

CWM TAF MORGANNWG UNIVERSITY HEALTH BOARD JOB DESCRIPTION

POST:	Consultant Physician in Geriatric & General Medicine
SALARY:	£72,927 - £94,679 per annum
DIRECTORATE:	Medicine and A&E
BASE:	Royal Glamorgan Hospital The post holder will also be required to provide services at other hospital sites.

Introduction

This is a new post, which is being created to develop and improve the Geriatric Medicine services in Cwm Taf Morgannwg University Health Board.

The post will be subject to the terms and conditions of service governing the appointment of Medical and Dental Staff in Wales, and to the Health Board's terms and conditions as appropriate. The candidate to be appointed will be required to be fully registered with the General Medical Council, to hold, or to be within 6 months of gaining, a Certificate of Completion of Training in both Geriatric Medicine and General Internal Medicine, and to be on the Specialist Register.

The post holder will be joining a dynamic, forward looking and innovative Geriatric Medicine team. The post holder will be based at Royal Glamorgan Hospital in Llantrisant, where the Health Board has acute hospital beds covering a range of medical and surgical specialities.

The post holder will be expected to help and develop Geriatric Medicine services provided by the Health Board at the Royal Glamorgan Hospital and in the community setting. A sub-speciality interest will be encouraged but there is flexibility to support personal development in this regard.

Key to the development of services will be to develop clinical relationships with the colleagues in the Directorate and Local Health Board as well as strengthening working relationships with Primary Care colleagues in order to develop services locally.

The successful candidate will work as part of a multi-disciplinary team to provide senior experienced clinical leadership in Royal Glamorgan Hospital and to support the development of the integrated acute care model for the whole Health Board. The post holder will also provide senior medical advice and support to our teams of community/specialist nurses and to GPs when required.

It is expected the post holder to undertake the following responsibilities: -

1. To participate and be involved in the planning and delivery of high quality geriatric medicine services in an inpatient, outpatient and intermediate care setting
2. Day to day management of geriatric medicine patients who require more than 48 hours inpatient stay.
3. Twice weekly Consultant led ward rounds in the Royal Glamorgan Hospital, acting as senior decision maker, with availability to discuss particularly complex patients or acutely unwell patients with the medical team when off site and advise on the appropriate course of action. There are

two inpatient teams, each supervised by a consultant. Each team can expect to look after between 20 and 35 patients.

4. Weekly ward rounds in the community hospital setting, supporting experienced SAS doctors in the management of rehabilitation patients. A consultant would be asked to supervise one community hospital ward with 25 beds.
5. Supervision of junior doctors, ensuring they have a wide reaching and positive experience of Geriatric Medicine. Each inpatient team typically consisting of a StR or equivalent SAS, an Internal Medicine (IM) or GP (VTS) trainee and a Foundation Doctor (F1/2).
6. Working as a part of an MDT team, supported by a range of health care professionals both within and external to the speciality – from Neurology, Nephrology, Rheumatology, Haematology, Dermatology, Gastroenterology, Respiratory, Cardiology and Diabetes and Endocrinology, Palliative Care, Acute Oncology and Tissue Viability aiming to provide maximum opportunities for early discharge, recovery and independent living.
7. Lead a weekly Multi Disciplinary Meeting for inpatients on both the Royal Glamorgan Hospital and Community Hospital sites.
8. Participate in Acute unselected General Medicine On Call. Average medical intake per 24 hours is roughly around 30-35 patients. Intake commitment is 5-9pm, resident on weekdays. 6 hours resident on call is included in 10 PA job plan.
9. Weekly General Medical & Geriatric Medicine clinic, seeing urgent and routine GP referrals and follow-up inpatients. Typical clinic template is, 3 new 6 follow up patients in a single person clinic.
10. The post holder will augment the ongoing education and training of medical and allied health professionals and medical undergraduates, with attendance and participation at weekly Medical Unit Rounds and Geriatric Medicine meetings.
11. Involvement with the “@home” community service, providing a rapid access service for Comprehensive Geriatric Assessment as part of an extended multidisciplinary team. A commitments to undertake domiciliary visits for the frailest patients across the health board is desirable.

