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CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf
University Health Board

JOB DESCRIPTION

CONSULTANT CHEMICAL PATHOLOGIST CWM TAF UNIVERSITY HEALTH BOARD

Introduction

This post is for a permanent full time Consultant Chemical Pathologist at Cwm Taf University Health Board and will be based principally at Prince Charles Hospital, Merthyr Tydfil, however will be required to provide clinical services at Royal Glamorgan, Ysbyty Cwm Cynon and Ysbyty Cwm Rhondda Hospitals.

This is an exciting opportunity to join the established Clinical Biochemistry and Point of Care Testing teams, each of which has a high clinical profile within the Cwm Taf Health Board. This is a replacement (Consultant Chemical Pathologist) post due to retirement. The post holder will join the present clinical team to produce an establishment of 2.75 wte Consultants, 1.4wte Principal Clinical Scientists and 2wte Senior Clinical Scientists in Clinical Biochemistry. The post holder will have expertise in Lipidology and will be responsible for the provision of a comprehensive lipid clinic services across the Health Board. The lipid clinics are also supported by a Welsh Government centrally funded FH nurse specialist and a Staff Grade in Clinical Pathology.

Cwm Taf comprises 2 District General hospitals, Royal Glamorgan Hospital in Llantrisant which opened in November 1999 and Prince Charles Hospital in Merthyr Tydfil which is undergoing full refurbishment. Supporting these hospitals are 2 new community hospitals one based in the Rhondda Valley and the other in the Cynon valley. There is also a newly opened Health Park in Merthyr Tydfil which comprises 2 GP surgeries and numerous services and clinics. There are just over 40 GP practices across Cwm Taf all served by the pathology service.

Any candidate who is 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 with the Health Board in consultation with consultant colleagues. If the person appointed elects to undertake a maximum part-time contract, they will be required to devote substantially the whole of their professional time to the duties of the post.

Cwm Taf Health Board was formed in April 2008 and provides NHS services to a catchment area of some 300,000 people. If appointed, you will join a team of 6.15

wte Clinical staff and be expected, together with your colleagues, to provide a comprehensive Clinical Biochemistry service comprising clinical and laboratory components.

The post is funded for 10 programmed sessions. Appointment of the post holder will enable the activities of the service to be maintained and will meet the needs of the hospitals within the University Health Board (UHB). The Chief Executive is Mrs. Allison Williams and the Medical Director is Mr. Kamal Assad (Consultant Gynaecologist).

Terms and conditions of service

- The appointment is full-time and would be subject to the Terms and Conditions of Service governing the appointment of Hospital Medical and Dental staff in England and Wales. The appointee will be subject to the Terms and Conditions of Cwm Taf University Health Board.
- Any consultant who is 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 with consultant colleagues.
- Study/professional leave, sick leave, special leave and relocation expenses are in accordance with the points above.
- Applicants will be Fellows of the Royal College of Pathologists or have equivalent experience and training.
- Full and specialist registration (and a licence to practise) with the GMC (or eligibility for registration within 6 months of interview) are required and the candidate should follow the GMC's Code of Good Medical Practice. Participation in revalidation is essential.
- The post holder is expected to participate in the mandatory Health Board annual appraisal and GMC revalidation via the M.A.R.S revalidation scheme. Compliance with the CPD requirements of the Royal College of Pathologists is mandatory.
- The salary scale is in accordance with Welsh Consultant contract plus share of private work.
- Annual leave entitlement is 33 days per annum plus 8 bank/statutory holidays. Arrangement to take leave must be made with clinical colleagues and the Clinical Director.
- The post holder will be managerially responsible to the Chief Executive via the Directorate Clinical Director, who will be responsible for day-to-day issues. Professionally the post holder will be accountable to the Medical Director. The Medical Director is appointed directly by the Chief Executive and is currently Mr Kamal Assad (Consultant Gynaecologist)
- The clinic and laboratory work programme will be reviewed via annual job planning with the Clinical Director/Directorate Manager.
- Local procedures will be followed in the event of any disagreement over proposed changes.
- The appointment is subject to pre-employment medical screening.
- All Consultants are members of the Hospital Medical Staff Committee.
- The Welsh Assembly has launched a "Diagnostic Services Strategy for Wales". As part of this strategy the provision of Pathology Services across Wales will be addressed.
- The Cwm Taf UHB operates a No Smoking Policy.

