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Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Caring for People, Keeping People Well

**LOCUM
CONSULTANT IN
PAEDIATRIC CRITICAL CARE**

Job Description

Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board.
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro.

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

JOB DESCRIPTION

CONSULTANT IN PAEDIATRIC CRITICAL CARE

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.

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

In 2012, Cardiff and Vale University Health Board undertook a listening exercise entitled 'Picture the Future' in which staff were invited to provide feedback about working within the Health Board. As a result of this feedback, a plan of action was devised - named 'Organising for Excellence' - which aims to secure the kind of future we want to offer to the people we serve.

'Picture the Future' also identified key Values and Behaviours which should underpin the work of its staff in order to achieve success for the organisation. These can also be closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.

- **Care** about the people we serve and the people we work with.
- Act with **kindness** – because it costs nothing, and makes all the difference in the world.
- Show **trust** – because our staff have been trained to do their jobs and we work at our best when we feel we are being trusted.
- Take and expect **personal responsibility** – because everyone has a job to do and we are all responsible for doing our jobs as well as we can.
- Be **respectful** – because this is what we want for ourselves.
- Always act with **integrity** – because we build trust and respect if we keep our promises, do what we say we will do, and work as colleagues together.

Our Behaviours

How these values become part of our everyday behaviour:-

- Being enthusiastic and taking responsibility for what we do.
- Doing what we say we will do and being honest with ourselves and others
- Treating people as we would like to be treated, and always with compassion
- Thanking people, celebrating success and, when things go wrong, asking “what can we learn?”
- Looking for feedback on how we’re doing and always striving for better ways of doing things
- Never letting structures get in the way of doing the right thing

The Health Board needs to be sure that the staff they employ have values and behaviours that 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.

It is therefore likely that interviewees will 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 HEALTH BOARD STRUCTURE

Medical & Dental services are delivered via 8 main Clinical Boards:-

Medicine	Surgery
Specialist Services	Clinical Diagnostics & Therapeutics
Dental Services	Children & Women's Services
Mental Health	Primary, Community & Intermediate Care

This post sits within the Children & Women's Services Clinical Board

Clinical Board Director – Dr Clare Rowntree
Clinical Board Head of Operations & Delivery – Cath Wood

Clinical Director (Acute Child Health) – Dr Rim Al-Samsam
General Manager (Acute Child Health) – Becci Ingram

3. THE JOB ITSELF

Title: Locum Consultant in Paediatric Intensive Care

Base location: University Hospital of Wales

In view of the fact that the Health Board 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.

Accountability:

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Clinical Board Director.

3.1 Names of Senior and Consultant members of the Department

Consultant staff in Paediatric Intensive Care

Dr Michelle Jardine	Consultant in Paediatric Intensive Care Medicine (Clinical Lead)
Dr Malcolm Gajraj	Consultant in Paediatric Intensive Care Medicine
Dr Rim Al-Samsam	Consultant in Paediatric Intensive Care Medicine & Clinical Director – Acute Child Health)
Dr Siva Oruganti	Consultant in Paediatric Intensive Care Medicine
Dr Sara Ali	Consultant in Paediatric Intensive Care Medicine
Dr Richard Skone	Consultant in Paediatric Intensive Care Medicine & Paediatric Anaesthesia
Dr Selyth Shapey	Consultant in Paediatric Intensive Care Medicine
Dr Anna Barrow	Consultant in Paediatric Intensive Care Medicine & Paediatric Anaesthesia

Other senior members of the PICU

Mrs Tina Freeman	Senior Nurse for PIC services
Mrs Suzanne Davies	Sister (PICU)

Consultant colleagues in related areas

General Paediatrics

Dr Genevieve Theux	Consultant Paediatrician (Lead)
Dr David Tuthill	Consultant Paediatrician
Dr Gillian Body	Consultant Paediatrician
Dr Jennifer Evans	Consultant Paediatrician
Dr Siske Struik	Consultant Paediatrician
Dr Martin Edwards	Consultant Paediatrician
Dr Jennifer Stevens	Consultant Paediatrician
Dr Ambika Shetty	Consultant Paediatrician with Diabetes interest
Dr Daniel Rigler	Consultant Paediatrician with Respiratory interest
Dr Ron Loh	Consultant Paediatrician

