

# Job Description for Consultant Intensivist with (or without) an interest in Anaesthetics/Medicine/Emergency Medicine.



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board

## Post details

**Job Title:** Consultant Intensivist with (or without) an interest in Anaesthetics/Medicine/Emergency Medicine

**Host site and locality:** Prince Charles Hospital (Merthyr Tydfil),  
Princess of Wales Hospital (Bridgend)  
Royal Glamorgan Hospital (Llantrisant)

*Opportunity for Split Site working with neighbouring Health Board and Organisations*

**Tenure:** Substantive  
**Sessions/ Hours:** 10 Sessions with 1:8—1:9 on-call  
**Salary Range:** As per NHS Wales Consultant Contract



## Organisational Arrangements

**Professionally Accountable to:** Executive Medical Director via Planned Care Group Medical Director

**Managerially Accountable to:** Chief Executive via Planned Care Group Manager

## For further details and informal visits

**Name:** Dr David Jones  
**Job Title:** Clinical Director. Consultant in Critical Care and Anaesthetics  
**Email:** David.Jones42@wales.nhs.uk  
**Twitter/X:** @WelshGasDoc



#joincwmtafmorgannwg

# A Warm Welsh Welcome!



## Dr Dom Hurford Executive Medical Director



Welcome to Cwm Taf Morgannwg. It is a privilege to welcome you and I hope we get to meet, in person, very soon. As well as the MD role I am an Anaesthetist in CTM so chances are we will work together clinically at some point.

CTM is an amazing place to work. It is a very supportive and friendly place where everyone is doing their very best for our patients and community. I am certain you will be happy here and that you will feel professionally fulfilled.

As a Health Board we strive to promote our values: to always listen and learn and improve, to treat everyone with respect as well as working together as one team.

If there is anything you want to discuss then please do get in touch.

**@dom\_hurford**

## Dr Nerys Assistant Medical Director for Medical Workforce



A huge welcome to Cwm Taf Morgannwg— a Health Board truly at the heart of South Wales. I was fortunate enough to undertake foundation and core training within Cwm Taf Morgannwg. After completing my registrar training in South West England I decided to return home to Wales. There was only one place I wanted to work. A place that was friendly and diverse, patient and population focused, but also somewhere I could be challenged and strive to succeed. That place was Cwm Taf Morgannwg.

I have not regretted my decision and I have had four very happy years here as a Consultant. Please do not hesitate to get in touch with me if you have any questions or would like to know more about Cwm Taf Morgannwg.

**@drnezcon**

**#joincwmtafmorgannwg**

# A Warm Welsh Welcome!

**Dr David Jones**  
**Clinical Director**



Thank you for your interest in joining the Cwm Taf Morgannwg Critical Care Team. You will be joining us at an exciting time for the organisation as we work towards the 2030 Strategy, and you will play a part in developing our service for the future. The 2030 Strategy will see the alignment of services across the Health Board, and Critical Care will be a key driver of this.

CTM has one of the largest ITU bed stocks in Wales. At present, Critical Care is provided on three acute sites (Prince Charles Hospital – Merthyr Tydfil, Royal Glamorgan Hospital – Llantrisant, and Princess of Wales Hospital – Bridgend).

All sites have resident middle grade cover. While you will have a clinical base, however there are opportunities to work in all of our sites and leadership roles are on a pan-CTM basis to provide shared learning and improvements.

We have an active research programme and are involved in many international, national, regional and local projects, we are represented in various national forums, operate follow up and bereavement clinics, we are recognised for training by HEIW, and we have a well-established electronic patient record system since 2009.

Flexibility of job plans is welcomed to provide work-life and work-work balance – this can include annualisation of sessions, shared contracts with other organisations and less-than-full-time working.

The Critical Care Teams work in line with the values of the Health Board: We listen, learn and improve, we treat everyone with respect, and we all work together as one team.

If you have any questions, whatsoever, about joining our team please do not hesitate to contact me.



## Why you will love working here....

Cwm Taf Morgannwg University Health Board is one of the largest Health Boards in Wales and was formed in 2019. It is situated near of the vibrant cities of Cardiff, Swansea and Bristol and is enriched with magnificent scenery including beautiful beaches and the stunning Brecon Beacons national park. Welsh history, culture, music and of course rugby lie at the heart of the Health Board.