Principal duties and responsibilities

Role Summary

- As a member of the Clinical team, provide clinical and scientific expertise and strategic leadership to the provision of a high quality, comprehensive, specialist Clinical Biochemistry Service / Point of Care Testing Service to hospital medical staff and other health care professionals within the Health Board, Primary Care and any other service users in the health economy, to nationally recognised standards, in conjunction with Clinical Scientist and Medical colleagues
- To provide direct patient care for the management of hyperlipidaemia through outpatient clinics across the Health Board, supervising and supporting the FH Specialist Nurse in FH Genotyping and Family Cascade Screening, and supervising and supporting the Staff Grade in Clinical Pathology in his contribution to the Lipid Clinic service within the Health Board and telephone, letter and email correspondence with Primary and Secondary Care.
- To provide specialist Clinical Biochemistry / Point of Care Testing advice to clinical staff (medically and non-medically qualified), patients and their carers for diagnosis and monitoring of disease
- To support the Consultant Clinical Scientists in clinical, scientific, analytical and managerial issues within the Clinical Biochemistry service across the UHB.
- To assist in the supervision, training and development of all staff within the Clinical Biochemistry Department in the Health Board and in the education of service users as required.
- To contribute to the research and development and clinical audit activities of the Clinical Biochemistry Service / Point of Care Testing Service in conjunction with collaborators across the HB and academic partners as appropriate.

Main Duties and Responsibilities

- While the base hospital is Prince Charles Hospital in Merthyr Tydfil the Clinical Biochemistry Service (and POCT Service) is a Health Board wide service and some of the post holder's laboratory duties may be required at the Royal Glamorgan Hospital in Llantrisant with outpatient duties are provided in Prince Charles Hospital, Ysbyty Cwm Cynon and Ysbyty Cwm Rhondda.

Clinical:

This includes:

- The post holder will be expected to undertake direct patient care (diagnosis, counselling, initiation and adjusting treatment, monitoring) in an outpatient and inpatient setting. This will include medical leadership and delivery of the Lipid clinics and the PCSK9-I and the Familial Hypercholesterolaemia Services across the CTUHB.

- To provide clinical and scientific advice (written or verbal) on the interpretation of all biochemistry investigations, on a daily basis, to all service users, including junior medical staff, nursing staff, GP's, in acute, community and Primary Care services. Interpretation and clinical validation of results from the laboratory information system on a case-by-case basis taking into account the clinical context, previous biochemistry results, current analytical performance and other confounding factors, e.g. medication, co-existing disease states, recent operations. These patients are selected either by customised rules by which results are transferred to validation queues (as determined by the post-holder and the other clinical staff) or as ad hoc enquiries by telephone.
- The Consultant Chemical Pathologist will contribute to the 'duty biochemist' rota in conjunction with the 2 Consultant Clinical Scientists, 2 Principal Clinical Scientists and 2 Senior Clinical Scientists.
- Using laboratory information technology to access results and other information on specific patients.
- Advising on the selection of appropriate tests within the individual patient context.
- Recognising the importance of life threatening results or situations that require immediate and pro-active intervention/follow-up and recommended action.
- Advising on investigations, where these may be in conflict with initial clinical impression. To convey complex concepts where service users are not already familiar with them and to overcome any prior misconceptions or incorrect understanding.
- Initiating further tests, within the overall clinical policies of the department, and in the light of supplied or requested information from the professionals involved in caring for the patient, other experts and timely search of available literature/medical and scientific publications.
- Highlighting to biomedical scientist staff when less than ideal analytical performance is suspected and advising on or directing investigation or correction. This may involve discussion with the clinical team and authorisation to remove a test temporarily from the repertoire or make alternative arrangements for analysis
- Providing authoritative decisions on relevant queries raised by biomedical scientist and laboratory support worker staff throughout Pathology.
- Dealing with any ad hoc clinical or departmental-related queries raised by service users, departmental/directorate staff, or outside agencies such as the police, patients or their carers. Referring such queries to other agencies as necessary.
- To promote the appropriate use of the Clinical Biochemistry service within a multidisciplinary approach to patient management, by participation in multidisciplinary meetings, ward rounds, grand rounds and case conferences.
- To be responsible for identifying areas for the development of clinical policies and protocols by ensuring up-to date knowledge of the scientific and clinical literature and national guidelines.

