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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Job Description and Information Pack

April 2024

DIVISION OF EMERGENCY MEDICINE

Appointment of Full Time Senior Clinical Development Fellow in PHEM & Emergency Medicine (SpR Level)*

Based at Grange University Hospital, South East Wales

<http://www.wales.nhs.uk/sitesplus/866/page/40418>

Job Reference: (040-CF686-A)

Required for August 2024 start for a period of up to 12 months initially,
With potential for extension up to a maximum of 2 years following a successful formal review

DIVISIONAL CONTACT FOR ENQUIRIES ABOUT THIS POST

Dr Laura Owen, Consultant in EM and PHEM

Dr Rob Stacey, Consultant in Emergency Medicine

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Links to Additional Information

[Aneurin Bevan Homepage](#)
[Aneurin Bevan Values and Behaviours Framework](#)
[Aneurin Bevan Demography Profile](#)
[Medical Training/Careers in Wales](#)
[Visit Wales](#)
[Train Work Live](#)



JOB DESCRIPTION

The Job Itself

Title: Senior Clinical Development Fellow (SpR Level) in Emergency Medicine & PHEM

Professionally accountable to: Medical Director via Clinical and Divisional Directors

Managerially accountable to: Supervising Consultant

Base: Grange University Hospital, Cwmbran, SE Wales

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

As a senior employee of the Health Board the postholder 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

Specific Responsibilities of the Post

Clinical

- 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.
- The Senior Clinical development fellow Doctor will have clinical responsibility managing the shop floor and looking after emergencies on the SSU out of hours for any patient admitted under the Consultant. He/she will work in close association with the Consultants to optimise the standards of care delivered to patients
- The senior clinical fellow will have observed shifts with EMRTS as a 'super nummary role' – the PRU shifts will involve a sign off prior to solo shifts. After 'sign-off' the fellow will work alongside a paramedic.
- To provide, with colleagues (as appropriate) a service in the specialty to the hospitals so designated with responsibility for the prevention, diagnosis and treatment of illness
- To conduct clinical practice in accordance with contractual requirements within the parameters of the Division's and Health Board's agreed objectives
- Clinical responsibility for managing the shop floor and looking after emergencies on the wards out of hours for any patient admitted under the Consultant. The Senior Clinical Fellow Doctor will work in close association with Consultants to optimise the standards of care delivered to patients
- Clinical administration including GP letters, teaching, participation in medical audit and designated management commitments are as agreed with the Clinical Director
- 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

- Approximately 50% of the clinical time will be spent in the pre-hospital element. The proportional split will be confirmed with the successful candidates at a job planning meeting.

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

Audit (as agreed with Clinical Director)

- To promote evidence-based clinical practice to undertake regular audits

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
- To safeguard at all times confidentiality of information relating to patients and staff

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

Risk Management (Health & Safety)

- Help in ensuring that there is an annual risk management audit in Emergency Department and make sure that, where necessary, an action eradicating risk is drawn up and implemented
- If help is needed in resolving risk management matters, assistance will be provided by the Consultants Provide cover for colleagues as directed under extenuating circumstances
- Follow risk management procedures at all times
- Be personally responsible for risk management issues in respect of self and colleagues Report to manager/supervisor if any potential hazard is identified
- Always use safety equipment provided and report any defects to the manager. Attend risk management training as directed by the Clinical Director

Infection Prevention and Control

- The post holder is personally responsible for ensuring that they protect themselves, patients, visitors and colleagues from the risks of infection associated with healthcare activities and the care environment The post holder must adhere to infection prevention and control policies at all times, liaising with the infection control team and acting on any instructions given
- To attend regular infection prevention and control update training
- To promote and demonstrate good practice for the prevention and control of infection at all times

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 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.

Appraisal

- The Health Board requires all medical staff to participate fully Emergency Department, all Senior Clinical Fellow appraisals will Each Senior Clinical fellow will have a Consultant as a mentor in the annual appraisal process. For the be carried by the supervising Consultant

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 University 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

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.

PERSON SPECIFICATION

Senior Clinical Fellow (SpR Level) in Emergency Medicine & PHEM

CRITERIA	Essential	Desirable	Application	Interview	Does Not Meet (DNM) Meets (M) Exceeds (E)
Qualifications					
Eligible to hold full registration and a licence to practice with the GMC	✓		✓		
4 years full-time graduate training (or part time equivalent), at least 2 years of which will be in a specialty training programme in a relevant specialty or As fixed term specialty trainee in a relevant specialty or Equivalent experience/competencies	✓		✓		
Further relevant degree/diploma/teaching qualification		✓	✓		
- Valid Certified Basic Life Support Skills (or equivalent international qualifications) - Valid Certified Advanced Life Support Skills (or equivalent international qualifications) – mandatory for all Cardiac Arrest Teams (Paeds, Neonatal, Adult Services)	✓		✓		
Experience					
Evidence of working effectively as a part of a multidisciplinary team	✓		✓	✓	
Commitment to team approach and multi-disciplinary working	✓			✓	
Previous experience of working in the NHS or equivalent	✓		✓	✓	
Teaching and training of post/undergraduate medical staff		✓	✓	✓	
Up to date with current practices in Emergency Medicine	✓		✓	✓	
Working as part of the management team	✓		✓	✓	
Liaison with other agencies		✓	✓	✓	
Evidence of participation in, progressing and completing audit	✓		✓	✓	