Our communities and population are friendly and we pride ourselves on being a population-centred and clinician-led organisation. We take our staff wellbeing seriously and have dedicated wellbeing rooms and mindfulness sessions. All our staff are issued with a staff discount card providing multiple savings in shops and restaurants. You don't have to speak Welsh to work in our organisation but we will give you the opportunity to learn.

We take staff development seriously and encourage everyone to flourish and progress during their time with us.

For those of you with a young family childcare is available on all three acute hospital sites. There are excellent schools and affordable housing both within and just outside the Health Board.

Whether its paddle boarding, caving, outdoor swimming or singing in a male voice choir- Cwm Taf Morgannwg will provide a fantastic work-life balance for everyone.



## Our Values and Behaviours

Our Values and Behaviours were introduced in September 2020 after multiple staff engagement sessions. Our values were created by our employees for our employees and are at the heart of everything we do. They're reflected in our thinking, our actions and our culture which is why we aim to **base our recruitment around them and be our best.**



# Main Duties and Responsibilities

## Clinical

Provision of Critical Care to in-patients in the Acute General Hospitals

Review of patients in the Emergency Department, wards and theatre settings

Supervision of Doctors in Training, Speciality and Specialist Doctors

Medical support for Critical Care Outreach Team

Provision of out-patient follow-up and bereavement clinics

## Out of Hours Commitments

Non-Resident on-call (1:8 - 1:9) with remote access to Electronic Patient Care Records

Consultant led care delivered by resident teams

No concurrent coverage of other areas (e.g. theatres, obstetrics) during on-call work



## Cwm Taf Morgannwg, Critical Care #OneCTM

- Professionally rewarding job serving a broad community with various healthcare requirements
- Join us during an exciting time of change and development of the service - be part of shaping that!
- Three 8 - 12 bedded Critical Care units offering all General ITU therapies
- At least one Resident Tier on all sites
- New, multi-million pound ITU opening in Prince Charles Hospital in 2025
- Well established research programme
- Fully established Critical Care Follow-up Service
- Sector leading Critical Care Family Support and Bereavement Service
- Excellent staff support
- Recognised for Stage 1 & 2 Training for Intensive Care Medicine in PCH and PoW, and Stage 3 in RGH
- 24/7 Critical Care Outreach Team
- Undergraduate training in partnership with Cardiff University, Swansea University and University of South Wales.
- Very friendly departments with excellent relationships with all other specialties across the Health Board
- Separate PACU in RGH
- **Opening Soon:** Llantrisant Health Park to consolidate elective surgery and diagnostics for South East Wales

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## Prince Charles Hospital, Merthyr Tydfil



*Artists impression*

The Critical Care Unit in Prince Charles Hospital is currently in a temporary home as the Ground and First Floor Project works continues. With a planned completion date of Autumn 2025, this will deliver a brand new, state-of-the-art 12 bedded Critical Care Unit, with plans for a co-located Enhanced Monitoring Unit.

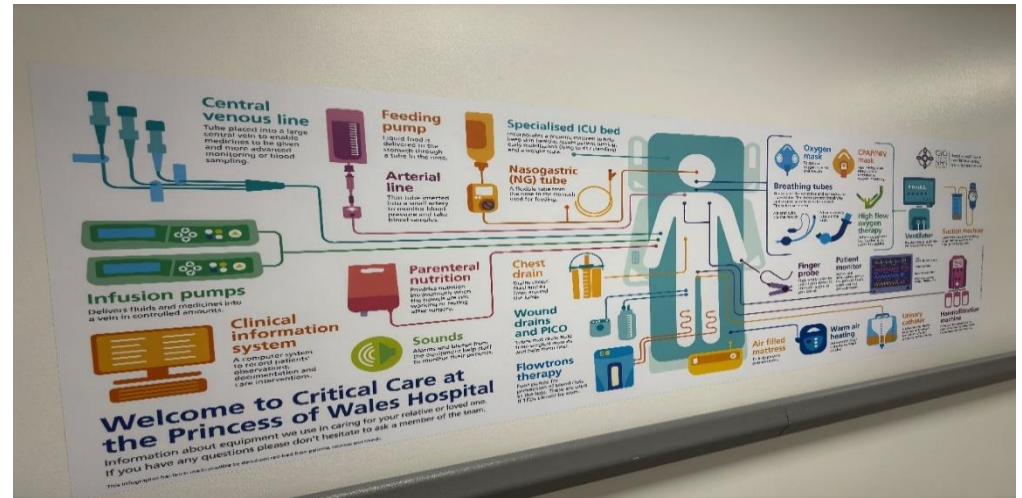
Prince Charles has two resident tiers staffed by doctors at various stages of training, clinical fellows and Associate Specialists. The introduction of ACCPs is core part of our improvement works. We enjoy a strong working relationship with our anaesthetic department, as well as other specialties within the Health Board.