- To develop and maintain a number of areas of highly specialised knowledge and expertise within Clinical Biochemistry and as such will be a departmental specialist in medical disciplines to include lipidology.
- To provide clinical and scientific advice on specialised biochemical investigations provided by external laboratories. To advise on the clinical appropriateness of these investigations in light of known results and clinical details. To ensure that such results are communicated to the appropriate clinician in a timely fashion when available. To liaise with external laboratories for the provision of urgent analyses or those requiring special preparation or conditions.
- To provide advice on patient preparation prior to phlebotomy, sample collection and specimen handling to a variety of health professionals, including practice nurses and junior doctors.
- To ensure that the laboratory information management systems (LIMS) are developed and used appropriately in order to improve the effectiveness and efficiency of the clinical service (e.g. contribute to the establishment of rule bases for results requiring clinical input)
- To provide clinical liaison and advice out of hours to laboratory and medical / non-medical staff. This will take place on a rotational basis with the Clinical Scientists in the Clinical Biochemistry Department. The post holder will participate at a first/second tier on-call advisory biochemistry service for out-of-hours. An out-of-hours presence on site may very rarely be required in exceptional circumstances only (e.g. a major incident). The first tier is currently provided by clinical scientists across the HB in a 1:5 rota, and a 1 in 7.5 rota for second on Consultant cover with second tier support in conjunction with the 2 Consultant Clinical Scientists.
- The post holder will initiate and participate in clinical audit, relevant to Clinical Biochemistry, including participation in the Health Board and regional multidisciplinary audits.

Scientific

- To work in collaboration with the Clinical team and provide scientific and clinical expertise and support to the laboratory. This includes the appropriate use of expensive analytical equipment and consumables.
- To support the processes by which a high quality service is achieved and maintained in the Clinical Biochemistry Service / Point of Care Testing Service. This includes regular review of performance in external quality assessment (EQA) programmes and participation in regular meetings to discuss quality issues.
- To collaborate with other members of the departmental senior management team on the selection and purchase of new equipment, ensuring it is fit for the current and future applications within the laboratory.
- To collaborate with other members of the senior management team on the selection and purchase of new Point of Care Testing (POCT) equipment, ensuring it is fit for the current and future applications for the POCT services across the Health Board in both secondary and primary care.

Managerial

- Direction of the Clinical Biochemistry Service is currently undertaken through close working between the Clinical Scientists, Chemical Pathologist and the Service Manager. There is the opportunity for the Clinical Lead role (recognised in the job plan (1 session)) to be undertaken on a rotational basis with the Lead Consultant Clinical Scientist for both the Clinical Biochemistry Service and the Point of Care Testing Service.
- When the Clinical Lead POCT the post holder will be expected to provide the strategic, operational, scientific and clinical leadership with responsibility for the scientific, clinical, service delivery and resource aspects of Health Board's Point of Care Testing Service and be a key member of the POCT Governance Committee, which is responsible for regulating the quality of point of care testing by medical, nursing and allied health professionals within Cwm Taf University Health Board and where appropriate within the Primary Care and Community setting.
- The post holder will have responsibility for the medical aspects of the lipid services and when the Clinical Lead-Clinical Biochemistry provide the strategic, operational, scientific and clinical leadership with responsibility for the scientific, clinical, service delivery and resource aspects of the Health Boards Clinical Biochemistry Laboratory service.
- As a member of the Clinical Consultant team within Clinical Biochemistry, the post holder is required to provide clinical and scientific leadership and undertake managerial duties associated with the care of patients and the running of clinical areas where they work. It is expected that they will ensure that laboratory resources are effectively used to deliver a high quality clinical laboratory service to nationally accepted standards as set by UKAS.
- The post holder is expected to be actively involved in the management of the Service to include resource management and regular attendance at the Services Strategic and related management meetings.