Gastroenterology

Dr Ieuan Davies	Consultant Paediatric Gastroenterologist / General Paediatrics
Dr Amar Wahid	Consultant Paediatric Gastroenterologist
Dr Joe Chan	Consultant Paediatric Gastroenterologist

Respirology / Sleep Medicine

Dr Julian Forton	Consultant in Respiratory Paediatrics
Dr Lena Thea	Consultant in Respiratory Paediatrics
Dr Wynne Smith	Consultant in Respiratory Paediatrics
Dr Anne Smidt	Consultant in Respiratory Paediatrics

Oncology / Palliative Care

Dr Madeleine Adams	Consultant Paediatric Oncologist
Dr Cathy Morley-Jacob	Consultant Paediatric Oncologist (Lead)
Dr Lena Uzonova	Consultant Paediatric Oncologist
Dr Phillip Connor	Consultant Paediatric Haematologist
Dr Indu Thakur	Consultant Paediatric Haematologist
Dr Richard Hain	Consultant in Paediatric Palliative Care
Dr Megumi Baba	Consultant in Paediatric Palliative Care

Neonatology

Dr Amar Asokkumar	Consultant Neonatologist
Dr Elisa Smit	Consultant Neonatologist (Lead)
Dr Cora Doherty	Consultant Neonatologist
Dr Jennifer Calvert	Consultant Neonatologist
Dr Ian Morris	Consultant Neonatologist
Dr Alok Sharma	Consultant Neonatologist
Dr Angela Hayward	Consultant Neonatologist
Dr Mallinath Chakraborty	Consultant Neonatologist
Dr Rachel Hayward	Consultant Neonatologist
Dr Nitin Goel	Consultant Neonatologist
Dr Rebekka Jones	Consultant Neonatologist
Dr Gallagher	Consultant Neonatologist

Endocrinology

Dr Rebekah Price Consultant in Paediatric Endocrinology
Dr Bindu Avatapalle Consultant in Paediatric Endocrinology
Dr Georgina Williams Consultant in Paediatric Endocrinology

Nephrology

Dr Shivaram Hegde Consultant Paediatric Nephrologist (Lead)
Dr Raj Krishnan Consultant Paediatric Nephrologist
Dr Judith Van Voort Consultant Paediatric Nephrologist
Dr Alam Consultant Paediatric Nephrologist

Neurology

Dr Frances Gibbon Consultant Paediatric Neurologist
Dr Johan te Water Naudé Consultant Paediatric Neurologist
Dr Anurag Saxena Consultant Paediatric Neurologist

Paediatric Surgery

Mrs Selena Curkovic Consultant Paediatric Surgeon Urology (Lead)
Mrs Aruna Abhyankar Consultant Paediatric Surgeon Urology
Mr Ma'in Mesarwah Locum Consultant Paediatric Surgeon Urology
Mr Prabhu Sekaran Consultant Paediatric Surgeon Oncology and Thoracic
Mr Oliver Jackson Consultant Paediatric Surgeon Lower GI
Mr Eniola Folaranmi Consultant Paediatric Surgeon Upper GI
Miss Ceri Jones Consultant Paediatric Surgeon Lower GI
Miss Anjali Khakur Locum Consultant Paediatric Surgeon

Cardiology

Dr Dirk Wilson Consultant Paediatric Cardiologist (Lead)
Dr Orhan Uzun Consultant Paediatric Cardiologist
Dr Victor Ofoe Consultant Paediatric Cardiologist
Dr Alan Pateman Consultant Paediatric Cardiologist
Dr Chris Gillett Consultant Paediatric Cardiologist
Dr Nadia Hajjani Consultant Paediatric Cardiologist

