes............... General Medicine / Care of the Elderly / Intermediate Care
Dr Sarah Wollard.................... General Medicine / Care of the Elderly / Intermediate Care

The short and medium term objectives of the elderly medical service include:

- Providing a comprehensive service for Care of the Elderly for the residents of Newport Borough
- Expansion of the consultant base across the Health Board
- Development of acute multidisciplinary medical wards on all DGH sites
- Providing locally-based community hospital at home and rehabilitation centres of excellence
- Access to subspecialty expertise across the Health Board
- Improving community-based assessment, rehabilitation and support services for older people in conjunction with the Primary Care colleagues and Local Authorities
- Development, support and training for nurse consultant and nurse practitioner colleagues
- Closer links with colleagues in Old Age Psychiatry
- Implementing with Health and Local Authorities the NSF for Older People and the Intermediate Care Agenda
The Organisation

Aneurin Bevan Local Health Board

The new Health Board was formed on 1 October 2009, as part of the reorganisation of the NHS in Wales. It replaced Gwent Healthcare NHS Trust, the Acute Trust established in 1999 and five Gwent Local Health Boards, who had responsibility for primary care. The newly formed Aneurin Bevan Health Board is responsible for the healthcare of more than 600,000 people living in south east Wales, providing primary and acute services, plus a wide range of community and mental health care.

The Health Board is one of the largest and busiest in the UK with acute hospitals at Newport, Abergavenny and Caerphilly, supported by community hospitals and extensive community, general practices, mental health and learning disability services.

The Board has three acute hospitals and twelve other hospitals and opened two new local general hospitals in the 2010 and 2011. A Specialist and Critical Care Centre is already planned.

It has over 13,000 staff, including over 1,000 doctors and general practitioners, 250 consultants and a nursing staff of more than 5,000. Its Clinical School has 950 medical students and 350 postgraduate junior doctor replacements each year.

The Board covers a key geographical area on the picturesque Welsh border, with Cardiff and Bristol within commuting distance and direct links by road and rail to major UK centres such as London, Birmingham and Manchester.

Its key executives are:

<table>
<thead>
<tr>
<th>Chairman</th>
<th>Chief Executive</th>
<th>Medical Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr David Jenkins, OBE</td>
<td>Dr Andrew Goodall</td>
<td>Dr Grant Robinson</td>
</tr>
</tbody>
</table>

Clinical Futures Programme

In May 2005 'Designed for Life' set out a challenging but essential agenda for the NHS in Wales, and its partners, in accelerating change and continuing the wholesale transformation of services to ensure that the NHS plays a key role in improving the quality of life within Wales.

Aneurin Bevan Health Board accepts this challenge, and has been developing plans for the remodelling and reconfiguration of clinical services over the last six years. This has been known as the 'Clinical Futures Programme' which builds upon the Local Health, Social Care and Well Being Strategies that have been developed by LHBs and their partners, together with the Clinical Futures Strategy for secondary care. In essence the Programme sees a shift in focus from hospital to community based care, where a network of Local General Hospitals providing routine emergency, elective and diagnostic services work closely with and support primary and community based services. This system of care would be supported by a single Specialist and Critical Care Centre in an accessible location for the Gwent catchment population, consolidating services that cannot be safely delivered through community services or the Local General Hospital network (these include inpatient paediatrics, neonatology, consultant led obstetrics, critical care, major emergencies (medical, surgical and trauma) and major/complex surgery).

The programme is in part dependent on capital investment and commissioning of new hospital facilities. In October 2010 the Health Board opened Ysbyty Aneurin Bevan in Ebbw Vale – the first 100% single room hospital in Wales. Ysbyty Ystrad Fawr opened in Ystrad Mynach in 2011, providing a state of the art Local General Hospital with inpatient, outpatient, diagnostic, theatre, hydrotherapy and therapy facilities.

In parallel with the capital planning process, the Health Board is also implementing the Frailty Programme, providing a wide range of services to frail people in their homes through the establishment of Community Resource Teams, building up existing Chronic Conditions Management services across communities and strengthening Mental Health Community Teams to provide a wider range of services outside of hospital settings.