Teaching & Training

- The post holder will contribute to the clinical and scientific teaching and training of NHS laboratory staff (e.g. biomedical scientists), junior medical staff, clinical scientists in training, hospital medical staff, GPs and other healthcare professionals, as appropriate. They will also have shared responsibility with the Consultant Clinical Scientists, for the supervision of trainee clinical scientists and junior medical staff within the service (this may be on a one-to-one basis or within a formal educational meeting).
- To support the training and supervision of entrance level post-graduate trainees and Higher Specialist Scientific Trainees (HSST) in Clinical Biochemistry and Medical Specialty Trainees in Chemical Pathology. The Department is currently approved by the National School of Healthcare Sciences (NSHCS) for the National Scientific

Training Programme (STP) funded centrally by Health Education and Innovation Wales (HEIW).

- To participate in a continuing medical education scheme such as the Royal College of Pathologists CPD scheme, and provide evidence through appraisal to support revalidation.

The Clinical Biochemistry and Point of Care Testing Services, Clinical team and facilities

The successful applicant will be part of a welcoming, forward looking, progressive and dynamic clinical team, currently comprising Professor John Geen, Lead Consultant Clinical Scientist, Dr Kelly Mitchem, Consultant Clinical Scientist (0.75wte), Dr Brian Tennant Principal Clinical Scientist, Dr Alan Dodd Principal Clinical Scientist (0.4wte) (Joint appointment with research & development department) and two Senior Clinical Scientists, Ms Gina Sanki and Ms Freya Hassall.

The Consultant and Principal Clinical Scientists work across both sites providing on-site duty biochemist support.

The Clinical Biochemistry Department has two laboratories located at each of the DGHs in the Health Board, operating a Hub and Spoke model of laboratory service delivery for the last 8 years. The Hub laboratory undertakes analysis of the GP workload and all specialist / centralised testing and is based at Prince Charles Hospital. The Spoke is located at the Royal Glamorgan Hospital undertaking analysis of the non-specialist in-patient and out-patient workload. The Immunology service is centralised fully at the Prince Charles hospital site, with shared resources (staff, pre-analytical, analytical platforms) with the Clinical Biochemistry Service.

The Laboratories are under-going structural re-design to include development of centralised / combined Blood Sciences sample reception and analytical laboratories (completed at Royal Glamorgan). Plans and funding have been agreed for the development of a large state of the art laboratory at the Prince Charles Hospital site with an estimated completion date of 2020-2021.

In addition, the Health Board is going through a boundary change that will incorporate the Bridgend Local Authority area within Cwm Taf UHB, including the pathology services provided for this population. The structure of the clinical biochemistry and blood sciences services going forward will be reviewed and the post holder will play an active part in this review and any subsequent service redesign.

Lipid Service:

The Consultant Chemical Pathologist will provide direct clinical care for patients with hyperlipidaemia/dyslipidaemia for the whole of the Health Boards catchment area. The role is currently single-handed as a Consultant Chemical Pathologist. The Lipid clinic service is supported for 1 clinic per week by a Staff Grade in Clinical Pathology and by a part time FH specialist Nurse who provides 1.25 sessions per week under the supervision of the Consultant Chemical Pathologist. The FH specialist nurse, who is funded by the Welsh Government via the Department of Genetics at the University Hospital of Wales

(UHW) supports the Consultant Chemical Pathologist in the identification, genotyping and family cascade screening.

The Consultant will be responsible for the medical leadership and management of the Proprotein Convertase Subtilisin/Kexin Type 9 Inhibitor: PCSK9-I service which is delivered via the Lipid Clinic but with treatment initiation in the Cardiac Day Case

The Consultant will also work in collaboration with a Consultant Paediatrician and FH Specialist Nurse in providing an FH genotyping and family cascade screening service via 2 or 3 Paediatric Lipid Clinics per year as required.

Clinical Biochemistry Laboratory Equipment:

The Clinical Biochemistry Service at Royal Glamorgan Hospital is equipped with x2 Cobas 6000 analytical platforms, blood gas analysis, osmometry and spectrophotometry for Xanthochromia analysis.