Prince Charles Hospital serves the population of Merthyr Tydfil, Cynon Valley, Heads of the Valleys and South Powys. It is a Trauma Unit and works with University Hospital of Wales as our Regional Trauma Centre in partnership with EMRTS and ACCTS.

Our wider health professional representation includes a well established nursing group, Critical Care Outreach, Psychology, Speech and Language Therapy, Physiotherapy, Pharmacy and it continues to grow. There is an established Follow-up, Bereavement and Family Support service.



# Princess of Wales Hospital, Bridgend



We are a nine-bedded mixed critical care unit accepting adult patients from medical and surgical specialities, including scheduled surgical care. As a District General Hospital we often provide initial care to patients who ultimately require definitive intervention at a specialist site e.g. neurosurgery. This is undertaken in close collaboration with the Wales network transfer service 'ACCTS' (Adult Critical Care Transfer Service).

We have a resident ITU rota (advanced airway trained) 24/7 comprised of Specialty grade, Acute Care Common Stem and Anaesthetics. We also have a foundation doctor between 8am and 4pm. Out of hours there are three resident airway doctors for the wider department, representing critical care, theatres and obstetrics.

Our wider health professional representation includes a well established nursing group, Critical Care Outreach, Psychology, Speech and Language Therapy, Physiotherapy, Pharmacy and it continues to grow.

The critical care model within Cwm Taf Morgannwg is evolving in line with services delivered across the region and we are looking for enthusiastic and visionary individuals to join the team, who will get significant input into the future of the service.

# Royal Glamorgan Hospital, Llantrisant



Royal Glamorgan Critical Care unit currently has 10 funded beds, with plans to expand within the current footprint to utilise our full complement of 12 beds. We have a co-located 6-bedded Post Anaesthetic Care Unit for high risk elective surgical patients.

We currently have 1 resident tier, with plans to add a second tier, and 7 consultant intensivists working a 1:8 on call rota. We are proud to have >50% female consultants, which is unusual in Intensive Care Medicine.

We have a close working relationship with our colleagues in other departments. The hospital is the flagship site for Acute Medicine and we have a mixed intake of medical and surgical patients, including major colorectal, urology and head and neck surgery.

We are recognised for all stages of training in intensive care medicine and offer training and mentorship in FICE, ultrasound and clinical research. We were the first site in Wales to have a 24 hour Outreach service, with an excellent reputation. We have well established regular sessions for teaching, research, M&M, simulation training and MDT, including regular MDT with the Emergency Department.

We run ICU follow up and bereavement clinics. Staff work together as a happy team including nursing, dietetics, physiotherapy, speech and language therapy, psychology and support staff.

## Supporting you as a Consultant in CTM Critical Care

- SPA allocation as per Welsh Contract. Negotiated on appointment, evidenced and reviewed annually at job plan.
- All new Consultants will be “buddied” with existing consultant for support/mentoring
  - SPA time for new Consultants for initial development
- Out-of-hours clinical support from Consultant(s) on other two sites
- Free access to “UpToDate”
- Health Board laptop with Microsoft 365 and home working capabilities
  - Remote access to Philips ICCA/CareVue Intensive Care Electronic Patient Record and/or Welsh Clinical Portal.
- Named Consultant to support doctors who are new to working in the UK
- Shared office space and hot-desking capabilities on all three sites
- Free car parking on all sites, ability to access NHS Wales Salary Sacrifice scheme for fleet cars
- Daily Sit-Rep meetings to facilitate mutual aid across the Health Board
- Monthly, site specific meeting with Clinical Director and Directorate Manager
- Bi-monthly pan-CTM meetings with entire Critical Care team

## Services on each site

	Prince Charles	Princess of Wales	Royal Glamorgan
	12 Operational Beds (Flexible use as patient acuity)	9 Operational Beds (Flexible use as patient acuity)	6 Level 3 4 Level 2
ED	X	X	X
Trauma Unit (ED)	X	X	
Unselected Medicine	X	X	X
Surgical emergencies	X	X	X
Paediatrics	X	X	X
ENT/Head and Neck		X	X
Obstetrics	X	X	
Urology		X	
Maxillo-facial	X		X
Separate PACU			X