Community Paediatrics

Dr Paul Davis Consultant Paediatrician
Dr Alison Mott Consultant Paediatrician
Dr Cath Norton Consultant Paediatrician
Dr Nia John Consultant Paediatrician
Dr Katina Kontos Consultant Paediatrician
Dr Sian Moynihan Consultant Paediatrician
Dr Catrin Simpson Consultant Paediatrician
Dr Bethan Williams Consultant Paediatrician
Dr Nicola Pickerd Consultant Paediatrician
Dr Kate Skone Consultant Paediatrician
Dr Claire Thomas Consultant Paediatrician

Neurosurgery

Mr Shafqat Bukhari Consultant Neurosurgeon
Mr Paul Leach Consultant Neurosurgeon

Anaesthetics

Dr J Stewart	Consultant Paediatric Anaesthetist
Dr S Froom	Consultant Paediatric Anaesthetist
Dr F Howard	Consultant Paediatric Anaesthetist
Dr M Saigopal	Consultant Paediatric Anaesthetist
Dr M Roberts	Consultant Paediatric Anaesthetist
Dr L Bowen	Consultant Paediatric Anaesthetist
Dr S Slinn	Consultant Paediatric Anaesthetist
Dr N Goh	Consultant Paediatric Anaesthetist
Dr V Lucas	Consultant Paediatric Anaesthetist

3.2 Other Medical Staff in the Department

There is a dedicated middle grade rota for the PICU consisting of 4 Paediatric Registrars, 2 Clinical Fellows and 3 Advanced Nurse Practitioners on a partial shift rota. The Paediatric Registrars rotate to the Unit for 6 months. There are 2 Registrars present on the Unit during the day and one at night.

The review of services and the implementation of Government initiatives may result in revision to junior staffing levels and support.

3.3 Other relevant staff

The PICU has a nursing establishment of 7.0 WTE per bed.

We have a dedicated ventilator technician providing a daytime technical service during normal working hours.

The PICU has daytime, evening and weekend Ward Receptionist support.

The Critical Care Directorate has a dedicated Clinical Psychologist

3.4 Secretarial Support and Accommodation

Mrs Linda Burns	PA and secretary to PICU Consultant staff
Mrs Sam Lloyd	PA and secretary to PICU Consultant staff

In addition to secretarial support, appropriate provision of office space and IT facilities will be made.

4. WORK OF THE DEPARTMENT

4.1 The Paediatric Intensive Care Service

The lead centre for Paediatric Intensive Care for South Wales was commissioned in September 1999 at the University Hospital of Wales by the Specialised Health Service Commission for Wales (SHSCW). The Unit was built on existing services which had been providing paediatric cardiology and cardiac surgery since the early 1990's. It has been an outstanding success and has benchmarked well using the SMR in PICANet.

The PICU Unit is commissioned to run 7 beds. It treats patients with all paediatric conditions including neurosurgery; those acutely requiring cardiac surgery are transferred to Bristol PICU.

Following the establishment of the National Assembly for Wales, the Specialised Health Service Commission for Wales was set up. That body was charged with commissioning Paediatric Intensive Care services for the whole of Wales. SHSCW has worked rapidly with the relevant disciplines to develop a strategy and framework for the provision of care for critically ill children throughout Wales.

In March 2015 PICU and HDU moved into the Noah's Ark Children's Hospital and formed a combined Paediatric Critical care unit (PCCU) consisting of 7 ITU and 4 Tertiary HDU beds. Cardiff Paediatric intensive care unit (PICU) is the only children's intensive care unit located within Wales and accepts children requiring intensive care from all of mid and South Wales. Cardiff paediatric high dependency unit (HDU) provides high dependency care to all the tertiary specialities housed in the children's hospital for Wales.

In September 2015 a free-standing Transport Service (WATCH) jointly commissioned by South West and South Wales became operational. WATCH supports PICUs at both Bristol Royal Hospital for Children and the University Hospital Wales, and transports critically children from the South West and South Wales. WATCH will also support level 1 and 'back' transfers' across the region. In an average year approximately 500 children are currently retrieved.