The Clinical Biochemistry Service at Prince Charles site has fully tracked Roche x2 Cobas 8000 analytical platforms with a standalone Cobas 6000 (batch , specialist analysis), x2 Tosoh G8's, x2 Integra 400's, Immulite 2000XPi (shared with Immunology), IDS system, Atomic Absorption, Sebia Capillarys and Hydrasys 2, Affinion, Liquid Chromatography Mass Spectrometry, High Performance Liquid Chromatography, HM-Jack, DS2 (ELISA), osmometry, spectrophotometry (Xanthochromia analysis), blood gas analysis, Optilite, FTIR (currently research) and Molecular platforms (eg. PCR) (currently research).

The Clinical Biochemistry Department has full UKAS accreditation and has an excellent repertoire providing local, regional and national analytical services.

The Health Board's Point of Care Testing Service is responsible for the support, guidance and governance of all aspects of the POCT services across the Health Board in secondary and primary care. The Clinical Lead of the Health Board's Point of Care Testing Service and clinical leadership is provided by Clinical Biochemistry, by the Consultant Chemical Pathologist or Lead Consultant Clinical Scientist.

The Health Board's Point of Care Testing Service, is well equipped across secondary care to include urinalysis, blood glucose, HBA1c, drugs of abuse, pregnancy testing, blood gas analysis and several services in development. The POCT team also provides support to Primary care services to include INR testing, with additional developments (CRP and antibiotic stewardship) in progress.

Each of the two district General hospitals in Cwm Taf UHB have all the modern facilities including excellent Pathology and Pharmacy services; well-equipped Radiology Department including diagnostic radioisotope, ultra-sound, angiography, CT Scan, MRI and Image Transfer Links. Both acute and elective surgery takes place across both sites, with a purpose built Day Surgery Unit, ICU, HDU, CDU and CCU. Prince Charles Hospital has an Accident and Emergency / Trauma Unit which also serves South Powys and parts of Gwent. The District General Hospitals also houses a Multi-Disciplinary Training Unit and Post Graduate Centre and Library.

Informatic systems/Welsh Clinical Portal:

The Health Board and Service benefit from a national IT infrastructure provided and maintained by the NHS Wales Informatics Service (NWIS). This has been established with the aim of enabling integrated electronic patient records accessible across Wales to reduce duplication of effort and improve patient care. In particular, the Consultant Chemical Pathologist will use the Welsh Clinical Portal (WCP) as the primary electronic patient record for requesting tests and reviewing results (for clinic) with patient administration performed through an integrated PAS (Myrddin). Laboratory data will be handled through the Welsh Laboratory Information Management System (WLIMS), the current platform being Intersystem TrakCare. The WLIMS is a single integrated system with individual user sites for each laboratory across Wales. This enables pathology services across Wales to reduce the effort of sample referral for specialist tests, as samples are already enrolled and results are automatically reported from the analysis site; to avoid duplicate testing, if analysis has been recently performed in another Health Board; and to standardise comments and reference ranges across Wales, reducing the variation in reporting of results to clinical teams across Wales.

Clinical Biochemistry Laboratory Workload:

Test Sets	Annual workload (2017-18)
U&E	359707
LFT	261525
BONE	130580
CRP	177120
HbA1c	89353
Glucose	80795
Lipid profile	95156
ACR	15524
Serum electrophoresis	7766
Ferritin	44583
Troponin T	15026
PSA	13277
TFT	109700

Location	Annual requests (2017-18)
Primary Care	240,495
Secondary Care	294,805

Personal facilities

The post holder will have a designated office with an individual PC with internet access and email at the base hospital PCH with shared office access with PC at the RGH site and designated clinic rooms for the outpatient clinic services at PCH, YCC and YCR.

The office facilities will include an up to date computer with CD/DVD ROM, e-mail facilities, access to key medical databases (e.g. Medline, Cochrane), a range of full-text medical journals and the internet.

Full time designated secretarial and clinic clerk support will be provided.

Proposed job plan

A formal job plan will be agreed between the Post holder and their Clinical Director, on behalf of the Medical Director after appointment to the post.

The proposed job plan is presented below.

The Job Plan will be reviewed annually. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan, deliver the service and meet all clinical and professional objectives.