12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including:		✓	✓	✓	
<ul style="list-style-type: none"> • Make the care of your patient your first concern • Protect and promote the health of patients and of the public • Provide a good standard of practice and care • Treat patients as individuals and respect their dignity • Work in partnership with patients • Be honest and open and act with integrity 					
24 months experience in Emergency Medicine or relevant medical specialties (not including Foundation modules) by time of appointment		✓	✓	✓	
Previous experience in speciality		✓	✓	✓	
Skills & Abilities					
Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues	✓		✓	✓	
Is up to date and fit to practise safely	✓		✓	✓	
Understanding of clinical risk management and clinical governance	✓		✓		
Ability to take independent clinical decisions when necessary and to seek advice from senior doctors as appropriate	✓		✓	✓	
Ability to manage own time and work load	✓			✓	
Experience of the assessment of emergencies	✓		✓	✓	
Able to work as a member of a team or independently	✓			✓	
Excellent interpersonal skills – ability to communicate sensitively with patients, relatives and staff		✓	✓	✓	
Teaching skills		✓	✓	✓	
Evidence that career progression is consistent with personal circumstances	✓		✓	✓	
Evidence that present achievement and performance is commensurate with totality of period of training	✓		✓	✓	
Personal Attributes					
Flexible and adaptable to competing demands	✓			✓	

Ability to travel between sites to meet the needs of the service	✓		✓		
Ability to undertake on-call/shift working	✓			✓	
Commitment to modern practices	✓			✓	
Ability to speak Welsh or willingness to learn		✓	✓	✓	

The Specialty

Senior and Consultant Members of the Service Group

Dr Alastair Richards	Clinical Director in Emergency Medicine
Dr Kosta Morley	Consultant in Emergency Medicine & PHEM
Dr Rob Stafford	Consultant in Emergency Medicine & PEM
Dr Alanna Watkins	Consultant in Emergency Medicine & PEM
Dr Ceri Spencer	Consultant in Emergency Medicine
Dr Ed Valentine	Consultant in Emergency Medicine & PHEM
Dr Nirmal James	Consultant in Emergency Medicine
Dr Michael Jose	Consultant in Emergency Medicine
Dr Ashok Vaghela	Consultant in Emergency Medicine
Dr Naresh Thirumalai	Consultant in Emergency Medicine
Dr Lynne Sutton	Consultant in Emergency Medicine
Dr Eleanor Lewis	Consultant in Emergency Medicine & PHEM
Dr Sally Jones	Consultant in Emergency Medicine
Dr Jane Gwilliam	Consultant in Emergency Medicine
Dr Cerys Griffiths	Consultant in Emergency Medicine
Dr Rhian Farquharson	Consultant in Emergency Medicine
Dr Owain Chandler	Consultant in Emergency Medicine
Dr Laura Owen	Consultant in Emergency Medicine & PHEM
Dr Ryan Hobbs	Consultant in Emergency Medicine
Dr Jonathan Curry	Consultant in Emergency Medicine
Dr Greg Cranston	Consultant in Emergency Medicine
Dr Claire Powell	Consultant in Emergency Medicine
Dr Rob Stacey	Consultant in Emergency Medicine
Dr Victoria Stacey	Consultant in Emergency Medicine
Dr Helen Sharkey	Consultant in Emergency Medicine & PEM
Dr Tim Rogerson	Consultant in Emergency Medicine & PHEM

Work of the Service Group

Department practices modern sedation techniques and is actively involved in performing RSI, enjoying an excellent working relationship with the Anaesthetic Department. The hospital has state of the art simulation facilities and the use of these have been incorporated into the departmental teaching.

The Senior Team are active in the use of both ultrasound and basic Echo in Emergency Management.

The Junior Doctors work a full shift pattern. A weekly half day teaching programme is run. Teaching time is protected.

The Department deals with all self-referred and 999 patients. General Practitioner referred surgical and medical patients are referred directly to and treated in the Emergency Assessment Unit. The Department's medical staff are not involved with these patients except in resuscitative situations.

The Physician response unit has been running since 2015 and is an award-winning collaboration with the Welsh ambulance service. Its focus is bringing the ED to the patients home by self tasking senior decision makers to 999 calls which may be suitable for management in the community. The PRU also responds to RED calls as part of the local 999 response and works collaboratively with the other local community services. The current PHEM fellows are heavily involved in service development and quality improvement and this would be an integral role for future recruits.

The Department has access to all in-house specialties as well as Ophthalmology, Maxillofacial and ENT, Burns and Plastics (Morriston Hospital, Swansea), Neurosurgery and Cardiothoracic Surgery (University Hospital of Wales, Cardiff), and Psychiatry. The Department has access to 24-hour radiology facilities including CT scanning, and access to MRI from its review clinics.

Emergency Medicine in Aneurin Bevan University Health Board is undergoing rapid changes currently as part of the health board's Clinical Futures programme and response to the COVID-19 pandemic. The Grange University hospital opened as the Type 1 Emergency Department in November 2020 with four supporting Minor Injury Units in Royal Gwent Hospital, Ysbwty Ystrad Fawr, Ysbwty Aneurin Bevan, and Nevill Hall Hospital.