THE HEALTH BOARD

Cwm Taf Health Board was formally established on 1 April 2009 and combined the former North Glamorgan and Pontypridd & Rhondda and Cwm Taf NHS Trust, Rhondda Cynon Taff Local Health Board and Merthyr Local Health Board. It became a University Health Board in 2013. From 1st of April 2019, Princess of Wales Hospital, Bridgend which was previously a part of neighbouring ABM UHB (Abertawe Bro Morgannwg University Health Board) merged into Cwm Taf UHB. The Health Board following these changes to the boundaries is now known as Cwm Taf Morgannwg University Health Board (CTM UHB).

POPULATION SERVED BY THE HEALTH BOARD

The previous Cwm Taf Health Board provided services to around 330,000 people. This includes the residents of Merthyr Tydfil and Rhondda Cynon Taff, as well as residents of North Cardiff, parts of the Rhymney Valley, South Powys and other adjacent health communities.

Residents of Rhondda Cynon Taff, from Treherbert and Maerdy in the North, to Ynysybwl, Llantrisant and Beddau in the South. The Cynon valley in the centre and Merthyr Tydfil and the Rhymney Valley in the East will use the services provided by the Health Board.

In addition, the Health Board provides some specialist services to the catchment areas of Bridgend and Caerphilly.

HOSPITALS WHERE SERVICES ARE PROVIDED

The three main District General Hospitals:

The Royal Glamorgan Hospital

Near Llantrisant, has around 500 beds and provides a comprehensive range of In-patient, Day Case and Out-patient facilities, together with Emergency Department and Diagnostic Facilities Services. The Acute Mental Health Unit is also based on the Royal Glamorgan Site. There are a range of Critical Care Services, including Intensive Care Unit, a High Dependency Unit and Coronary Care Unit. Currently, average daily medical admissions are 25-30 patient, with the acute medical service is supported by a team of acute physicians who provide all the front door cover 8-5pm Monday to Friday. Outside these hours the rota is covered by the specialty physicians who are present in the hospital until 9pm and are then on-call from home. Post-take ward rounds are done by the acute physicians on weekdays and the on-call physician on weekends. There are plans in place to develop the Royal Glamorgan Hospital as an acute medical unit supported by a diagnostic hub in line with the outcome of the South Wales Programme which designated the Royal Glamorgan site as a beacon site for medicine. This beacon site includes remodelling of the already well developed 10 year old acute medical services and the inpatient wards to provide continuity of care and improve patient and trainee experience. These models utilize many of the recommendations described in the RCP Future Hospital Report. Recently, Y Bwthyn – a state of the art 7 million pound palliative care unit has been opened at this site and it provides In-patient, Out-patient and Day Care for patients requiring Specialist Palliative Care (SPC), there are 8 In-patient beds. Y Bwthyn also provides a base for the Macmillan Nursing Service, Open Access Physiotherapy Services and Psychology Services. It is currently staffed by one Consultant and two Part-Time Associate Specialist Specialty Doctors (0.9 1.3 WTE).

Prince Charles Hospital

In Merthyr Tydfil, has around 430 beds and provides Acute, Emergency and Elective Medical and Surgical Services, Intensive Care and Coronary Care, Consultant led Obstetrics Services with a Special Baby Care Unit and in-patient Consultant led Paediatric Medicine. The state of the art Emergency Care centre which was opened in 2012 and houses the A&E department, GP OOH, the medical assessment area and overnight observation beds. The Stroke services is based in Prince Charles Hospital and provides service to the whole of Cwm Taf University Health Board. Prince Charles has been at the centre of the South Wales plan, forming an integral part of the service to the population as one of the 5 centres that will continue to deliver all acute services including Neonates, Paediatrics, consultant lead obstetrics and a high quality Emergency Department from this site going forward.

Princess of Wales Hospital

Situated in Bridgend it provides a comprehensive range of acute surgery and medicine for patients of all ages, including inpatient, outpatient and day services. The above services are offered within facilities which include: Emergency Department (ED); emergency and planned surgery; emergency medicine; gynaecology, obstetrics and neonatal unit; paediatric (children's) services; acute mental health care (Coity Clinic); main operating theatres and a purpose-built Day Surgery Unit; and ophthalmology unit (day surgery and outpatients).

All Sites

State of the art facilities are provided in the Radiology Departments and the hospitals are filmless with digital images and reports available to clinicians across the site. The Pathology Service is also modern and well-staffed using specialist equipment. The clinical portal has been introduced to enable authorised results to be viewed on computer screens in all Wards and Clinical areas.