For further information please visit the Clinical Futures Website at - http://www.wales.nhs.uk/sites3/home.cfm?orgid=891
Teaching & Research

Gwent Clinical School

The title of Gwent Clinical School was formally awarded to Gwent Healthcare NHS Trust (and subsequently the Aneurin Bevan Health Board) in April 2002 by the University of Wales College of Medicine (Cardiff University) and is the consolidation of all the clinical teaching activity within the organisation. The Gwent Clinical School campus reflects the educational and clinical facilities throughout the entire Health Board.

The ethos of the Gwent Clinical School is to provide quality educational opportunities, not only to undergraduate medical students, but also to other undergraduate healthcare professions and to the postgraduate trainees and professional staff in employment within the Health Board. Therefore, the creation and development of this ethos not only enables the expansion of clinical healthcare professionals within the NHS in Wales, but also meets the clinical governance agenda in relation to continuous professional development and quality and clinical excellence.

The Gwent Clinical School is predominantly linked with medical education but it is the firm intention of the Health Board to develop this so that a clear educational benefit can be seen for all professions. The increase in multidisciplinary education both at undergraduate and postgraduate levels has helped to facilitate this ideal and consultant staff are required to take a lead in developing multidisciplinary educational opportunities wherever possible.

The department is headed by Dr Hywel Jones, Assistant Medical Director (Education) and supported by Linda Coe, Senior Manager.

Undergraduate Education

The Gwent Clinical School provides high quality clinical placements for students in all five years of training, the numbers of which are second only to Cardiff hospitals. Clinical Placements are sited throughout the four major hospital sites in the Aneurin Bevan Health Board. The Royal Gwent Hospital in Newport takes the majority of medical students and provides clinical placements for all five years.

All consultants within Aneurin Bevan Health Board are required to take a full and active role in undergraduate education. The extent of that commitment will vary in each specialty dependent on need. However, full participation is essential to ensure the realisation of the Gwent Clinical School ideal. The Health Board has developed a particularly close association with Cardiff University and honorary lecturer titles are given to consultants within the Health Board who provide a lead in undergraduate medical education.

Postgraduate Education

The Health Board is also very active in facilitating the development of junior medical staff to ensure that the medical service of the future is highly trained and effective. There are four centres for postgraduate education within the Health Board. The central Deanery in Wales is based in Cardiff and is headed by Professor Derek Gallen, Postgraduate Dean. The Health Board enjoys a close relationship with the Postgraduate Deanery and annual commissioning reviews ensure that the postgraduate education taking place across the Health Board is relevant and effective. There are two Faculty Leads in post within the Health Board, one leading on quality and one leading on training.

All consultants take a full and active role in postgraduate education both by the ongoing teaching commitment to their own junior staff and also by participating fully in multidisciplinary educational events across the Health Board.

Educational Facilities

There are four Education Centres across the Health Board, based at Nevill Hall Hospital, Royal Gwent Hospital, St Cadocs Hospital and the new hospital at Ysbyty Ystrad Fawr. The Centres provide comprehensive facilities incorporating a number of seminar and lecture rooms which are fully equipped with LCD projection facilities as well as a range of specialist audiovisual equipment to facilitate multidisciplinary team meetings across Wales.

The Library service is of an extremely high standard with professional librarians based at each of the four main sites. The libraries offer access to an extensive range of investigative resources, both in hard copy and electronic formats, including Cochrane Database, Medline, Map of Medicine and Dialogue. All NHS libraries in Wales also work in partnership with Cardiff University which allows access to a much wider resource.
At the Royal Gwent Hospital there is a new Undergraduate Centre, Library and Clinical Photography building which offers its services to staff throughout the Health Board. This building is also home to a Clinical Skills suite which is available to all medical staff and students for training purposes. In addition, the Education Centres at the Royal Gwent and Nevill Hall Hospitals also have high fidelity simulators which are increasingly being used to initiate high quality simulation training. The Health Board has a dedicated Clinical Lead for Simulation, Dr Rachel Rouse, who is developing this resource further.

All consultants are expected to take part in Education Centre activities as required.