Retrieval, education and audit both for the Unit and as part of the clinical network are major parts of the service and consultants are expected to participate fully in their delivery with part of this post being based at WATCH headquarters in Bristol delivering children from the region into both Cardiff and Bristol PICUs.

The PICU team lead on many aspects of education and governance within the hospital. Senior positions held by consultants outside PICU include CD for Child health, AMD for Information Technology, Senior Management and Educational positions within the Deanery and EMERTS external advisor.

4.2 The Children's Hospital for Wales

The first phase of the Children's Hospital for Wales opened on the University Hospital of Wales campus in March 2005. The Children's Hospital project aims to provide state of the art clinical accommodation and facilities in support of local secondary services provided for the children of Cardiff and surrounding areas and specialised services for

children coming from all over southern Wales. The first phase concentrated on in-patient facilities for medical admissions and both in and out-patient facilities for children with cancer.

Phase 2 of the new Children's Hospital for Wales opened in Spring 2015 which has provided for re-development of and consolidation of all paediatric specialties into a dedicated Children's Hospital with 6 theatres, PICU, HDU medical and surgical wards OPD, Radiology and an admission and assessment unit which has greatly improved paediatric care to both the secondary and tertiary services. Specialist paediatric surgical facilities are also provided within the new hospital.

4.3 The Bristol Royal Hospital for Children (University Hospitals Bristol NHS Foundation Trust)

The Bristol Royal Hospital for Children sits within the Division of Women's and Children's Services. The Women's and Children's Division is committed to the provision of comprehensive general paediatric care for the children of Bristol and specialist services throughout the South Western Region and beyond. BRHC provides tertiary services in all clinical areas other than cardiac and liver transplantation.

The Paediatric Intensive Care Unit (PICU) at the Bristol Royal Hospital for Children (BRHC) has 18 beds. The Unit is the only tertiary intensive care unit for children serving the South West of England. Since May 2014 BRHC has been a designated major trauma centre. PICU has been approved for training in Paediatric Intensive Care Medicine by the Inter-College Committee for Training in Paediatric Intensive Care Medicine (ICTPICM).

4.4 University Hospital of Wales (UHW)

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.

The hospital provides secondary health care for a population of approximately ½ million in the Cardiff area. In addition, the hospital manages a number of services of a regional and sub-regional nature namely Cardiology, Adult Cardiac Surgery, Neurology, Neurosurgery, Medical Genetics, Adult Bone Marrow Transplantation and Adult Renal Transplant. The University Hospital of Wales is the main centre of excellence for clinical practice, medical and dental education and research in Wales.

The hospital provides for the fullest integration of a 968-bed hospital and medical school in one complex. Three blocks running north south with 6 subsidiary 'link' blocks comprises the main complex. The main building is 10 storeys high with numerous peripheral developments.

Each week the hospital sees around 5,000 patients, 500 inpatients and 200 day cases. The main operating theatre suite is one of the largest in Great Britain with ten theatres and 12,000 cases per year. The Accident and Emergency Department is one of the top four busiest departments in Britain treating between 90,000 and 100,000 patients a year.

4.5 Department of Community Child Health

Cardiff and Vale University Health Board covers a population of 28,400 children aged under five years and 60,900 children aged 5-14 years.

Responsibilities within the Department of Community Child Health include children with Special Needs, Educational Medicine, children with sensory impairments, Child Protection, Social Paediatrics and General Paediatrics.

Community Child Health services are consultant led and locality-based, divided into East Cardiff, West Cardiff and the Vale of Glamorgan. There are well-developed multidisciplinary teams and close links with the local CAMHS service and Local Authority services (Social Services and Education). The service runs an on-call child protection rota and a number of specialist community based clinics including Audiology, ADHD, Autistic Spectrum Disorders, enuresis and encopresis clinics and services to marginalized children including looked after children, asylum seekers and children excluded from school. The department has close links with the academic department of Child Health, which has a national and international reputation in child protection, accident prevention and children's rights.