The Royal Glamorgan Hospital is situated just west of Cardiff and south of the spectacular Brecon Beacons National Park, and to the South of the Health Board is the rolling countryside of the Vale of Glamorgan

and the South Wales Heritage Coast. Transport links via the A470 and M4 are excellent and afford easy access to fabulous sporting, coastal, climbing and hiking venues across Wales but also mean the whole area is within reach of the major UK road and rail networks.

There is an active Postgraduate Medical Department and during the academic year, a full program of departmental meetings, symposia and evening lectures takes place. The hospital has won praise for its innovatory induction processes, and the Medical Directorate for its teaching achievements. Both have been cited as examples of "Best Practice" by the Postgraduate Dean and are being emulated throughout the region. The libraries on each site are well stocked and staffed by a full time librarian.

All Consultants within the Medical Directorate can apply to be recognised as Honorary Clinical Teachers by the University Of Wales College Of Medicine, and the hospital is one of the three major South Wales DGHs involved in undergraduate medical education, with medical students regularly attached to the hospital for clinical teaching.

Community Hospitals

Ysbyty Cwm Rhondda Hospital – Comprises of 108 beds for Medical and Surgical Rehabilitation, Continuing Care and Respite Care. There are 4 Palliative Care beds transferred from Ysbyty George Thomas. A Specialist Stroke rehabilitation Service has been established on this site. A Minor Injuries Unit provides local access to emergency treatment. A comprehensive Out-patient service is on site, supported by diagnostic and pharmacy services. This is the main focus for Community Hospital Services for the Rhondda Fawr and Rhondda Fach. The hospital concentrates upon Rehabilitation Care and also provides for a range of general and specialist In-patient and Out-patient Care. Patients admitted for rehabilitation are usually transferred from Royal Glamorgan Hospital following initial assessment and management of their acute illness. A small percentage of patients are directly admitted from the community through agreement between the Consultant Physician in Care of the Elderly and Bed Management. There is a full Out-patient Department of most medical and surgical specialties with an attached Daytime Minor Injuries Unit, X-Ray and Ultrasound facility and a small Pathology Department. The Primary Care Centre is also attached to the hospital providing GP Out of Hours Service and various other Primary Care Clinics. Day to day management is provided by Associate Specialist Physicians / Specialty Doctors with Supervising Consultants.

Ysbyty Cwm Cynon – Is a new £70 million purpose built Community Hospital providing integrated community and intermediate care services to the populations of Merthyr Tydfil and Cynon. The intermediate care services in the hospital are run by the Locality Team and the Health Board Consultants and Associate Specialists. There are 100 in-patient beds intermediate care beds provided from 4 25 bedded wards. Patients admitted for rehabilitation are usually transferred from Prince Charles Hospital following initial assessment and management of their acute illness. A small percentage of patients are directly admitted from the community through agreement between the Consultant Physician in Care of the Elderly and Bed Management. There is a Specialist Palliative Care (SPC) ward for 8 beds and a 16 bedded ward for the continuing assessment of Older Persons Mental Health. In addition to these wards there are day rooms, day centres, various outpatient clinics, range of therapies services and diagnostics, minor injuries, out of hours primary care centre, maternity services and a range of community teams.

Keir Hardie Health Park (Merthyr) and Dewi Sant Hospital (Pontypridd) – These are local health parks near population centres in the HB and house outpatient, day hospital, physiotherapy and other non bed based services. Keir Hardie Health Park is a new purpose-built unit, which also houses the undergraduate Hub for early clinical years education from Cardiff University. The Undergraduate building was commissioned in Jan 2015.

