



Consultant Rheumatologist

Job Description

Wrexham Maelor Hospital, Glan Clwyd Hospital, Llandudno/Bangor Hospital

Introduction

An exciting opportunity has arisen to shape the rheumatology services in North Wales with four x10 session Consultant Rheumatologist posts based at Wrexham Maelor Hospital (1), Glan Clwyd Hospital (1) and Llandudno/Bangor Hospital (2). The appointments will be under the terms of the Welsh Consultant Contract.

General Information

Betsi Cadwaladr University Health Board (BCUHB) is the largest health organisation in Wales, providing a full range of primary, community, mental health and acute hospital services for a population of around 700,000 people, across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham).

The Health Board employs over 17,000 staff and has a budget of around £1.3 billion. It is responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd in Bodelwyddan, and Wrexham Maelor Hospital), as well as 22 other acute and community hospitals and a network of over 90 health centres, clinics, community health team bases and mental health units. The health board also coordinates the work of 121 GP practices and NHS services provided by North Wales' Dentists, Opticians and Pharmacies.

Department of Rheumatology

The four consultant posts will form part of a wider BCUHB Rheumatology Network, under the Clinical Leadership of Dr Yasmeen Ahmad (Llandudno/Bangor). Each of the sites have Consultant Rheumatologists, Dr Subhra Raghuvanshi and Dr Ahmed Bawendi in Wrexham Maelor and Dr Alessandro Ciapetti in Ysbyty Glan Clwyd. Each consultant is supported by a network of medical staff, Specialist Nurses, Allied Health Professionals, administration and management support. The new consultants will have equal access to medical, nursing and medical secretarial support staff. The post holder will have a shared office space with personal computer or laptop. VPN connection and appropriate induction with training in local IT systems will be offered.

These are the established specialist clinics which are geared to the needs of particular patient subsets:-



- Inflammatory Arthritis Clinics
- Rheumatology US
- Connective Tissue Disease and Vasculitis Clinics
- Inflammatory Back Pain and AS clinics
- Biologic Clinics
- Rheumatology/Respiratory Clinics/MDTs
- Rheumatology/Inflammatory Bowel Disease MDTs
- Rheumatology/Dermatology Clinics/MDTs
- Paediatric / Adult Rheumatology (supported by Alder Hey Hospital, Liverpool)
- Combined Hand Clinic
- Combined Foot Clinic

There is scope to develop further interests with North Wales Bone Unit (based in Llandudno), Clinical Musculoskeletal Assessment and Treatment Service (CMATS), Ultrasonography and develop one's own subspecialty interests that will enhance the North Wales Rheumatology service.

The Rheumatology Service operates across a number of outpatient areas within the main three DGHs and the Peter Madison Rheumatology Centre (PMRC) in Llandudno. There are Specialist nurse and Allied Health Professional led New and Review clinics. Rheumatology also operates an inpatient ward referral service for those patients on a general medical ward requiring review (Wrexham, Glan Clwyd and Bangor sites). There will be some commitment to assessing ward referrals within this post. Infusions are carried out in a dedicated Medical Day Unit/ Assessment and Therapy setting in Wrexham, Glan Clwyd and Llandudno hospitals.

The Rheumatology service has telephone advice-line run by the rheumatology nurse specialists to take queries from patients, GPs and other healthcare staff on all matters relating to rheumatology.

Teaching and Training Commitments

The successful applicant will be part of a friendly, enthusiastic and cohesive team delivering training to a number of areas across BCUHB. The Rheumatologists take an active part in delivering the Rheumatology/MSK Curriculum for Medical students, providing teaching to 4th year Medical students (from Cardiff), from September to April (3 blocks of students attached for 2 months each to COTE/Dermatology and Rheumatology).

We have 4 Speciality Trainees that rotate across North Wales and Liverpool and the applicant will be part of the supervision and training.

Members of the department take an active part in the internal and external CPD activities available to them including participating in clinical audit and clinical governance activities. This is an exciting opportunity to contribute to the future of Rheumatology in North Wales.

Research and Development

BCUHB is a research active organisation with a vibrant research and development department and excellent links with academic partners with opportunities for CPD and further education at Masters and PhD.



Research is actively encouraged and there are strong links with Bangor University and Glyndwr University in Wrexham. There is a strong portfolio of research within exercise, body composition, muscle, fatigue, cardiovascular disease, interstitial lung disease and ultrasound. Rheumatology is also active in national studies e.g. biologic registers, myositis, scleroderma, SLE, and AS and pharmaceutical trials which are supported and facilitated by Health and Care Research Wales staff.

Clinical Governance

The health board is committed to delivering value- and evidence-based care. Clinical executives lead a system of integrated governance. Consultants are expected to engage in quality improvement, transformation and audit to improve clinical outcomes and patient experience.

The post holder will be required to regularly participate in the medical audit and continuing medical education and professional development as part of the organisational clinical governance requirement.

Mentoring

Mentoring is available to all new consultants. Dr Ahmad and Dr Ciapetti are experienced consultants capable and willing to provide mentorship to new colleagues. The successful applicant would also be encouraged to take up the BSR mentorship scheme if appropriate, depending on career stage. Local BCUHB mentorship from senior consultants can also be obtained.

Duties of the Post

The successful applicant will be expected to fulfil a role as a consultant Rheumatologist. The appointee will have responsibility for the management of outpatients, inpatient, supervising and training speciality trainees and Allied Health/Medical Associate professionals. There is no out of hours on call commitment associated with these posts.

