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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Job Description and Information Pack

November 2023

DIVISION OF SCHEDULED CARE

**Appointment of Full-time Fixed Term
(6 Months initially - extension possible following evaluation)**

Senior Clinical Fellow in Anaesthetics/Intensive Care Medicine

**Opportunities for time in PHEM / Research / Medical Education / Simulation /
ITU Follow-Up / Ultrasound / Peri-operative Medicine**

Based at The Grange University Hospital, South East Wales

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

Job Reference: 040-CF676-A

Anticipated Start Date: ASAP

DIVISIONAL CONTACTS FOR ENQUIRIES ABOUT THIS POST

Dr James Tozer, Associate Clinical Director, Tel ☎ 01633 234165

Dr Phillippa Jones, Associate Clinical Director, Tel ☎ 01633 234165

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](#)



Medical Resourcing Department, Ground Floor Portacabins, Llanfrecdfa Grange, Cwmbran, NP44 8YN

Email ✉ medicalresourcing.abb@wales.nhs.uk Tel ☎ 01633623935

Job Description

Title: Senior Clinical Fellow in Anaesthetics and/or Intensive Care Medicine

Professionally accountable to: Medical Director via Divisional Director

Managerially accountable to: Chief Executive via Divisional Director

Base: The 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

These posts have arisen to expand middle grade tiers within the department of Anaesthetics and Critical Care at Aneurin Bevan University Health Board. The department provides an anaesthetic service for planned theatre lists across a number of hospital sites within South-East Wales, comprising more than 30 theatres and also maternity, Critical Care and acute and chronic pain management. There is 24 hour cover for emergency surgery, trauma and obstetrics at the Grange University Hospital, as well as a 24 bed Critical Care Unit. At the Royal Gwent site, a 9-bed Surgical High Care Unit (SHC) provides 24 hour care of high acuity elective surgical patients. All Health Board sites offer generous departmental facilities and busy professional development activities.

The appointment is subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) as amended and applicable within Aneurin Bevan University Health Board.

Successful candidates are expected to work in all areas, with flexibility depending on individual interests and developmental needs as well as service requirements, and also to take part in the on-call resident shift rotas, currently 1 in 8. Resident shift duties will vary according to rota, but would potentially include Critical Care, Anaesthetics, Maternity and SHC duties, including supporting the Accident and Emergency unit and the cardiac arrest team. On call is well supported by consultants, and there is prospective cover of annual and study leave. Candidates are reminded of the Clinical Futures programme and may expect agreed changes in their working patterns. ABUHB is looking for capable applicants with skills to support the future health care models.

Intensive Care Medicine

The critical care unit consists of 24 beds in single rooms, flexibly managed between level 2 and 3. The critical care unit operates as a closed unit and admits adult patients over the age of 15. There is an active training programme in the unit and the trainee body includes Stage 3 FICM trainees alongside junior ICM, anaesthetic and foundation trainees.

On Intensive Care, clinical fellows will be expected to work within their competencies and their physical duties will be determined by their level of experience and skills. The routine work pattern in critical care will include attendance at team handovers of the patients and the lunchtime MDT meetings. There are two fixed consultant ward rounds on the unit daily, and you must attend the round that covers your patients. Practical procedures will be allocated to trainees in accordance with their experience and training needs. Night-time work is under the supervision of the evening/on call consultant. General duties will include the admission of patients, ward-based assessments, and liaison with the outreach service. Clinical fellows may hold a cardiac arrest bleep for the hospital. Administrative tasks include the writing of discharge summaries, collation of investigation results and updating of the CareFlow software (training will be given).

There will be opportunities to train in Echo skills, chest ultrasound skills, advanced vascular access (PICC lines insertion), research study participation and clinical governance & management meeting participation. There is an active teaching programme every week that caters to the trainees and includes rotational Morbidity & Mortality meetings and directorate meetings.

Clinical and educational activity can be expected on other sites within Aneurin Bevan University Health Board both for service need and individual career development thus giving broad and varied work experience. Support will be given for those taking exams, attendance at teaching is encouraged as is the development of a speciality interest.

Specific special interests that can potentially be supported during this job are:

1. Prehospital and retrieval transfer fellow with EMRTS: Successful candidates with an appropriate interest would spend an average of 2 shifts per month working with EMRTS Cymru on one of their primary HEMS aircrafts/response cars. They would receive training and experience in PHEM/RTM during this time and be encouraged to undertake the All Wales transfer course (parts A, B and C) as well as encouraged to undertake the Diploma in Immediate Medical Care with the Royal College of Surgeons Edinburgh as well as the opportunity to undertake a variety of relevant QI projects. This would stand them in good stead to apply for PHEM sub speciality training.
2. Medical Education: Successful candidates would be allocated sessions for teaching Year 1, 2 & 3 medical students and for running simulation sessions for Year 4 and 5 medical students following the acute care curriculum. The candidate would also participate in ICU classroom teaching.
3. Simulation: Successful candidates would be given the opportunity to establish regular MDT simulation sessions for ITU, both ward based and the in the state of the art simulation suite in the education centre. They would be expected to set up regular cross speciality sessions for ITU, anaesthetics, ED, paediatrics, surgery, medicine and obstetrics to facilitate efficient cross speciality working.
4. Research: A number of exciting national and international research projects are underway within the Critical Care Unit. Successful candidates can become involved in these projects with the aim of producing high quality research which can be presented on the international stage. A first author paper and presentation would be a potential output from this placement.
5. Follow up: Successful candidates would be expected to attend critical care follow up clinics. They would control the follow up watch list and ensure outstanding actions are kept up to date. They would collect data and Dr Doctor platform and analyse the long term benefit of clinic. They would establish links between wards, outreach and follow up to ensure patients receive comprehensive after care from the time of leaving ICU. They would undertake and audit of long term outcomes relating to both COVID and non COVID illness.
6. Ultrasound; Critical care has a number of FUSIC mentors allowing trainees to undertake formal echo / chest / abdo / vascular ultrasound training.

Anaesthetics

Within Anaesthetics, again clinical fellows will be expected to work within their competencies and their duties will be determined by their level of experience and skills as well as service and individual developmental requirements. In addition to resident shift duties, there will be opportunity for developing sub-speciality interests (including but not limited to a broad range of theatre lists, peri-operative clinics, acute and chronic pain clinics, and maternity services). The post-holder may be required to work across all sites within the Health Board, including travel between sites. All emergency and elective working is well supported by a large cohort of Consultants as well as SAS and senior anaesthetic trainees, as well as access to Educational and Clinical Supervision and support facilities.

The post-holder will be expected to engage constructively with Health Board risk management and clinical governance activities, Continuing Professional Development and mandatory training, and where appropriate to contribute to relevant audit, quality improvement, research and additional directorate activities. Regular postgraduate teaching is programmed with good support including protected teaching time. Additional individual developmental requirements will be considered where practicable. The department has a range of exciting opportunities to offer:

- Research and Quality Improvement projects: the department is active in anaesthetic research with opportunities in various fields. Similarly, high-quality quality improvement and service development projects are supported with potential for presentation and publication
- Medical Education and Simulation: the department runs a variety of local and regional teaching programmes and courses including access to the simulation suite. Multiple opportunities exist for involvement either in existing programmes or support in developing and leading new courses
- Clinical development: the department is conscious of speciality training requirements at all levels and would work with suitable candidates to identify individual educational and developmental needs. The Health Board offers more than 30 operating theatres across the various sites, and a wide range of sub-speciality interests or developmental needs can be supported.
- Successful candidates will be provided with an Educational Supervisor
- Specific time within the job plan may be provided to support non-clinical activities on a negotiable basis, up to 50% apart from on-call commitments
- Anaesthetic rotations are approximately 3 months each in duration. The various Theatre and Obstetric rotations as well as Critical Care are located in the Grange University Hospital, while Surgical High Care is located in the Royal Gwent Hospital.

- The Obstetric unit sees 5500-6000 deliveries annually with 1 elective and 2 emergency operating theatres. The delivery suite is supported by a level 3 neonatal unit, and a 5-bedded Obstetric High Dependency Unit, with level 2/3 care provided in the main Critical Care unit. The anaesthetic service is supported by weekly clinics at Royal Gwent Hospital and a fortnightly clinic at Nevill Hall Hospital, with a mix of high-risk antenatal patients and some post-natal patients who experienced complicated deliveries.
- When working on Surgical High Care, a consultant is resident 0800-2000 Monday to Friday, with out of hours supervision by the on-call consultants. Duties will typically comprise admissions and ward rounds, practical procedures, and pain management, as well as ward-based assessments and close liaison with the outreach and pain teams. In addition, the cardiac arrest and emergencies bleep will be held, including emergency preparation for transfer of critically unwell adult and paediatric patients presenting to the hospital. The post would not usually include transfer of critically unwell patients between sites unless by agreement of those with suitable experience and training therein.

Specific Responsibilities of the Post

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

Finally, the post holder is expected to:

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

Wellbeing provision and professional support

Aneurin Bevan University Health Board is committed to the well-being of our staff. Within the Anaesthetic department itself, there are two enthusiastic leads who share local oversight for Wellbeing, and there are also a number of trained and experienced mentors within the department. The department conducts regular (optional) informal meetings, known as 'Circle' meetings, incorporating open-ended and supportive peer discussions with colleagues. Expert professional support is also available to all Health Board employees through the Aneurin Bevan Employee Well-Being Service, which is a multidisciplinary team dedicated to improving psychosocial well-being through the direct support of individuals and the working environments within which they work. Examples of what is available include access to trained counsellors and Psychological Therapy practitioners, as well as organisational systems intended to support doctors and other staff members following a serious incident. Additionally, comprehensive Occupational Health support is available for all employees.