For a full-time contract:

- Direct Clinical Care: 7.5 Programmed Activities (PAs) on average per week (*includes clinical activity (validation), predictable & unpredictable emergency work.*)
- Supporting Professional Activities: 2.5 PAs on average per week (*this includes 1 PA for a Clinical Lead role, 1 PA for e.g. Continuous Professional Development work, Research, Teaching, and Clinical Audit work*)

Proposed Job Plan:

Day of week	Session	Clinical / Laboratory / Teaching	No of Programmed Activities	Type of Care
Monday	AM	Outpatient Lipid Clinic YCC/YCR	1.0	DCC
	PM	Outpatient Lipid Clinic YCC/YCR	1.0	DCC
Tuesday	AM	Outpatient Lipid Clinic PCH	1.25	DCC
	PM	Clinical administration	0.75	DCC
Wednesday	AM	PCSK9-Inhibitor Clinic PCH/ Clinical Administration	0.5 0.5	DCC DCC
	PM	Laboratory Management (eg. POCT Lead)	1.0	SPA
Thursday	AM	Research, Clinical Audit, Teaching, CPD. Clinical liaison/laboratory reports/lab work	0.5 0.5	SPA DCC
	PM	Research, Clinical Audit, teaching, CPD	1.0	SPA
Friday	AM	Duty Biochemist (results validation)	1.0	DCC
	PM	Uncontracted		
On call		On call (predictable)	1.0	DCC

SUMMARY OF PROGRAMMED ACTIVITIES

Supporting Professional Activities	2.5
Direct Clinical Care (including unpredictable on-call)	7.5
External Duties	0
TOTAL PROGRAMMED ACTIVITIES	Total 10.0

Consultant colleagues in the Directorate of Pathology

Haematology

Dr Waleed Mumar Bashi*	Consultant Haematologist, Clinical Lead
Dr Ali Shokoohi	Consultant Haematologist
Dr Priya Dewan*	Consultant Haematologist
Dr Sarah Antcliffe*	Consultant Haematologist
Dr Iman Sabet	Consultant Haematologist
Dr Hanadi Eznigma	Consultant Haematologist
Dr Mahmoud Hameed*	Specialty Doctor

Microbiology

Dr Rupali Rajpurohit	Consultant Microbiologist, Infection Control Lead & microbiology Clinical Lead
Dr Alex Tsitsopoulou	Consultant Microbiologist
Dr Chanaka Silva	Consultant Microbiologist (locum)
Dr Susie Froude	Consultant Microbiologist (commences Spring 2019)

Histopathology

Dr Jason Shannon	Consultant Histopathologist
Dr Esther Youd	Consultant Histopathologist, Clinical Director
Dr Philip Brumwell	Consultant Histopathologist
Dr Jo Roche	Consultant Histopathologist, Clinical Lead
Dr Elizabeth Husband	Consultant Histopathologist
Dr Sara de Vries	Consultant Histopathologist
Vacancy	Consultant Histopathologist
Vacancy	Consultant Histopathologist
Vacancy	Consultant Histopathologist

* indicates based at Prince Charles Hospital

Directorate management structure

The management structure of the Directorate of Pathology complies with the Strategic Review of Pathology Services (paragraphs 4.22 to 4.26) and with WHC (IS) 27. The Directorate Management team comprises of a Clinical Director, Directorate Manager and Quality Manager.

The Clinical Director has a three year tenure and the appointment is ratified by the Chief Executive. The current Clinical Director is Dr Esther Youd.

The Pathology Directorate Manager is Joanna Williams who takes the lead in operational activities and is responsible to the Clinical Director.

The Clinical Director, Directorate Manager and Quality Manager participate in monthly Clinical Business Meetings with the Chief Operating Officer to discuss performance, quality and financial issues.

The directorate management team meet the separate departmental clinical leads and service managers on a monthly basis.

The Pathology Directorate budget is £14.04 million.

Continuous professional development (CPD), EQA.

The UHB fully supports the importance of CPD and has a commitment to providing funding and time for its facilitation.

The laboratories take part in the;
NEQAS for results Interpretation

The new appointee will be expected to participate in CPD and be enrolled on the Royal College of Pathologists CPD scheme, as the General Medical Council regards CPD as obligatory.

