

**Swansea Bay University Health Board
Job Description & Person Specification
Locum? Consultant in xxxxxxxxxxxxxx
(10 sessions)**

1.0 ACCOUNTABILITY

Accountable to:	Chief Executive
Professionally accountable to:	Medical Director
Managerially accountable to:	Clinical Director

2.0 INTRODUCTION

We expect everyone that works for the Health Board, regardless of their role, to share and uphold our values in all that they do:

Caring for each other, in every human contact in all of our communities and each of our hospitals

Working together, as patients, families, carers, staff and communities so that we always put patients first

Always improving, so that we are at our best for every patient and for each other

2.1 Job Summary

This is a **replacement/new** post joining a team of **xx** Consultants responsible for the provision of **INSERT Specialties/Specialty** services to the Health Board.

Please insert here brief details/information about your post. This should be an introduction to your particular post, information about your departmental structure/specialty and an outline of what your department does.

This is an example of what you could write:

*[This is a replacement post joining a team of 6 Consultants responsible for the provision of ***** services to the LHB. There is now an integrated department serving both Neath Port Talbot Hospitals/Morrison and Singleton Hospitals, which provide the main acute services for the LHB, and serve a population of approximately x00,000. The Department of ***** provides regional services to patients living along the M4 corridor in South Wales. One of the surgeons is working across the 2 sites and this appointment will help to further consolidate this position. All emergency and major elective work will take place at the *****Hospital. All other work can be undertaken on either site.]*

*All of the ***** services, including ***** are delivered through a large unified Division/Directorate/Department of ***** with a structure extending from ***** to *****. The*

Division/Directorate/Department is lead by a Clinician ****, supported by ****.

The **** Specialty*****

Working across Boundaries

At the current time this post is based at *****. We are reconfiguring our services to ensure they remain safe and sustainable in the future, and there may be occasions when you will be requested to work at other locations within Swansea Bay University Health Board. We reserve the right to transfer you, following consultation, to any of its locations, in accordance with the needs of the service. In such circumstances, a change of base may carry an entitlement to excess travel payments.

2.2 Consultants and senior staff in the specialty

INSERT

2.3 Other medical staff in the specialty

INSERT

2.4 Other relevant staff and members of the multi disciplinary team

INSERT

2.5 Support Facilities

You will have use of office facilities, secretarial support and IT provision including a computer with use of the Internet. You will be provided with login in to NHS digital systems through the National Active Directory (NADEX) and will be provided with an NHS email account which we will use to communicate with you and expect that you will review regularly.

We have public Wifi in most of our sites and you are encouraged to bring your own smartphone or tablet for mobile working. An app that allows access to the intranet and your outlook account securely will be provided for you on request.

There are designated car parking spaces for staff on all our hospital sites. At the current time there are no charges for parking by staff within Health Board sites.

3.0 MAIN DUTIES AND RESPONSIBILITIES

3.1 Clinical

You will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness.

Working with consultant colleagues and the multi-professional team you will have continuing responsibility for the well-being of all patients under your care; allowing for proper delegation to, and training of staff. In partnership with clinical and managerial colleagues you will also have responsibility for the safe, efficient and

effective functioning of the services in which you work in line with the values, operational policies and integrated medium term plan (IMTP) of the Health Board. You are encouraged to consider how services can be improved and to report any concerns about safety.

You will be required to adhere to the principles of good medical practice as laid down by the General Medical Council.

You will be required to participate in the Health Board's risk management process, clinical governance and any other healthcare governance activities within the department, the **directorate/delivery unit** and the Health Board. Adherence to the Caldicott Principles of information governance is mandatory.

You will be required to maintain a licence to practice through revalidation, to undergo satisfactory annual appraisal using the all Wales online Medical Appraisal Scheme ("MARS") and to formulate a Personal Development Plan, in conjunction with the Clinical lead, to identify training and development needs. You will be expected to participate in sufficient personal and professional development to fulfill Royal College and GMC requirements. You will also be required to undergo a job plan review at least annually and to agree and then meet service outcomes.

You will be expected to make a significant contribution to the service and **directorate/delivery unit** planning process through active participation in the clinical **directorate/delivery unit** structure.

You will participate in the **1 in ** on call rota at the ***** Hospital(s)**, with prospective cover. In exceptional circumstances it may also be necessary to undertake duties at other locations with the Health Board. Travelling as necessary between hospitals/clinic will be required to undertake such duties. Travel expenses will be remunerated according to the Health Board policy and procedures for claiming.

[Domiciliary consultations may be required when clinically indicated.] *Delete if not applicable to post*

You will adhere to all policies which cover radiation exposures as currently outlined in IRMER regulations.

The Health Board is committed to meet its obligations to minimize infection. You will be required to comply with current procedures for the control of infection, including dress-code, to challenge non-compliance by colleagues, and to attend training in infection control provided by the Health Board.

3.2 Education and Training

We place great importance on our University status and have strong educational links to the Swansea University Medical School, Cardiff College of Medicine and the College of Human and Health Science in Swansea and you will be responsible for carrying out training, teaching, examination of healthcare staff and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and sometimes nationally.

A staff Education Centre at Morriston Hospital, shared with the Swansea University Medical School, with raked lecture theatres, seminar rooms and common rooms opened in 2015 as part of a substantial investment on the site to replace older facilities. There is a small library and education centre at Cefn Coed Hospital to support the staff who work there. Singleton Hospital has a well-stocked library and seminar rooms for staff as well as education facilities for the Swansea University Medical School in its own facilities. Neath Port Talbot Hospital has an education centre and library on the top floor of the main hospital building. All five libraries are integrated to provide support for students and staff across the Health Board.