Location

The principal place of work (base) for this post is the Grange University Hospital. The post holder will generally be expected to undertake their programmed activities at the principal place of work as well as other agreed locations within the Health Board, most commonly the Royal Gwent Hospital. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost effective approach is expected, and is included in the sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

Review

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

PERSON SPECIFICATION

Senior Clinical Fellow in

Anaesthetics and Intensive Care Medicine

Senior Clinical Fellow in Anaesthetics & Intensive Care

Job Reference: 040-CF676-A

Key:

A Application form

HS . Pre employment check and health screening

I Interview

P Portfolio

C Other documented evidence e.g. certificate, exam

R References

Entry Criteria	Essential	Desirable	Assess by
Qualifications	<p>MBBS or equivalent medical qualification</p> <p>Completion of at least part of Primary FRCA / Primary MRCEM / MRCP</p>	<i>Primary FRCA or equivalent</i>	A, C
Eligibility	<p>Eligible for full registration with the GMC and holding a licence to practice at time of appointment.</p> <p>Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> • good clinical care • maintaining good medical practice • good relationships and communication with patients • good working relationships with colleagues • good teaching and training • professional behaviour and probity • delivery of good acute clinical care <p>4 years full-time postgraduate training (or part-time equivalent), at least 2 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 including at least 3 months of intensive care medicine experience</p> <p>Eligibility to work in the UK</p>	<i>6 months ICM experience</i>	A, HS
Fitness To Practice	Applicant's knowledge is up to date and fit to practice safely.		A, R, HS

<p>Language Skills</p>	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> • Applicants have undertaken undergraduate medical training in English • Applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes. <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence.</p>		<p>A</p>
<p>Health</p>	<p>Meets professional health requirements (in line with GMC standards in <i>Good Medical Practice</i>)</p>		<p>A, P, HS</p>
<p>Application Completion</p>	<p>ALL sections of application form FULLY completed</p>		<p>A</p>
<p>Clinical skills</p>	<p>Acute care safe: up-to-date ALS or equivalent. Hospital at night team working / experience. Out of hours experience relevant to the job.</p> <p>Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job</p> <p>Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p> <p>Practical skills: shows aptitude for practical skills, required in the job.</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p>	<p><i>ALS instructors certificate</i></p> <p><i>Specialty knowledge exam</i></p>	<p>A, P, C, I, R</p>
<p>Specialty specific skills related to the post</p>	<p>Initial Assessment of competencies in Anaesthesia</p> <p>Initial Assessment of competencies in Intensive Care Medicine</p>	<p><i>Initial Assessment of competencies in Obstetric Anaesthesia</i></p>	<p>A, P, C, I, R</p>

<p>Commitment to clinical governance/ improving quality of patient care</p>	<p>Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit: evidence of active participation in audit.</p> <p>Teaching: evidence of interest and experience in teaching where required in the job.</p>	<p>Research Skills: demonstrates understanding of the principles of research, evidence of relevant academic and research achievements.</p>	<p>A, I</p>
<p>Communication skills</p>	<p>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives.</p> <p>Works in partnership with patients: always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	<p><i>360° feedback/MSF</i></p> <p><i>Patient feedback and reflections</i></p> <p><i>Ability to speak Welsh or willingness to learn</i></p>	<p>A, I, P</p>
<p>Personal skills</p>	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p> <p>Managing others & team involvement: capacity to work cooperatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p> <p>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.</p> <p>Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.</p> <p>Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity: promotes equality and values diversity</p> <p>Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post</p>	<p>Leadership skills: experience in leadership</p> <p><i>Demonstrates skills needed for effective delegation within the team: 360° feedback/MSF</i></p>	<p>A, I, R</p>

<p>Probity</p>	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a nonjudgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		<p>A, I, R</p>
<p>Commitment to ongoing professional development</p>	<p>Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job.</p> <p>Demonstrates a willingness to fully engage in appraisal. Selfawareness and ability to accept and learn from feedback.</p>		<p>A, I, P</p>

The Specialty

Senior and Consultant Members of the Service Group

Based at (Nevill Hall Hospital)

Dr Mike ByrneAssociate Clinical Director

Based at (Royal Gwent Hospital)

Dr James TozerAssociate Clinical Director

Based at (Royal Gwent Hospital)

Dr Peter RichardsonAssociate Clinical Director

Based at (Grange University Hospital)

Dr Phillippa JonesAssociate Clinical Director (Intensive Care)

Work of the Service Group

The directorate of anaesthesia, intensive care and pain medicine is part of the division of scheduled care.

Medical Leads for the Division

Divisional Director Scheduled CareDr Tom Morgan-Jones

Assistant Divisional Director.....Dr Aida Nadra

Clinical Tutors for the Specialty

College TutorDr Adrian Woollard, Nevill Hall Hospital

College TutorDr Non Morris, Royal Gwent Hospital

College TutorDr Dan Helme, Royal Gwent Hospital