Teaching and research

There is an active Postgraduate Medical Department at both sites and a wide range of facilities is available including Intranet and Internet links. During the academic year a full programme of departmental meetings, symposia and evening lectures take place.

Medical students from the Cardiff University College of Medicine are regularly attached to the hospitals for clinical teaching.

Whilst the library stocks a concise selection of journals, other papers and articles can be quickly obtained from elsewhere. Relevant main journals are taken at both sites.

The Health Board has an active research service that provide support for research active clinicians progressing research opportunities within the Department and in collaboration with others. The Clinical Biochemistry Service has excellent research links with several academic institutions to include the University of South Wales, Cardiff Metropolitan University, Cardiff University and Swansea University.

Audit

Clinical Audit is an important part of contemporary practice. There has been a move to multidisciplinary healthcare and all healthcare professionals are expected to take part. Integrated Governance, Audit and Health & Safety meetings are regularly held within the Directorate. Active participation in audit would be expected from the successful candidate, to include undertaking the Clinical Audit lead role on rotation with the Service Consultants.

Personal qualities and skills

A person specification is attached and it is expected that the successful candidate will be able to demonstrate a good level of clinical competence and an ability to communicate that competence to patients, other clinicians, practitioners and junior staff.

Quality

The Health Board maintains a high profile in developing quality services and is committed to the principal of clinical governance. The Directorate Quality Manager is Mr Paul Seddon who forms part of the Directorate Management team and chairs the Directorate Integrated Governance meetings.

Annual appraisal

Cwm Taf UHB has a policy of annual appraisal and review of job planning for all consultants. Consultant appraisal is carried out within the Health Board using the all-Wales online Medical Appraisal and Revalidation System (MARS). Annual appraisal, job planning and participation in GMC revalidation are in accordance with Health Board procedures and protocols.

Equal Opportunities

The Health Board is committed to the development of positive policies and practices to promote equal opportunity and will take all possible steps towards eliminating discrimination and promoting good employee relations and equality of opportunities generally.

Privacy & Dignity & Respect and Equality of Opportunity

The Health Board is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, ethnicity, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Major Incident or Civil Unrest

In the event of a major incident or civil unrest all Health Board employees will be expected to report for duty on notification. All Health Board employees are also expected to play an active part in training for and preparation for a major incident or civil unrest.

Health and Safety

Employees are required to ensure they are aware of, and comply with, policies and procedures relating to Health & Safety (whether statutory or employing body), and assist in ensuring the compliance of other staff.

Indemnity

The employing body will cover all medical staff for NHS work under NHS Indemnity. Cwm Taf UHB is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.

Disclosure & Barring Service checks

A DBS check is required. <https://www.gov.uk/disclosure-barring-service-check/overview>

UK Visas and Immigration

Applicants should be aware that regardless of country of origin, their ability to communicate in written and spoken English to the standard required to carry out the post will be assessed during the selection process.

www.ukba.homeoffice.gov.uk/visas-immigration/working/

Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications.

www.ukba.homeoffice.gov.uk/visas-immigration/working/tier2/general/

Condition of Appointment

The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations

Induction

All medical staff are required to undertake the employing body's Induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

Working Time Regulations

The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must inform their manager of this in writing.

Place of work

Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to Cwm Taf Health Board and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time, e.g. in emergencies.

Removal expenses

Reasonable removal expenses will be paid if agreed with the department prior to appointment, subject to a maximum.

For an informal discussion or to arrange pre-interview visit, applicants are invited to contact:

Professor John Geen

Lead Consultant Clinical Scientist
Clinical Lead Clinical Biochemistry

John.geen@wales.nhs.uk

01685 728265

Dr Esther Youd

Esther.youd@wales.nhs.uk

Pathology Clinical Director,

01443 443338.