## ICM Consultants within the department

Prince Charles Hospital Merthyr Tydfil	Princess of Wales Hospital Bridgend	Royal Glamorgan Hospital Llantrisant
Dr Luis Macchiavello (Clinical Lead)	Dr Gareth Roberts (Clinical Lead)	Dr Piroska Toth-Tarsoly (Clinical Lead)
Dr Najia Hasan (Faculty Tutor)	Dr Sonia Sathe (Faculty Tutor)	Dr Bethan Gibson (Faculty Tutor)
Dr Szabolcs Kalman	Dr Ant Osborne	Dr Ceri Lynch (Research Lead)
Dr Dariusz Tetla	Dr Laura McClelland	Dr Anita Feyer
Dr David Jones (Clinical Director)	Dr Anuroop Viswanath	Dr Mahmood Rafiq
Dr Omar Pemberton	Dr Zeeshan Ali	Dr Jay Singh
Dr Moayed Aziz		Dr Peter Fitzgerald



## Permanent Medical Staff within the department

Prince Charles Hospital Merthyr Tydfil	Princess of Wales Hospital Bridgend	Royal Glamorgan Hospital Llantrisant
Dr Azho Kezo	Dr Orsolya Minik	Dr Alfi Ahmad
Dr Haitem El-Shawari	Dr Pradeep Parmer	Dr Danie Babypaul
Dr Israel Okwor	Dr Isuri Basnayake	Dr Zaki
Dr Fatima Khan	Dr Angarag Ghosal	Dr Khawaja
Dr Aneesh Sharma	Dr Mahender Voruganti	Dr Zahra
	Dr Ujjwal Goel	

**Plus Doctors in Training as allocated by HEIW (F1 - ST7), allocated to rotas based on their stage of training and workforce requirement. ACCPs will form part of the clinical workforce in the future.**

## Example Job Plan: Prince Charles Hospital, Merthyr Tydfil

	MON	TUES	WEDS	THURS	FRI	SAT	SUN
<b>1</b>	ITU Days 0800-1800						
<b>2</b>		SPA	SPA	SPA		ITU Days 0800 – 1400	ITU Days 0800 -1400
<b>3</b>		SPA	PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>4</b>		SPA	AM – DCC (5hr) PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>5</b>		SPA	PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>6</b>		SPA	AM – DCC (5hr) PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>7</b>		SPA	PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>8</b>		SPA	AM – DCC (5hr) PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		

*1:8 Non-resident on-call: 1 Session*

**+ 1 Hour/week – MDT Meeting/Grand Round**

**Additional DCCs allocated for follow-up clinics, bereavement clinic, critical care outreach**

**Possibility for spilt job plans with partner organisations (for example ACCTS, EMRTS etc).**

### Weekly Average Hours

DCC = 24.75 hours

SPA = 11.25 hours

O/C = 3.75 hours

**Total = 39.75 hours**

## Example Job Plan: Princess of Wales, Bridgend

	MON	TUES	WEDS	THURS	FRI	SAT	SUN
1	ITU Days 0800-1830						
2	Allied Spec 0800 - 1800	SPA	SPA		Allied Spec 0800 - 1800		
3	ITU Nights Resident: 1800 -2200; Non-Resident: 2200 - 0815						
4	Allied Spec 0800 - 1800	SPA	SPA		Allied Spec 0800 - 1800		
5					ITU Days 0800-1830		
6	Allied Spec 0800 - 1800	SPA	SPA		Allied Spec 0800 - 1800		
7	Allied Spec 0800 - 1800	SPA	SPA		ITU Nights Resident: 1800 -2200; Non-Resident: 2200 - 0815		
8		SPA	SPA		Allied Spec 0800 - 1800		
9	Allied Spec 0800 - 1800	SPA	SPA		Allied Spec 0800 - 1800		

+ 1 Hour/week – MDT Meeting/Grand Round

Additional DCCs allocated for follow-up clinics, bereavement clinic, critical care outreach

Possibility for spilt job plans with partner organisations (for example ACCTS, EMRTS etc).