### Key Medical Education Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Contact Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Hywel Jones</td>
<td>Assistant Medical Director (Education and Training) &amp; Honorary Sub Dean, Cardiff University</td>
<td>01633 23 8018 07891 812871 <a href="mailto:Hywel.jones3@wales.nhs.uk">Hywel.jones3@wales.nhs.uk</a></td>
</tr>
<tr>
<td>Linda Coe</td>
<td>Service Development Manager (Medical Education) &amp; Senior Manager (Gwent Clinical School)</td>
<td>01633 23 8127 07891 872872 <a href="mailto:Linda.coe@wales.nhs.uk">Linda.coe@wales.nhs.uk</a></td>
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<tr>
<td>Mr A Shandall</td>
<td>Faculty Lead (Quality)</td>
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</tr>
<tr>
<td>Dr Peter Neville</td>
<td>Faculty Lead (Training)</td>
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</tr>
<tr>
<td>Dr Stuart Linton</td>
<td>Foundation Director</td>
<td>01873 73 2298 <a href="mailto:Stuart.linton@wales.nhs.uk">Stuart.linton@wales.nhs.uk</a></td>
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<tr>
<td>Dr Francis Richardson</td>
<td>Deputy Foundation Director</td>
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</tr>
<tr>
<td>Dr Rachel Rouse</td>
<td>Lead for Clinical Skills and Simulation</td>
<td>01633 238124 <a href="mailto:Rachel.rouse@wales.nhs.uk">Rachel.rouse@wales.nhs.uk</a></td>
</tr>
<tr>
<td>Rosanna Carnevale</td>
<td>Education Centre Manager (RGH) &amp; Quality Lead</td>
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</tr>
<tr>
<td>Lisa Cooper</td>
<td>Education Centre Manager (NHH) &amp; Training Lead</td>
<td>01873 732866 <a href="mailto:Lisa.cooper2@wales.nhs.uk">Lisa.cooper2@wales.nhs.uk</a></td>
</tr>
<tr>
<td>Caroline Newman</td>
<td>PA to H Jones &amp; L Coe &amp; Foundation e-portfolio Administrator</td>
<td>01633 238250 <a href="mailto:Caroline.newman@wales.nhs.uk">Caroline.newman@wales.nhs.uk</a></td>
</tr>
<tr>
<td>Kerry James</td>
<td>Clinical Skills and Simulation Manager</td>
<td>01633 238124 <a href="mailto:Kerry.james2@wales.nhs.uk">Kerry.james2@wales.nhs.uk</a></td>
</tr>
</tbody>
</table>

### Research

Research is encouraged, particularly when this is appropriate to the professional development of the successful candidate and to the service development of the department. Opportunities are available within the Health Board with applications for funding co-ordinated by the Health Board's Research Development office.

### Key Research and Development Staff

<table>
<thead>
<tr>
<th>Telephone Number</th>
<th>Name</th>
<th>Title</th>
<th>Base Hospital</th>
</tr>
</thead>
<tbody>
<tr>
<td>01633 234450</td>
<td>Professor Alex Anstey</td>
<td>Assistant Medical Director Research and Development</td>
<td>Royal Gwent Hospital</td>
</tr>
<tr>
<td>01633 623549</td>
<td>Professor Sue Bale</td>
<td>Associate Nursing Director Research and Development</td>
<td>Llanfrechfa Grange</td>
</tr>
<tr>
<td>01633 238196</td>
<td>Dr Ian Williamson</td>
<td>Lead Clinician for Clinical Trials</td>
<td>St Woolos Hospital</td>
</tr>
<tr>
<td>N/A</td>
<td>Dr Adrian Edwards</td>
<td>General Practitioner and academic link with primary care</td>
<td>N/A</td>
</tr>
<tr>
<td>01633 238138</td>
<td>Miss Rosamund Howell</td>
<td>Research &amp; Development Manager</td>
<td>Royal Gwent Hospital</td>
</tr>
<tr>
<td>01633 238560</td>
<td>Dr Chris Edwards</td>
<td>Medical Physicist and Health Board Adviser on medical statistics</td>
<td>Royal Gwent Hospital</td>
</tr>
</tbody>
</table>
Important Information for Candidates

Pre-Employment Screening

1. All candidates recommended for appointment will be subject to mandatory pre-employment checks before an unconditional offer of employment can be made and these will be detailed in the provisional offer letter.

2. Any offer of appointment may subsequently be withdrawn if a candidate knowingly withholds information, or provides false or misleading information. Information disclosed on application forms or CV's will be checked.