4.6 Cardiff University

The University incorporates the only undergraduate medical school and dental school.

The University Department of Child Health is the academic limb to paediatric clinical services and has its main base at the University Hospital of Wales (UHW), led by Professors S Kotecha and J Gregory. The College has been successful in attracting external funding from a wide range of bodies in the public and private sectors, and performed exceptionally well in the recent Research Assessment Exercise and Teaching Quality Assessment.

Active research areas include endocrinology, gastroenterology and nutrition, neonatal medicine, determinants of infant mortality, and neonatal lung disease. There is also a special interest in developing teaching initiatives. Research interests of the Department of Community Child Health include accident prevention, child abuse, special needs of disadvantaged children.

5. MAIN DUTIES AND RESPONSIBILITIES

5.1 Clinical

- 5.1.1 You will provide with consultant colleagues (as appropriate) a service in the speciality to the hospitals so designated, with responsibility for the prevention, diagnosis and treatment of illness and promotion of health.
- 5.1.2 You will have continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for the proper functioning of the department in line with the Operational Policy and Strategic Plan (as amended from time to time).
- 5.1.3 You will be responsible for the professional supervision and management of junior medical/dental staff. If appropriate the post holder will be named in the contracts of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. This will be discussed in job planning sessions and the relevant sessional requirement allocated.
- 5.1.4 You will be required to participate in continuing medical education in ways which are acceptable to the Chief Executive.
- 5.1.5 You will be required to participate in and contribute to Clinical Audit in line with the Health Board's policy on the implementation of Clinical Governance.
- 5.1.6 Domiciliary consultations - as appropriate to Cardiff and Vale residents in accordance with the Health Board Policy.
- 5.1.7 The successful candidate will participate in a 1 in 9.5 rota to cover the Paediatric Intensive Care Unit.
- 5.1.8 You will be required to cover for consultant colleagues' periods of leave.
- 5.1.9 Any other duties with other agencies that have been agreed with the employing Health Board (e.g. Prison Service).

5.2 Teaching

- 5.2.1 You will be responsible for carrying out teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity and audit activities, locally and nationally.
- 5.2.2 All consultants teach and train at all levels of undergraduate and postgraduate education. There is a very active postgraduate training department, which organises medical and dental education led by the Dean of Postgraduate Medical and Dental Education, at Cardiff University.
- 5.2.3 It is anticipated that an Honorary Clinical Teacher appointment will be offered to the successful candidate by Cardiff University.

5.3 Research

5.3.1 The successful candidate will be encouraged to participate fully in current research projects and to initiate projects of his/her own. Excellent research facilities are available on site.

5.4 Management

5.4.1 You will be required to co-operate with local management in the efficient running of services and expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. In addition it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required.

5.4.2 You will be required 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. All changes in clinical practice, workload or development requiring additional resources must have prior agreement with the Health Board.

5.4.3 Subject to the Terms and Conditions of Service you will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the profession where they involve clinical matters.

5.4.4 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.

5.4.5 You 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.

5.4.6 You will be required to conform to best management practice in respect of patient activity and waiting lists.

6. PROVISIONAL WORK PROGRAMME (as required under paragraph 30A of the Terms and Conditions of Service)

6.1 PROPOSED WEEKLY TIMETABLE OF PROGRAMMED DUTIES (i.e. regular scheduled NHS activities in accordance with the criteria detailed under the Amendment of the National Consultant Contract in Wales). The duties described here are provisional and will be the subject of annual review and will form a composite part of the JOB PLAN which will be agreed between the post holder and the Chief Executive or a nominated deputy.

The post is based on 10 sessions made up of 9 sessions direct clinical care and 1 sessions supporting professional activity.

Based on inclusive cover – taking into account eight weeks annual leave/bank holidays, and two weeks study leave therefore worked over 42 weeks the day-time clinical cover equates to 4.7 sessions DCC per week The proposed job plan is as follows averaged over six weeks. The SPA can be used flexibly.

