Title: Snowdonia Academic Fellows (6 posts)

Cardiac – Procedures Fellow
Endocrine Community Care
Medical Education Fellow
Movement Disorders Fellow
Nephrology - Transplantation
Critical Illness Fellow

Location: Department of Medicine
Ysbyty Gwynedd (Gwynedd Hospital)

Introduction:

These innovative, exciting and recently-created 12-months posts have been set-up for doctors training in any of the medical specialties who wish to gain experience in Research & Development while starting/consolidating middle-grade responsibilities in a well-supported environment of a friendly rural DGH, and living in a beautiful area sandwiched between Snowdonia National Park and the beautiful beaches of Anglesey.

Designed primarily for trainees looking to take a year out between ST3 and ST4, most of our Clinical Fellows have a serious interest in pursuing a career path into higher medical training and are considering additional skills and competencies prior to doing so.

However, we also actively welcome applicants whose interest lies in gaining a deeper understanding of their chosen specialty as well as doctors seeking a fun and productive “year out” between ST3 and ST4 with a “taster” of more academic work. Up to 6 posts are available.

These are full-time posts consisting of 80% clinical work with 20% Research, Service Development or Medical Education commitment. They are not recognised UK training posts: we know many medical trainees would like a year free from the shackles of the e-portfolio. However, we treat our Clinical Fellows very much like our SPRs: post-holders have a named, enthusiastic educational supervisor and an academic supervisor, and are supported in
undertaking a wide range of CV-enhancing activities.

Posts are for 12 months only. An extension for a maximum further 12 months can be requested with the educational and academic supervisor.

The post-holder will pursue clinical activity in their chosen subspecialty and take part in a middle grade rota (1:11).

A R&D project complimenting the clinical profile of the chosen post will be supported by an academic supervisor with the aim to set-up small scale studies or service improvement projects, evaluate them and present results to colleagues at national meetings and publish in peer reviewed journals. Understanding the reasons for problems in the performance of clinical services and the mechanisms of changing them is crucial in the new NHS for both candidates for SPR and Consultant interviews. With the Snowdonia Academic Fellows we want to prepare candidates better for the demand of the careers in hospital medicine and give them transferable skills that will put them ahead in the next phase of their career.

Candidates who would wish to pursue a Post Graduate Certificate in Medical Education (PGCE) will be encouraged to do so. Funding would be carried by BCUHB.

**Sample Timetable: Endocrine Fellow**

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<th>Day</th>
<th>AM</th>
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<tr>
<td>Monday</td>
<td>Endocrine Clinic</td>
<td>Diabetic Clinic</td>
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<td>Tuesday</td>
<td>Diabetes &amp; Pregnancy</td>
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<td>Clinic</td>
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<td>Thursday</td>
<td>Endocrine Clinic</td>
<td>MDT</td>
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<td>Friday</td>
<td>R&amp;D</td>
<td>R&amp;D</td>
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Job Profiles

Cardiac – Procedures Fellow
The cardiac procedure fellow will assist with pacing and Echo-cardiography lists and acquire skills in this area. In the area of service improvement it is suggested to review heart failure pathways, introduce heart failure bundles and co-write a business case for an additional British Heart Foundation heart failure nurse.

Endocrine Community Care
Outpatient clinics and consultations will be combined with a review of pathways between secondary and primary care and time in primary care to gain a deeper understanding of community specialist care. The academic supervision of the post will be by Dr J Harvey, Senior Lecturer in Endocrinology, Cardiff University, based at Wrexham Maelor Hospital.

Medical Education Fellow
The Medical Education Fellow will organise MRCP teaching for the CMT trainees and be active in teaching our students from Cardiff and the new BMedSci at Bangor University. A PGCE will be funded if there is interest and aptitude.

Movement Disorders Fellow
A post in Geriatric Medicine will be combined with a movement disorder clinic and a research project under supervision of Dr Hindl, Senior Clinical Lecturer, School of Medical Sciences, Bangor University.

Nephrology - Transplantation
Nephrology clinics and care of the low clearance clinic will be combined with work on metabolic complications of chronic renal failure that is part of an existing research program.