PERSON SPECIFICATION

POST: Consultant Chemical Pathologist

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Qualifications and Training</p>	<ul style="list-style-type: none"> ➤ Full and specialist registration (and with a licence to practise) with the General Medical Council (GMC) (or be eligible for registration within six months of interview) ➤ Applicants that are UK trained, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview ➤ Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT. ➤ FRCPath or equivalent 	<ul style="list-style-type: none"> ➤ Evidence of competencies as detailed in the training for the subspecialty of Metabolic Medicine, Joint Royal Colleges Training Board ➤ Possession of MRCP or equivalent ➤ Relevant Higher Degree or Postgraduate qualifications e.g. MD; PhD
<p>Clinical experience and effectiveness</p>	<ul style="list-style-type: none"> ➤ Clinical training and experience to that required for gaining UK CCT in Chemical Pathology ➤ Training and experience in clinical biochemistry sufficient to practice as an independent consultant within the structures of the Health Board ➤ Training and Experience in the management of hyperlipidaemia sufficient to practice as an independent consultant within the structures of the Health Board ➤ Experience of service delivery within the NHS ➤ Evidence of continuing professional development and clinical audit 	<ul style="list-style-type: none"> ➤ Clinical training and experience equivalent to that required for gaining UK CCT in Chemical Pathology/Chemical Pathology and Metabolic Medicine
<p>Management and administrative experience</p>	<ul style="list-style-type: none"> ➤ Capable of communicating effectively with clinical and other colleagues 	<ul style="list-style-type: none"> ➤ Ability to manage and lead strategic development in service delivery

	<ul style="list-style-type: none"> ➤ Experience of working within a multidisciplinary team ➤ Previous experience of audit ➤ Evidence of quality improvement experience ➤ Interest in and willingness to direct laboratory management and administration 	<ul style="list-style-type: none"> ➤ Evidence of senior management and administrative duties
Teaching and Training experiences	<ul style="list-style-type: none"> ➤ Experience of teaching ➤ Ability to teach clinical skills ➤ Experience of supervising junior medical staff 	<ul style="list-style-type: none"> ➤ Organisation of teaching programmes in medical and scientific education ➤ Good writing and verbal presentation skills.
Research Experience	<ul style="list-style-type: none"> ➤ Ability to apply research outcomes to clinical problems and service delivery 	<ul style="list-style-type: none"> ➤ Ability to supervise research projects ➤ Publications in peer reviewed Journals ➤ Commitment to developing appropriate new techniques
Personal Attributes	<ul style="list-style-type: none"> ➤ Caring attitude to patients ➤ Good personal interactive skills: clarity of expression and purpose. Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies ➤ Ability to work as a team member ➤ Acceptance of management and administrative duties by working within a structured hospital team for the greater good ➤ Strong leadership skills ➤ Enthusiasm and ability to work under pressure ➤ Good organisation and management skills ➤ Flexibility to respond to changing service needs 	<ul style="list-style-type: none"> ➤ Evidence of leadership attributes ➤ Willingness to undertake additional professional responsibilities at local level ➤ Motivational skills

It is important for candidates to show in their application forms how they meet the stipulated requirements.

GENERAL INFORMATION

There are many areas of outstanding beauty nearby. To the North is the Brecon Beacons National Park, and to the south is the rolling countryside of Vale of Glamorgan and the South Wales Heritage Coast. The Brecon Beacons National Park is a mere quarter of an hour by car from Merthyr Tydfil.

Cardiff, the capital city of Wales, is a cosmopolitan city of many contrasts. A Castle with 1900 years of history stands alongside a modern shopping complex and one of the world's great civic centres. St. David's Hall is one of Britain's major concert halls and there is opportunity to find entertainment in music, opera, and dance in the city. There are many art galleries and a number of cinemas. Cardiff Bay has been developed with cinemas, museums and the Millennium centre with many other points of interest.

The population of the catchment area is approximately 320,000. Merthyr Tydfil is situated approximately 25 miles from Cardiff and there is an excellent road and rail link to the capital and the magnificent Brecon Beacons.

Approximately 30 miles west of Merthyr Tydfil lies Swansea, the Gower Peninsular and the rest of the west-Wales coast with its excellent holiday resorts and recreational facilities.

The Royal Glamorgan Hospital is approximately 3 miles from junction 34 of the M4 and within easy reach of Cardiff, Bridgend, Newport and Merthyr. Cardiff airport is some 14 miles to the south. London is 2hrs by train from Cardiff.

There is a good choice of housing within easy travelling times of the hospital. There are new housing developments and many country villages of the Vale of Glamorgan and north of Cardiff. There is a range of excellent state and private schools.