On-call commitment

On-call is currently 1 in 9.5 with prospective cover. The post has a significant out-of-hours commitment with the expectation of nightly ward rounds and twice-daily ward rounds at weekends in addition which equates to 2.8 sessions per week on average from work diaries of Consultants over a two-year period.

Supporting professional activity

In line with Cardiff and Vale UHB policy for locum consultant posts, there will be 1.0 session allocated for SPA.

Notes:

The notional split of DCC/SPA time will be subject to Job Plan Review and agreement. If sufficient outcomes from SPA time cannot be evidenced, one SPA session may be reallocated as a DCC session by agreement.

Supporting professional activities covers:-

- Training
- Continuing professional development
- Teaching
- Audit
- Job planning
- Appraisal
- Research
- Clinical management
- Local clinical governance activities

7. REVIEW OF THIS JOB DESCRIPTION IN RELATION TO JOB PLANS

This job description will form a composite part of a Job Plan which will include your main duties, responsibilities and expected outcomes. The Job Plan will be agreed on an annual basis between you and your Clinical Director and confirmed by the Clinical Board Director. In cases where it is not possible to agree a Job Plan, either initially or at an annual review, the appeal mechanism will be as laid out in the Amendment of the National Contract in Wales.

Annual job plan reviews will also be supported by the Consultant appraisal system which reviews a Consultant's work and performance and identifies development needs as subsequently reflected in a personal development plan.

8. MAIN CONDITIONS OF SERVICE

- 8.1** This 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 Workforce Department.
- 8.2** The post is pensionable unless the appointee opts out of the scheme or is ineligible to join. Remuneration will be subject to deduction of pension contributions in accordance with the Department of Health regulations.
- 8.3** Candidates unable for personal reasons to work full-time will be eligible to 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 and the Medical Director.
- 8.4** The salary applicable is on the Consultant pay scale (Wales) and will be specified in the contract. (See also paras 8.10 and 8.16).
- 8.5** The Consultant appointed will be required to live in a location which is within reasonable travelling time from the place of work as agreed with the Clinical Director.
- 8.6** The post holder is required to travel as necessary between hospitals / clinics. A planned and cost effective approach is expected.
- 8.7** The post holder is required to comply with the appropriate Health and Safety Policies as may be in force. As part of this, all staff are required to adhere to the Health Board's Infection Prevention & Control policies and procedures to make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. The post holder is therefore required to attend mandatory infection control training provided for them by the Health Board and to take active steps to prevent and reduce hospital acquired infections.
- 8.8** 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 criteria as laid out in the Health Board Policy.
- 8.9** The consultant will be required to maintain his/her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges.

- 8.10** There must be no conflict of interest between NHS work and private work. All Consultants undertaking private practice must therefore demonstrate that they are fulfilling their NHS commitments.
- 8.11** You must provide us with evidence which is acceptable to the Occupational Health Department, that you are not a carrier of Hepatitis B. This would normally be a pathology report from a laboratory in the UK or alternatively a report from another NHS Occupational Health Department within the UK. It will not be possible to confirm this appointment unless this condition is met. Before starting work you may therefore need to attend the Occupational Health Department for assessment. If this is not possible, then you must attend on the day you start work.
- 8.12** The Health Board will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council.
- 8.13** As you will only be indemnified for duties undertaken on behalf of the Cardiff and Vale University Health Board, you are strongly advised to ensure that you have appropriate Professional Defence Organisation Cover for duties outside the scope of the Health Board, and for private activity within the Health Board.
- 8.14** The Consultant appointed will be required to possess an appropriate Certificate of Completion of Training / Certificate Confirming Eligibility for Specialist Registration.
- 8.15** So far as is practicable the consultant appointed will be expected to provide cover for annual and study leave of consultant colleagues.
- 8.16** When first appointed, 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 special experience, service in HM Forces or in a developing country, and qualifications.
- 8.17** 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 Health Board's Data Protection Policy (available via the Health Board intranet) regarding their responsibilities.