Critical Illness Fellow
Clinical work in Acute Medicine will be combined with a 2 months block in Intensive Care and participation in the existing R&D program in early recognition of physiological deterioration. The Bangor Unit is one of the leading units in this field and the respective candidate is expected to contribute to the academic output and present at the next International Rapid Response meeting in the US in 2014. The academic supervision will be by Dr CP Subbe, Senior Clinical Lecturer, School of Medical Sciences, Bangor University.
R&D Opportunities in North Wales

The Clinical Fellows will be released from the shop-floor for an average of one day per week (usually on a block release basis, totalling 44 days per year) to undertake training in, and activities pertinent to Research & Service Development.

BCUHB has in the past 12 months attracted 10 Million pounds in Grant funding for clinical research. Bangor University is currently building a 44 Million centre for interdisciplinary research (‘Pontio’) that will further energize the growth of new projects.

Research from North Wales is world leading in some areas of Patient Safety with a University Chair in Service Improvement Science. Two of our three units were part of the Safer Patient Initiatives programs supported by the Health Foundation. We are supporting research programs in Respiratory Medicine, Diabetology, Acute Medicine, Nephrology, Palliative Care, Movements Disorders and Extreme Environment Medicine (Mountain, Tropics etc) and have a cardiology program that has won a number of national prices.

Post-holders will be expected to undertake courses with the National Leadership and Innovation Agency for Health care and the Health Foundation and to maintain a logbook of cases seen. Once a months an ‘Academic Breakfast’ will offer opportunities to discuss progress with the fellow peers in a supported environment.

The goal of the fellowship experience is to produce doctors who are completely comfortable utilising their existing skills to examine service delivery, evaluate alternatives and plan and implement service improvement projects.
Ysbyty Gwynedd Hospital

Ysbyty Gwynedd was opened in 1984. The usual services of a District General Hospital are provided and include an Emergency Department, General Medicine, Care of the Elderly Medicine, Haematology & Oncology, Intensive & Coronary Care, General Surgery, Urology, Gynaecology & Obstetrics, Trauma & Orthopaedics, Radiology, Ophthalmology, ENT, Paediatric Medicine and Maxillofacial Surgery.

There is a comprehensive Pathology Service and on-site CT Scanner (24-hour) and MRI. Excellent facilities are available in the modern Postgraduate Medical Department with a new and well-stocked Library.
The Health Board and Bangor/Llandudno District:

Gwynedd Hospital (Ysbyty Gwynedd), Bangor, serves the Counties of Gwynedd and Anglesey, and is the main District General Hospital with 468 beds, situated in the University town of Bangor. It has a comprehensive range of diagnostic and treatment facilities and all the general and acute specialities are represented serving a population of approximately 250,000.

Ysbyty Gwynedd delivers clinical teaching to medical students from Cardiff and Swansea university in their 4th and 5th years, and currently takes upwards of 50 medical students per rotation – which provides plenty of opportunity for doctors of all grades to involve themselves in teaching. The North Wales Clinical School (NWCS) also provides a structure within which teaching with other health professionals can take place, and NWCS now has 3 dedicated teaching rooms, an assessment suite, common room, extended library and clinical skills lab.

The Betsi Cadwaladr University Health Board (previously North West Wales NHS Trust) - which is responsible for Ysbyty Gwynedd - has worked in partnership on this project with Bangor University, Glyndwr University and the Cardiff University School of Medicine.

Bangor - The City

Bangor is located on the mainland side of the Menai Straits, in the far North West tip of Wales, UK, sandwiched between the mountains of Snowdonia and the Isle of Anglesey (which is where Wills and Kate live!). It is a University and Cathedral City.

The A55 dual carriageway links give easy access to the national motorway network and Manchester International Airport. North West England is no more than 1.5 hours drive away from the centre of Gwynedd and excellent high-speed rail services ensure that all parts of the country are within easy reach: you can be in London in about 3 hours. Ireland is also very easy to reach by ferry: the port of Holyhead is 20 miles away. It is also possible to fly between Anglesey and Cardiff.

Lifestyle & Leisure activities – see our website at www.mountainmedicine.co.uk

Gwynedd and Anglesey are perfectly situated for anyone enjoying outdoor pursuits: Bangor is sandwiched between the beautiful mountains of Snowdonia National Park, and the Menai Straits looking across to Anglesey.