Management Structure

Dr Raja Biswas – Clinical Lead for Royal Glamorgan Hospital & Community Hospital

Ms A Powell Directorate Manager

Mrs Deb Matthews Head of Nursing Royal Glamorgan Hospital

Consultant Colleagues

Dr Leslie Ala, Acute Medicine

Dr Eugene Tabiwo, Acute Medicine

Dr Kate Speed, Acute Medicine

Dr Chris Hodcroft, Acute Medicine

Dr Nia Rathbone, Acute Medicine

Dr Nerys Conway, Acute Medicine

Dr Anna Lewis, Acute Medicine

Dr Jan Awad, Acute Medicine

Dr Caz Burford, Acute Medicine

Dr Gethin Ellis, Cardiology

Dr Claire Williams, Cardiology

Dr John Huish, Cardiology

Dr Robert Bleasdale, Cardiology

Dr Rito Mitra, Cardiology

Dr James Bolt, COTE

Dr Mannish Chebbi, COTE

Dr Raja Biswas, COTE

Dr Robin Martin, COTE

Dr Julie Martin, Dermatology

Dr Leila El-Dars, Dermatology

Dr Colin Long, Dermatology

Dr Charles Thomas, Dermatology

Dr Penelope Owen, Diabetes

Dr Helen Lane, Diabetes

Dr Atul Kalhan, Diabetes

Dr Phillip Evans, Diabetes

Dr James Berrill, Gastroenterology

Dr Bee Lee, Gastroenterology

Dr Ruth Alcolado, Gastroenterology

Dr Minesh Patel, Gastroenterology

Dr Neil Hawkes, Gastroenterology

Dr Sally Ann Price, General Internal Medicine/ Diabetes

Dr Shuaan Shwana, General Internal Medicine / Gastroenterology

Dr Amit Benjamin, Respiratory

Dr Sinan Eccles, Respiratory

Dr Paul Neill, Respiratory

Dr James Martin, Rheumatology

Dr Ceril Rhys-Dillon, Rheumatology

Dr Rhian Goodfellow, Rheumatology

Secretarial Support and Accommodation

Office accommodation will be provided, and the post holder will be provided with medical secretarial support from our General Internal Medicine Secretary.

WORK OF THE DEPARTMENT

Geriatric Medicine in Cwm Taf Morgannwg University Health Board

The Geriatric Medicine Department in Royal Glamorgan Hospital has four Consultants at present. Each of the Consultants have sub-speciality interests: Dr Raja Biswas (Orthogeriatrics), Dr James Bolt (Movement Disorder), Dr Manish Chebbi (Acute Geriatrics) and Dr Rob Martin (Community Geriatrics). The consultants are supported by a number of SAS doctors in Ysbyty Cwm Rhondda (Llwynpia) and Ysbyty Dewi Sant (Pontypridd)

MAIN DUTIES AND RESPONSIBILITIES OF THE POST

Clinical:

The post holder will provide, with clinical colleagues and allied health professionals, a service in the speciality to the hospitals within the Health Board, with responsibility for the prevention, diagnosis and treatment of illness, especially in Geriatric Medicine

Doctors working within Geriatric Medicine have a particular expertise in co-morbidity and frailty, diagnostic reasoning, managing uncertainty and offering liaison with other specialities. The work involves diagnosing and treating the wide spectrum of medical disorders that present in the elderly, often atypically, to hospital emergency departments and acute medical units. Patients are also supported by doctors in Geriatric Medicine for their recovery and rehabilitation. The work also involves providing advice and care for elderly patients admitted to hospital under other specialities who have developed new medical problems or have suffered changes to their chronic conditions. In addition to this; doctors in Geriatric Medicine are experts at diagnosing and treating the wide spectrum of medical conditions that are referred to medical outpatient clinics, managing patients with co-morbidities across a number of settings.

The post holder will provide consultant support to the “@home” service (community team) in both the rapid access clinic and domiciliary visit setting with the aim of facilitating early discharge from hospital and avoiding inappropriate acute admission.

The post holder will have continuing responsibility for the care of patients under his/her care, allowing for proper delegation to, and training of staff. The post holder, in liaison with Consultant colleagues will have responsibility for the proper functioning of the Department in line with the Operational Policy and Strategic Plan (as amended from time to time) of the Health Board.

There is an on call Rota with General (Internal) Medicine, which is at present 1 in 19 on weekends – this equates to 0.2 sessions per week and this is include in the DCC sessions. There is presently no weekday on-call commitment in the Royal Glamorgan Hospital – this is covered by Acute Physicians from Monday to Friday.

The post holder will be named in the contracts of junior staff as the person expected to act as educational supervisor for junior medical staff assigned to them, thus overseeing their training and being the initial source of advice for doctors regarding their careers.