3. References will be required to cover a minimum of three years of previous employment and/or training, or up to five years where a candidate has been employed in long term posts, including the current or most recent employer. For Consultant posts, references should include the candidate’s current Medical Director or supervising consultant. Please ensure your application or CV covers these mandatory periods. Employment dates may be verified through the organisation’s HR department or recruitment function and referees may be contacted by telephone for further information or verification.

4. References will be sought for all shortlisted candidates and will be used solely to confirm a recruitment decision on the day of interview. Please indicate clearly if you do not consent to references being sought from your current employer.

5. The nature of the work of this post is exempt from the provisions 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 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 given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Making an Application

6. Please apply for this post on-line at NHS Jobs: http://www.jobs.nhs.uk/cgi-bin/advsearch?vpd_code=040. If you have problems using the online process, or need any assistance, please email medicalrecruitment@wales.nhs.uk

7. All applicants for Consultant posts must be either on the GMC’s Specialist Register or a Specialist Registrar due to obtain relevant CCT/CESR(CP) within 6 months of the date of interview.

8. Consultant applicants are encouraged to submit a Curriculum Vitae to supplement their application. CV's must be limited to 8 sides of A4 or less and include the vacancy reference number and your NHS Jobs application reference number. CV’s should be sent to medicalrecruitment@wales.nhs.uk

9. Candidates are asked to note that canvassing of any member of an Advisory Appointments Committee/Interview Panel or Health Board Members will disqualify them. However, this should not deter candidates from contacting any person for further information about the job.

10. Applicants who are related to any member or senior office holder of the Health Board should clearly indicate in their application the name of the member or officer to whom related, and the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.

General Terms and Conditions of Service

(Personal Terms and Conditions will be issued within 8 weeks of commencement in post)

11. This post is covered by the National Health Service Terms and Conditions of Service for Hospital Medical and Dental Staff (Wales) and the General Whitley Council Conditions of Service as amended from time to time by the Health Board. Details of these may be obtained from the HR Department.

12. The appointment is superannuable under the National Health Service Superannuation Scheme. Remuneration will be subject to deduction of pension contributions in accordance with the Department of Health and Social Security regulations.
13. Reimbursement of removal and associated expenses will be subject to the criteria laid down in the General Whitley Council Conditions of Service, together with the Aneurin Bevan Local Health Board policy.

14. In keeping with the requirements of the Equality Act 2010, the Health Board would be pleased to make any ‘reasonable adjustments’ required by disabled applicants in relation to the application and interview process.

15. The Health Board requires appointees to any medical grade to have, and maintain, full registration with the General Medical Council and hold a Licence to Practice.

16. So far as is practicable the doctor appointed will be expected to provide cover for annual and study leave of colleagues.

17. An occupational health assessment may be required following appointment, prior to any doctor taking up a post in the organisation, following completion of a confidential questionnaire.

18. The Ionizing Radiation (Medical Exposure) Regulations 2000 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposures such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

The minimum standard for existing NHS employees undertaking exposure prone procedures is compliance with the UK Health Department’s guidance on “Protecting Health Care Workers and Patients from Hepatitis B” (PSM(93)12). A UK accredited laboratory report providing proof of non-infectivity for hepatitis B surface antigen (or if positive, e antigen negative with a viral load of $10^3$ genome equivalents/ml or less) is required.

Healthcare workers new to the NHS or existing NHS employees new to undertaking exposure prone procedures need additional health clearance in accordance with ‘Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV: New Healthcare Workers’ (Welsh Assembly Government 2007). Evidence is required for non-infectivity for hepatitis B surface antigen (or if positive, e antigen negative with a viral load of $10^3$ genome equivalents/ml or less), HIV and hepatitis C (or if antibody positive, negative for Hep C RNA).

Proof of immunity against hepatitis B is desirable. Non-immune staff, undertaking exposure prone procedures, must agree to have the appropriate relevant blood tests every 12 months.

For Consultant Appointments Only

19. Given the particular nature of their work, consultants will be required to live in a location which is within reasonable travelling time from their place of work, as agreed with their Clinical Director.