## Example Job Plan: Royal Glamorgan Hospital, Llantrisant

	MON	TUES	WEDS	THURS	FRI	SAT	SUN
<b>1</b>	ITU Days 0800-1800						
<b>2</b>		SPA	SPA	SPA	ITU Days 0800-1800	ITU Days 0800 – 1400	ITU Days 0800 -1400
<b>3</b>		SPA	PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
<b>4</b>		SPA	AM – DCC (5hr) PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		
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<b>8</b>		SPA	AM – DCC (5hr) PM – DCC (5hr)	AM – DCC (5hr) PM - SPA	AM – DCC (5hr) PM – DCC (5hr)		

*NROC – 1:8 Non-resident on-call: 1 Session*

**+ 1 Hour/week – MDT Meeting/Grand Round**

**Additional DCCs allocated for follow-up clinics, bereavement clinic, critical care outreach**

**Possibility for spilt job plans with partner organisations (for example ACCTS, EMRTS etc).**

### Weekly Average Hours

DCC = 24.75 hours

SPA = 11.25 hours

O/C = 3.75 hours

**Total = 39.75 hours**

## Wellbeing & Staff Welfare

*The Health Board recognises that it has a responsibility towards safeguarding and promoting the health, safety and welfare of employees and others that work within the Organisation and any of the employees that it serves via any Service Level Agreements (SLAs) under the Health and Safety at Work Act 1974. All staff are encouraged to liaise with their line manager, the Staff Wellbeing Service or Occupational Health if they need support with a health issue and referring themselves to Wellbeing Services when appropriate. The organisation is committed to providing an Employee Wellbeing Service which offers a stepped care approach to emotional wellbeing. This ranges from preventative initiatives to enhance wellbeing, to low intensity interventions for those beginning to struggle with emotional wellbeing issues, through to the provision of and signposting to higher intensity interventions for those with difficulties that are more complex.*

**In addition to the above described Health Board's Employee Wellbeing processes, the Critical Care Department also enjoys the presence of two Consultant psychologists who provide support to all members of the team.**

**Facilitated hot and cold clinical debriefs are regularly held following untoward incidents and potentially traumatising events. A culture of openness, transparency and shared learning is encouraged.**

**The Critical Care Team are all very supportive of one another, and a "flat hierarchy" across the team is one of our many strengths.**



# Personal Specification

## Qualifications and Eligibility

- Full GMC Registration with a license to practice – E
- MBBCh/MBBS/relevant medical degree – E
- CCT/Portfolio (CESR) in ICM/Anaesthetics/Acute Medicine/ED\* – E
- CCT/ Portfolio (CESR) in Intensive Care Medicine\* — D
- Postgraduate Qualification in Intensive Care – D
- Eligibility to work and live in the UK—E
- Advanced Life Support and/or Advanced Trauma Life Support Provider - E

\* Or within 6 months of interview

## Knowledge and Experience

- Experience of Out of hours / Hospital at night - E
- Extensive experience in Intensive Care (+ allied specialty) – E
- Experience of working at Consultant level in ICM - D
- Experience of working in the NHS or equivalent healthcare system—E
- Experience in audit and/or quality improvement - E
- Experience in Clinical Research - D
- Experience of teaching undergraduates/ postgraduates—E
- Formal qualification in teaching/education - D

## Skills and Abilities

- Able to work within a multidisciplinary teams - E
- Able to communicate well in English with team members, patients and families - E
- Welsh Language speaker or learning— D
- Qualification in bedside echocardiography/ultrasound - D
- Honest, reliable and punctual - E
- Able to escalate problems and seek help when need be - E
- Able to work under pressure - E
- Able to organise and prioritise workload - E
- Flexible approach to work – E
- IT skills – D



Essential—E

Desirable—D



We are Cwm Taf Morgannwg. Care to join us?  
#oneCTM  
@CwmTafMorgannwg  
@CwmCare

*With thanks to Chris Hodcroft, George Funiseca, Jude, Rhiannon Bowen, Rebecca Acorns, Dai Samuel, Joel Tappner, Will Simonds, Louise Quealey, Scott Kuper, Chris Evans, Andrea Evans, Julie Ton, Sian Smart, Brad Williams, Chrissy Morris, Sandra Davies, Julia Hannon, Laura Imogen, Richard Lee, Lesley Lewis Rachel Rowlands, Ian Collings, Darren Hughes, Kim Kendall, Melaine Murphy, Rhodri Stacey, Dena Jones, Mandie Welch, Kathryn Howard, Jon Lambley, Amanada Farrow, Geriant Priest, Clifford Jones, Sarah Jones, Becky Thomas for the fantastic photographs for our recruitment materials.*

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