8.18 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).

8.19 The Ionising Radiation (Medical Exposure) Regulations 2000

The Ionising 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.

8.20 Disclosure of Criminal Background of Those with Access to Patients

It is the policy of the Health Board 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 Health Board 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.

9. GENERAL INFORMATION FOR APPLICANTS

- 9.1** Applicants who are related to any member or senior office holder of the Cardiff and Vale University Health Board should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.
- 9.2** Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Health Board will disqualify them. This should, however, not deter candidates from approaching any person for further information about the post.
- 9.3** Any offer of appointment will be subject to the receipt of three satisfactory references.
- 9.4** 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.
- 9.5** Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Shortlisted candidates who visit the District on a second occasion, say on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on that occasion also. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom. Reimbursement of expenses shall not be made to a candidate who withdraws their application or refuses an offer of an appointment.

10. DATE WHEN POST VACANT

Immediately.

11. DETAILS FOR VISITING

Candidates who may wish to see the Department(s) involved are invited to contact:-

Dr Michelle Jardine, Consultant Paediatric Intensivist & Clinical Lead

☎ (029) 2074 3176

E-mail: michelle.jardine@wales.nhs.uk

Dr Rim Al-Samsam, Consultant Paediatric Intensivist & Clinical Director (Acute Child Health)

☎ (029) 2074 6633

E-mail: rim.al-samsam@wales.nhs.uk

Shortlisted candidates are also encouraged to contact:-

Dr Clare Rowntree, Clinical Board Director (Women & Children's Services)

☎ (029) 2074 4787

E-mail: Clare.rowntree@wales.nhs.uk

and any other senior official deemed appropriate.

Con1001-PICU

CARDIFF AND VALE UNIVERSITY HEALTH BOARD

**PERSON SPECIFICATION FORM FOR
LOCUM CONSULTANT IN PAEDIATRIC INTENSIVE CARE**

Requirements	Essential	Desirable	Measured by
Qualifications	<ul style="list-style-type: none"> ➤ Full GMC Registration with a licence to practise ➤ On Specialist Register for specialty / Specialty Registrar with CCT / CESR(CP) due within six months of interview date 		Application
Experience	<ul style="list-style-type: none"> ➤ Completion of all competencies in Paediatric Intensive Care (minimum of two years) in a unit approved for training by the RCPCH National GRID training programme with evidence that this training has been signed off, including a minimum of six months of anaesthetic training OR equivalent experience OR an existing practicing Consultant in Paediatric Intensive Care 	<ul style="list-style-type: none"> ➤ Sub-specialty interest 	Application / Interview
Ability	<ul style="list-style-type: none"> ➤ Commitment to team approach and multi-disciplinary working ➤ Counselling and communication skills 	<ul style="list-style-type: none"> ➤ Computing skills 	Application / Interview
Audit	<ul style="list-style-type: none"> ➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice ➤ Understanding of clinical risk management and clinical governance ➤ Evidence of engagement with revalidation 		Application / Interview
Research	<ul style="list-style-type: none"> ➤ Active research interests 	<ul style="list-style-type: none"> ➤ Evidence of initiating, progressing and concluding research projects with publication 	Application / Interview
Management	<ul style="list-style-type: none"> ➤ Commitment to participating in and understanding of the management process 	<ul style="list-style-type: none"> ➤ Evidence of management training 	Application / Interview

Teaching	<ul style="list-style-type: none"> ➤ Evidence of teaching medical students and junior doctors 	<ul style="list-style-type: none"> ➤ Organisation of (undergraduate and/or postgraduate) teaching programmes 	Application / Interview
Personal Qualities	<ul style="list-style-type: none"> ➤ Evidence of ability to work both in a team and alone ➤ Flexible approach ➤ Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues ➤ Values aligned to those of the Health Board 		Application / Interview
Other requirements	<ul style="list-style-type: none"> ➤ Satisfactory Immigration Status ➤ Satisfactory Health Clearance ➤ Satisfactory Disclosure Check 		Application / Employment checks