Job Plan

- 7 Direct Clinical Contact sessions – it is envisaged that this will consist of approximately 5 sessions of clinics/ward rounds/clinical MDTs and referrals and approximately 2 sessions of direct patient related administration.
- 3 Supporting Professional Activities sessions
- The successful applicant will be required to contribute to the workload of the department in line with recommendations of the Royal College of Physicians which specify 6–7 new patients per clinic, 10–15 review patients per clinic and mixed clinics where one new patient takes the time of two review patients depending on case mix of new to review patients. The successful applicant will be required to provide high quality service. A significant contribution to the general Rheumatology service will be expected but opportunities to pursue a specialist interest of relevance to the overall service will be encouraged.
- There is no out of hours on call commitment associated with these posts.



- The successful candidate must have a commitment to revalidation, medical audit and continuing professional development (CPD).
- **Attached timetable is an example only and final arrangements will be discussed with the successful candidate once appointed.** This role comes with 3 SPAs, offering the development potential for an individual to explore interests such as research, quality improvement or education. The 3rd SPA is subject to scrutiny during job planning annually but is hoped to encourage ambitious applicants who wish to contribute to the department, the hospital and patients in Wales during their future career.

Job Plan	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic	Clinic	Admin/Ward Referrals	Admin	MDT/Admin
PM	SPA	Clinical MDT, Educational MDT	SPA	Clinic	SPA

Other Information

Annual and Study Leave

Annual leave is 33 days per year and study leave 30 days in 3 years. Time off in lieu can be considered where appropriate. The post holder will be required to provide six weeks' notice for all annual and study leave requests, where possible, as per BCUHB policy.

Equal Opportunities

The Health Board is an equal opportunities employer and welcomes applications irrespective of age, disability, ethnic origin or gender. There are no language restrictions, although all signposts and instruction leaflets are written in both Welsh and English.

General Requirements

This post is subject to the Terms and Conditions of employment of the Betsi Cadwaladr University Health Board (BCUHB).

Registered Health Professional

All employees of the Health Board who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.

Supervision

Where the appropriate professional organisation details a requirement in relation to supervision, it is the responsibility of the post holder to ensure compliance with this requirement. If you are in any doubt about the existence of such a requirement speak to your Manager.

Risk Management



It is a standard element of the role and responsibility of all staff of the Health Board that they fulfill a proactive role towards the management of risks in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

Health and Safety Requirements

All employees of the Health Board have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Health Board to meet its own legal duties and to report any hazardous situations or defective equipment.

Flexibility Statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

Confidentiality

All employees of the Health Board are required to maintain the confidentiality of members of the public and members of staff in accordance with Health Board policies.

Record keeping

All employees are responsible for ensuring Departmental and Health Board Records are created and maintained in accordance with Health Board Policy.

Visiting

Applicants are encouraged to visit further information can be provided from,

Dr Yasmeen Ahmad, Clinical Lead, Consultant Rheumatologist at Llandudno Hospital Tel: 03000 852065 yasmeen.ahmad@wales.nhs.uk

Dr Alessandro Ciapetti, Consultant Rheumatologist at Ysbyty Glan Clwyd Tel: 01745 583910 alessandro.ciapetti@wales.nhs.uk

Dr Subhra Raghuvanshi, Consultant Rheumatologist at Wrexham Maelor Hospital Tel: 03000 858382 Subhra.Raghuvanshi@wales.nhs.uk



PERSON SPECIFICATION

Criteria	Minimum Requirements		
	Essential	Desirable	How measured
Qualifications	<ul style="list-style-type: none"> • MRCP or equivalent • To be on Specialist Register in Rheumatology, have CCT, CESR or recognised equivalent or be within 6 months of obtaining it at time of interview • GMC full registration 	<ul style="list-style-type: none"> • Relevant higher degree 	<ul style="list-style-type: none"> • CV and interview • GMC check • Qualifications check
Clinical Experience	<ul style="list-style-type: none"> • Appropriate experience in training grade posts at SpR/SR. in Rheumatology • Equivalent training accepted by College/GMC for Specialist Register • Competent in assessment and management of all common Rheumatological conditions, 	<ul style="list-style-type: none"> • Appropriate experience in training grade posts at SpR/SR leading to accreditation or CCT/CESR or recognised equivalent in General Medicine • Previous Rheumatology Consultant post or equivalent • Training in the use of ultrasound in Rheumatology practice. • Relevant experience of an appropriate sub-specialty interest which compliments available services (e.g. CTD, Paediatric rheumatology, community rheumatology, sports medicine) 	<ul style="list-style-type: none"> • CV and interview
Teaching / Audit /Research Experience	<ul style="list-style-type: none"> • Experience in training undergraduate medical students and postgraduate doctors. • Evidence of ability to carry out medical research and audit and to assess research findings. 	<ul style="list-style-type: none"> • Publication of original research • Involvement in Clinical Research projects and/or clinical trials 	<ul style="list-style-type: none"> • CV and interview



Basic Skills & Abilities	<ul style="list-style-type: none">• Appropriate levels of skills and abilities expected• Appropriate skills in specialist procedures including joint injection	<ul style="list-style-type: none">• Computer skills• Ultrasound skills	<ul style="list-style-type: none">• CV and interview
Personal Qualities	<ul style="list-style-type: none">• Good interpersonal skills• Good communicator• Good team leader and team member	<ul style="list-style-type: none">• Ability to network with other Directorates & hospitals in North Wales• Ability to advise on smooth running of specialist services	<ul style="list-style-type: none">• CV and interview
Management and Administrative Experience	<ul style="list-style-type: none">• Adaptability to changing needs of service• Work in pressured environment• Ability to work effectively with colleagues in an MDT setting.• Ability and willingness to work within the Trust and NHS performance framework and targets	<ul style="list-style-type: none">• Formal Management experience• Willingness to undertake additional professional responsibilities at local or regional level	<ul style="list-style-type: none">• CV and interview