

#### Job Description

Job Title: Junior Clinical Fellow (F3 post) in Emergency Medicine

**Clinical Base:** Ysbyty Gwynedd

Responsible to: Emergency Department Consultant

Managerially Accountable to: Emergency Care Lead Manager

The Hospital

Ysbyty Gwynedd is a busy DGH in North West Wales, situated between Snowdonia National Park and the beautiful Isle of Anglesey - the perfect location for any doctor with a love of outdoor pursuits such as walking, climbing, mountain biking, kite surfing, riding or sailing. We value a healthy work/life balance!

It is approximately a 90 minute drive to the M56/M6 junction (100 miles to Manchester) along the A55 dual-carriage; or about 25 minute drive to Holyhead with its ferry port to Dublin.

Fast trains run direct from Bangor to London in just over 3 hours; and there are daily flights from Anglesey Airport (at RAF Valley) to Cardiff.

Department

The Emergency Department at Ysbyty Gwynedd sees approximately 52,000 patients each year. The department has recently been fully rebuilt affording spacious modern facilities.

The department is friendly, supportive, informal and a fun place to work. We are a forward thinking and enthusiastic department, striving to become a centre of excellence in rural Emergency Medicine.

Our case-mix varies hugely. Like all UK Emergency Departments, we see plenty of medical problems, but being in a holiday area we also see a large amount of trauma both minor and major – the combination of mountains and motorbikes being particularly likely to keep our trauma team busy! Please see our unofficial website at [www.mountainmedicine.co.uk](http://www.mountainmedicine.co.uk) for more information.

Features to note:

* We run a streaming service separating major/minor cases at peak times, with the support of a team of superb Emergency Nurse Practitioners
* We are enthusiastic users of ED ultrasound, with all senior and permanent Middle Grades trained to at least RCEM Level 1
* We run a 24/7 Stroke Thrombolysis Service.
* Consultant/Associate Specialist present in the department until 8.00pm weekdays and Middle Grade present in the department 24/7.
* An ED Observation Unit (EDOU)

The jobs

Emergency Medicine F3 posts

We are seeking a Junior Clinical Fellow (F3 post). This post is identical to our educationally-approved F2/ST1 level posts.

Ysbyty Gwynedd is the ideal place in which to consolidate any experience you already have in Emergency Medicine in a well-supported environment, perhaps prior to studying for exams: two of the ED Consultants are FRCEM examiners. Alternatively, this is a perfect opportunity to gain experience of Emergency Medicine in a relatively rural environment (we are 100 miles from our tertiary centres) in preparation for GP training or indeed a career in any acute specialty.

In terms of CV-enhancing opportunities, our junior clinical fellow post is ideal:

* Personal development time to undertake taster days or weeks, or any of the above educational opportunities – 11 days in 6 months. This is in addition to study leave for appropriate courses
* Teaching experience is easily available: we host final-year medical students from Cardiff & Swansea University, as well as nursing and paramedic students and trainee ACPs
* All doctors have the opportunity to complete an audit project and we participate in the RCEM national audits. We are also very happy to support junior doctors wishing to gain experience in projects such as protocol design
* ALS, ATLS and EPALS courses are held in the hospital plus we give you sufficient study leave budget to fund the course
* Ysbyty Gwynedd ED hosts the Bangor Mountain Medicine Project, an innovative partnership between the ED, local Mountain Rescue Teams and the Search & Rescue helicopter that is a constant source of posters and presentations for medical students and some of our junior doctors.
* Weekly teaching in paid work time - four hours each week
* For doctors interested in pre-hospital care, we are happy to arrange work experience placements with our Welsh Ambulance colleagues (must have undertaken a one-day V&A course).
* An Educational Supervisor to ensure you achieve your goals for this post
* We can also offer less than full time (LTFT) posts for doctors who come to us for twelve months. You can choose between annualised hours or a LTFT weekly rota. An annualised contract is great if you want to travel or go on expeditions whilst a LTFT weekly rota suits doctors who want to combine medicine with doing something else for part of the week
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Staffing of the department is currently:

* Senior Tier
* 8 ED Consultants (Dr Rio Talbot, Dr Rob Perry, Dr Leesa Parkinson, Dr Helen Salter, Dr Pete Williams, Dr Rich Griffiths, Dr Nikki Sommers, Dr Phil Morgan)
* 2 Associate Specialists (Dr Khalid Arain, Dr Vanessa Poeppinghaus)
* Middle Grade Tier
* 9 Clinical Fellows
* 1 Speciality Trainee from the Welsh EM rotation
* SHO Tier
* 3 x F2 doctors
* 1 x ST1 from ACCS
* 3 x GP Trainees
* 5 x Junior Clinical Fellows
* 1 x Academic F2 (not on main rota)

Our SHO-tier doctors enjoy an innovative full-shift rota pattern (band 1A) with night shifts in blocks no longer than 4 nights to minimise fatigue, according to best practice in rota design. Three doctors are rostered overnight (two juniors and one middle grade) with on - call support from the consultant.

Departmental teaching for junior doctors takes place each Thursday afternoon and is in paid work time. Other varieties of trainee (F2, GPST) attend their own relevant teaching in addition.

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| General Requirements  This post is subject to the Terms and Conditions of employment of the Betsi Cadwaladr University Health Board  Values: All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder’s working life and to embed the principles into the culture of the organisation.  Registered Health Professional: All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.  Competence: You are responsible for limiting your actions to those which you feel competent to undertake. At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.  Learning and Development: All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.  Performance Appraisal: We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.  Health & Safety: All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation’s Risk Management, Health and Safety and associate policies.  Risk Management: It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.  Welsh Language: All employees must perform their duties in strict compliance with the requirements of their organisation’s Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.  Information Governance: The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.  Data Protection Act 1998: The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.  Records Management: As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.  Equality and Human Rights: The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee receives less favorable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.  Dignity at Work: The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report and form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the Health Board Disciplinary Policy.  DBS Disclosure Check: It is the policy of the Health Board that in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Criminal Records Bureau is authorised to disclose in confidence to the Health Board details of any criminal record including unspent and spent convictions, cautions, reprimands and final warnings.  Applicants being considered for this post must provide this information on the application form before they can be considered.  Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a CRB Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.  Safeguarding Children and Vulnerable Adults: The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.  Infection Control: The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.  No Smoking: To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free. |

Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

For more information about any aspect of these posts or how we can help you create your ideal F3 year please contact: Dr Helen Salter on 03000 851064 (Lou, Secretary) or email:

[helen.salter@wales.nhs.uk](mailto:helen.salter@wales.nhs.uk)