The post holder will be required to participate in the Health Board’s risk management process and in Clinical Audit and other clinical governance activities within the Department, the Directorate and the Health Board. The post holder will be positively encouraged to participate in research and development in line with Health Board, Commissioner and NHS priorities.

The post holder will be expected to formulate a Personal Development Plan in conjunction with the Clinical Director to identify training and development needs.

The post holder will be expected to make a significant contribution to the Directorate business planning process through active participation in the clinical directorate structure.

Travelling as necessary between hospitals/clinics will be required to undertake such duties.

An office with appropriate IT and connection to the hospital network will be available to the post-holder. The Geriatric Medicine department is supported by 3 full time secretaries with an additional 3 administrative staff dedicated to the @home service.

Appraisal & Revalidation

Annual Appraisal is a requirement of the post. The post holder must be revalidated in accordance with the GMC requirement

Teaching

The post holder will be responsible for carrying out teaching, examination and accreditation duties as required and for contributing and participating in postgraduate and continuing medical education activity, locally and nationally.

All Consultants teach and train at postgraduate education and occasionally at undergraduate level. There is a very active Postgraduate Training Department, which organises medical education. Strong links have been established with the University of Wales College of Medicine in the teaching of undergraduate students.

The Health Board has excellent Postgraduate facilities at Royal Glamorgan Hospital, containing lecture theatre and library. Junior Medical staff have weekly departmental teaching meetings.

The successful candidate will participate in the departmental weekly teaching/audit sessions.

Management

The post holder will be required to co-operate with local management in the efficient running of services and will be expected to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a clinical directorate structure is in operation, which requires close co-operation and liaison with colleagues as appropriate.

There is a requirement to work within the financial and other constraints decided upon by the Health Board. Additional expenses of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the Terms and Conditions of Service, the post holder will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the professions where they involve clinical matters.

The post holder will be expected to comply with local and national employment and personnel policies and procedures in the management of employees of the Health Board.

The post holder will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the department.

JOB PLAN

This post will have regular job planning and a proposed job plan for 10 sessions is enclosed. However, the final job plan will be made following appointment of successful candidate. This will be undertaken following discussion between the successful candidate and the management team.

The Health board offers a mentoring scheme for Consultants, involving a Consultant external to the department mentoring the new post holder in a pastoral sense.

SAMPLE JOB PLAN

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	RGH Ward Round & MDM	Community Hospital Ward Round, YCR	SPA	RGH Ward Round	GiM / COTE clinic YCR
PM	Dewi Sant @home service (rapid access clinic)	PRA / SPA	Dewi Sant @home service (domiciliary visits)	Dewi Sant @home service (rapid access clinic)	SPA

N.B. the sample job plan will be reviewed on appointment and agreed with the consultant, it will include an allowance of 0.2 sessions each week for the on call commitments.

MAIN TERMS AND CONDITIONS OF THE POST

The terms and conditions of service including pay which apply to the post are determined by the Health Board who at present take into account the national agreements reached by the General and Hospital Medical and Dental Staff (England and Wales) Whitley Councils and any changes to those conditions which the Secretary of State for Wales may authorise from time to time. Copies of the General and Hospital Medical and Dental Staff (England and Wales) Whitley Council agreements are available for you to inspect in the Personnel Directorate.

The post is superannuable unless the appointee opts out of the scheme or is ineligible to join. Remuneration will be subject to deduction of superannuation contributions in accordance with the Department of Health and Social Security regulations.

The post holder will be professionally accountable to the Director of Medical Services, managerially accountable to the Clinical Director, Medicine.

This post will be included in the Job Plan Review exercise currently being undertaken by the Health Board in line with the agreed implementation procedure for the amended Consultant Contract in Wales. The salary applicable is on the consultant pay scale and will be specified in the contract.

The Consultant appointed will be required to live within a 10 miles distance by road of their base hospital unless specific approval for a greater distance is given by the Health Board.

Reimbursement of removal and associated expenses will be subject to the criteria laid down in the General Whitley Council Conditions of Service, together with the Health Board policy.

The Consultant will be required to maintain his/her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges.