World-class hill-walking, climbing, abseiling and scrambling venues are only a few minutes drive from the hospital in one direction, with watersports venues and beautiful beaches a few minutes drive in the other! Many hospital staff participate in the multitude of sporting activities available here: sailing, wind-surfing, canoeing, water-skiing, kite-surfing, and diving.

Back on land, keeping horses is relatively economical here compared to many parts of the UK and dry ski slopes at Llandudno and Capel Curig ensure that skiing is possible all year around. There is an abundance of golf courses, together with village clubs for football, rugby, cricket and tennis etc. all of which are very popular and receiving enthusiastic
support.

Gwynedd and Anglesey’s coastline, mountains, historic sites (there are a lot of castles here and three World Heritage Sites!) and settlements give it a truly unique character.

The diversity of Welsh culture is an important feature of life in the area: many locals speak Welsh and the area is very much bilingual. However the working language of the health system in Wales is English, and many doctors at Ysbyty Gwynedd can’t actually speak Welsh - although many have learning Welsh somewhere on their “to do” list and some have even got round to it!

**The Posts**

These are fixed term appointment of one year from 7 August 2013 – 5 August 2014.

The pay scale for the post is based upon the Specialty Doctor scale of £36,807.00 to £68,638 for basic 10-session contract: the exact point of scale is determined upon verification of previous NHS service. The post is subject to the Wales NHS Hospital Medical and Dental Staff terms and conditions of service.

The basis of the Clinical Fellow post is that the post-holder will be released from clinical duties for an average of one day per week (totalling 44 days in the 12-month period) to undertake activities relevant to their chosen interest (see above). This will usually be on a block basis to facilitate the arrangement of cover when necessary.

The post holder will be responsible to their respective Consultants. Precise duties will be determined by a weekly rota, but the post holder may be offered or asked to do extra shifts occasionally according to the needs of the department.

Betsi Cadwaladr University Health Board has embraced Clinical Leadership, with Chief of Staff (medical consultants) who lead Clinical Programme Groups and have responsibility for building commitment of all clinicians to quality improvement and to manage priorities within available resources. They also help shape and influence the Health Board’s strategic plans and priorities.

Wales was voted the most Family Friendly Deanery in the UK in 2012 and we are keen to support colleagues who would like to job share, work part-time or are looking for a post without on-call commitments. Please talk to us if you would like to find out more on how the Fellowship posts could fit your needs.
Conditions of Service

These posts are subject to the Wales NHS Hospital Medical and Dental Staff terms and conditions of service. Unfortunately, these posts are not eligible for relocation expenses.

The post-holders will be expected to be members of an appropriate medical indemnity organisation (e.g. MPS, MDU).

Single or married accommodation can be provided on a temporary basis or during the successful candidates search for more permanent accommodation.

The Betsi Cadwaladr University Health Board is an Equal Opportunities Employer.

Application Procedure

The applicant must be a fully registered medical practitioner with a licence to practise, hold the MRCP (or equivalent) with a minimum of three years regular hospital service in the training posts at SHO-grade or equivalent, including adequate experience in Medicine and other relevant specialties.

• Trainees who have passed MRCP will meet the required experience levels for the posts, but please see the Person Specification for further details of eligibility requirements.
• Please check the Person Specification carefully before applying: Occupational Health requirements for this post are potentially more stringent than for standard hospital jobs, a car owner/driver is essential to undertake the PHEM activities on offer; and there are weight limits for doctors wishing to fly with the Welsh Air Ambulance.

We strongly encourage all potential applicants to contact us for a chat: to discuss the post further, please contact either Dr Chris Subbe or xxx on 01248-384384, bleep 225 (Christian.Subbe@Wales.NHS.UK).

We can also put you in touch with current post-holders who are happy to discuss the job with you, warts and all, and we also encourage potential applicants to visit the department informally – if you join our team for a year, we want you to be happy here.

Application is by visiting NHS Jobs UK, website www.jobs.nhs.uk and following the instructions for on-line applications.

The Health Board website is http://www.bcu.wales.nhs.uk/