20. Consultants are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (especially in services for which you receive a separate fee) a consultant may not be covered by the indemnity. The Health Departments therefore advise that you maintain membership of your medical defence organisation. A copy of WHC(89)/70 and the leaflet on indemnity issued in December 1989 is available from the Medical Recruitment Team.

21. The salary applicable is on the consultant pay scale and will be specified in the contract. On first appointment to the Consultant grade, the Health Board has discretion to fix the starting salary at any of the two next incremental points above the minimum of the scale by reasons of age, special experience, service in HM Forces or in a developing country, and qualifications.

For Specialty Doctor Appointments Only

22. The salary applicable is on the Specialty Doctor pay scale and will be specified in the contract.
Supplementary Information for Candidates

Local Authorities in the Gwent Area
School, Transport and Local Information

Torfaen County Borough Council
Schools, Nurseries and Comprehensive Schools A-Z
Local public transport information
www.torfaen.gov.uk/transportandstreets/publictransport/home.aspx
Your Local Area (Background information and statistics)
www.torfaen.gov.uk/communityandliving/yourlocalarea/home.aspx

Newport City Council
List of Nurseries in Newport
www.newport.gov.uk/searchforchildcare/?event=getProviderList&facilitytypeid=111
A – Z list of primary and secondary schools in the Newport area
Information on local childcare
www.newport.gov.uk/educationandlearning/schoolsandcolleges/nurserieslist.aspx
Local public transport information
www.newport.gov.uk/transportandstreets/publictransport/home.aspx

Blaenau Gwent Council
A list of primary and secondary schools
Information on local childcare
Local public transport information
www.blaenau-gwent.gov.uk/transport/home.aspx
Background on the Blaenau Gwent area
www.blaenau-gwent.gov.uk/about/about.aspx

Monmouthshire Council
www.monmouthshire.gov.uk
For information on schools in the Monmouthshire area, gives contact details and catchment areas
www.monmouthshire.gov.uk/site/scripts/services_info.php?serviceID=45
Local information
www.monmouth.org.uk/home/default.aspx
Discover Monmouthshire
www.visitmonmouthshire.info/mmonmouthshire/

Caerphilly Council
Webpage providing information on schools and public transport
www.caerphilly.gov.uk

Other useful websites and numbers
Public Service Website
www.directgov.co.uk
Telephone Directory
www.yell.com
Bus/Train Travel
www.traveline-cymru.info
Bus Service Website
www.stagecoachbus.com
Wales Tourist Board Links
www.britainexpress.com/TIC/south-wales-tic.htm
Blaenavon Tourist Info
01495 742333
Caerphilly Tourist Centre
029 20 880011
Newport Tourist Info
01633 842962
Monmouth Tourist Info
01600 713899

Estate/letting agents
Rightmove
www.righmove.co.uk
Covers all areas in Wales
Davis and Sons Estate Agents
http://www.davisdandsons.net
Office Located: Abergavenny, Blaenavon, Caerleon, Chepstow, Cwmbran, Newport, Pontypool, Risca
Richard Tuck
http://www.richardtuck.co.uk
Offices Located: Blackwood, Risca
Tim Thraves + Co - Estate Agents
http://www.timthraves.co.uk
Estate Agents, Residential Letting, Residential Property
Office Located: Magor
Archier and Co Estate Agents
http://www.archierandco.com
Estate Agents, Surveyors & Valuers
Office Located: Chepstow
Warren Jones Estate Agents
http://www.warren-jones.com
Estate Agents, Residential Property
Office Located: Chepstow
Newland Rennie Wilkins Chartered Surveyors
http://www.nrproperty.com
Auctions & Auctioneers, Business Property, Estate Agents, Overseas Property, Residential Letting, Residential Property, Surveyors & Valuers
Office Located: Abergavenny, Caldicot, Chepstow, Cwmbran, Magor, Monmouth, Newport
Crook & Blight Estate Agents
http://www.crookandblight.com
Estate Agents, Residential Letting, Residential Property
Office Located: Caerleon
Star Lettings
http://www.starletting.co.uk
Estate agents, Residential Lettings
Located: Newport, Pontypool
Peter Alan
http://www.peteralan.co.uk
Estate agents, Residential Lettings
Located: Blackwood, Caerphilly, Cwmbran, Newport