GENERAL INFORMATION

Applicants who are related to any member of staff in a senior officer position at Cwm Taf Health Board should clearly indicate in their application the name of the officer to whom related and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Authority will disqualify them. This should not however, deter any candidates from approaching any person for further information about the post.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The nature of the work of this post is exempt from the provisions of section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about connections under the act and in the event of employment, any failure to disclose such connections could result in dismissal or disciplinary action by the Health Board. Any information given will be completely confidential and will be considered only in relation to any application for positions to which the order applies.

Travelling expenses will be reimbursed for only one pre-interview visit and only then to those candidates selected for interview or at the specific request of management, who will be granted travel and appropriate subsistence expenses on that occasion too.

DETAILS FOR VISITING

Candidates who may wish to visit the Department are invited to contact:

Dr Raja Biswas, Clinical Lead (01443) 443583

Ms Amanda Powell Directorate Manager (01685) 728702

Clinical Governance

The Health Board is committed to delivering the best quality service it can to all of our patients and has established appropriate structures and working arrangements upon which to develop clinical governance throughout the organisation. Clinical governance provides a framework for NHS organisations like ours, and the individuals working within it, to continuously monitor and improve the quality of care it provides.

The Health Board firmly believes that each member of staff has a role to play by;

- ensuring a patient centred approach in all that they do;
- being personally accountable for what they do;
- following procedure and standards as appropriate to their role; being an effective team player;
- participating in continuing professional development/training opportunities
- participating in Health Board clinical governance quality improvement
- activities including clinical incident reporting, clinical audit, risk management and changes in practice as appropriate;
- voicing their concerns if they are not happy with standards or practices within their workplace;

- encouraging and sharing good practice and being open to new ideas.

It is therefore the Health Board's policy to recruit staff who are capable of providing, supporting or managing high quality health care and to ensure that staff remain capable of doing so by establishing standards and by training and other support. Staff should be capable in all respects of fulfilling their contracts of employment. However, at no time should anyone work beyond their level of competence. All staff have a responsibility to inform those to whom they are responsible if they believe they are not competent to perform a duty.

Equality

The Health Board will take all practicable steps to ensure that staff are recruited, managed, developed, promoted and rewarded on merit and that equal opportunities are given to all staff with no discrimination of any kind. All staff are responsible for their own professional and personal behaviour. There is a requirement of all staff to conduct themselves in a manner, which does not cause offence to another person. The Health Board is committed to providing a safe, healthy and fair working environment and will take all practicable steps to avoid and eliminate harassment of any kind of its employees at work.

Person Specification

FACTORS REQUIRED	ESSENTIAL	DESIRABLE
1. Teaching /Research Experience	<p>Experience of supervising Foundation Trainees, Internal Medicine trainees and Speciality Trainees</p> <p>Ability to teach clinical skills</p> <p>Ability to apply research outcomes to clinical problems</p>	<p>Publications in peer reviewed journal</p> <p>Involvement with HEIW/ RCP</p>
2. Education/Qualifications and training	<p>Entry on GMC Specialist Register; eligible for entry on Register or within 6 months of receipt of Certificate of Completion of Training (CCT) in Geriatric Medicine and General Internal Medicine (GIM) <i>or</i> Entry to the GMC Specialist Register via the Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Possession of MRCP (UK) or equivalent qualification</p>	<p>Sub-specialty training which complements the Geriatric Medicine service</p> <p>Higher degree eg MD and/or Fellowship experience</p>
3. Clinical Experience	<p>At least 2 years' experience in General Internal Medicine in a middle grade/senior clinical role.</p> <p>Ability to offer expert clinical opinion on a range of complex medical problems</p> <p>Experience of participating in MDT working</p> <p>Ability to manage and lead a multidisciplinary team including junior doctors and therapists</p> <p>Ability to take full and independent responsibility for clinical care of patients</p>	<p>Having experience of setting up a service</p> <p>Experience of Community Geriatric Medicine</p>
4 Management and administrative experience	<p>Ability to run an efficient and effective acute service</p> <p>Ability to organise and manage care of patients within both Acute unit and outpatient areas</p> <p>Experience of audit</p>	<p>Demonstrate drive, achievement and innovation to establish and develop new and innovative service</p>



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5. Other attributes	<p>Ability to work in a multi-professional team</p> <p>Good interpersonal skills</p> <p>Caring attitude to patients</p> <p>Ability to communicate effectively - with patients, relatives, GPs, nurses and others</p> <p>Commitment to Continuing Medical Education</p>	
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