[If appropriate] You will be named in the contracts of junior medical staff as the person expected to act as

Educational Supervisor for those assigned to you; overseeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and medical royal colleges. Medical trainees in Wales are required to agree an educational contract jointly between them, the Health Board and the Deanery.

You will participate in the specialty's postgraduate teaching sessions.

You will also teach and train medical undergraduates in line with the Undergraduate training programme. [If applicable to post]

- Participate actively in the department's undergraduate teaching programme.
- Welcome medical students into learning environments with specific the approval of any patients involved.
- Engage and involve medical students in your clinical activities, where possible and appropriate.
- Provide informal and "bedside" teaching to undergraduate medical students where appropriate, particularly during ward rounds, in the emergency department, during outpatient clinics and during operations and procedures.
- Give feedback to medical students.
- Participate in undergraduate examinations, particularly clinical examinations for Swansea and Cardiff medical students if requested to do so.
- Be responsible to the honorary lecturer and honorary senior lecturer for the purpose of undergraduate medical education.

There will be opportunities for the successful candidate to develop a specific teaching interest, develop and to take up formal, remunerated clinical teaching sessions which will be integrated into his/her job plan.

3.3 Research

We are a University Health Board and you will be encouraged to participate in or actively support research and development in line with our Research and Development strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

4.0 UNIVERSITY PARTNERS

4.1 Swansea University

Swansea is a top UK Medical School located in beautiful South West Wales. The remit is to educate and train the next generation of doctors, life scientists, and health professionals. The mission is to improve the health, wealth and wellbeing of the people of Wales and the world. There are collaborations with the NHS, business and the third sector in a spirit of open innovation and have established themselves as a world-class place to learn, research and innovate. They were ranked 1st in UK for medicine, Complete University Guide 2022

Swansea University is fully engaged with the Research Excellent Framework (REF) and provides relevant, up-to-date information on the REF process to colleagues and external stakeholders. Through REF, the UK funding bodies develop and sustain a dynamic and internationally competitive research sector that makes a major

contribution to economic prosperity, national wellbeing and the expansion and dissemination of knowledge. The community of students, researchers and partners draw on and benefit from the expertise of our international researchers and educators, building on the excellent research ranked top 5 in the UK (Unit of Assessment 3; REF2021).

The Medical School has a vibrant research community which attracts prestigious research funding. Recent major research funding awarded to the Medical School includes from British Heart Foundation, UKRI including MRC and ESRC, HDRUK, and Smart Expertise via Welsh Government.

There is a commitment to tackling global challenges and improving the health, wealth and wellbeing of society. The strength of the Medical School's research community is in its people and in its ambition for excellence. Based across the Institute of Life Science, Data Science and the Centre for NanoHealth at the Singleton Campus, and with close proximity to NHS Wales facilities and staff, our researchers are able to take full advantage of state-of-the-art facilities and inter-disciplinary expertise. The Grove building on Singleton Campus is home to our teaching of our anatomy, clinical skills and our Medicine and Physician Associate courses.

Facilities across our buildings include modern research laboratories equipped with the latest instrumentation for biomolecular analysis including confocal microscopy, high content imaging, flow cytometry suite, mass spectrometry, DNA sequencing facility, bioinformatics capability, and much more.

The Institute of Life Science 1 houses six floors of state-of-the-art research laboratories and dedicated business incubation facilities for our client organisations. On a day-to-day basis, it houses over 200 specialists in medical science research and teaching, business development and technology transfer. The Institute of Life Science 2 (ILS2) located next door hosts a number of key research facilities including the Centre for NanoHealth, a £22million open access Research & Development facility dedicated to the advancement of healthcare through the application of nanotechnology, the JCRF that focusses on innovative medical treatments to common illnesses, and a state of the art Clinical Imaging Facility (CIF) with advanced MRI and CT scanning facilities to support Medical Imaging research and Clinical Oncology trails. The ILS2 building also offers 'incubation' units, offering rental space to start-up companies working in the area of Life Science.

4.2 The Faculty of Health and Life Sciences

The Faculty of Health and Life Sciences has been recently formed by bringing together the Swansea University Medical School and College of Human and Health Sciences. The Faculty is home to a vibrant community of staff and students, brought together by an ambition to improve the health and wellbeing and wealth of society through research, education and innovation.

The Faculty of Health and Life Sciences has a long-standing reputation for the quality of our teaching and research. The University achieved Gold in the latest Teaching Excellence and Student Outcomes Framework (TEF) which recognises excellent teaching and the Medical School is ranked 1st in the UK for research environment, and 2nd for overall research quality (REF 2014). The Medical School has been consistently ranked in the UK top 10 for the last few years.

We are a faculty with global reach and impact and we feel it is important more people benefit from what we do - whether through creating opportunities for more students to study, by increasing the reach of the real-life impacts of research, by building strong international partnerships or supporting more companies to develop through open innovation. We support health and social care partners to identify, understand and meet their workforce needs and by enabling service change through research and innovation-driven improvements in care, treatments, therapies and practices. We help drive economic development and wellbeing through investment and collaboration in world leading science, innovation and enterprise. We are at the forefront of designing and securing the medical, life science, health and social care workforce of the future.

Building on the success of the Medical School and the College of Human and Health Sciences, the new faculty will make a unique contribution to the regional, national and international challenges facing health and social care when it goes live later this year.

4.3 Cardiff Research Institutes

Across the school of Medicine, five institutes lead research that covers a spectrum from basic laboratory science to bedside practice. These are the Institute of Psychological Medicine and Clinical Neurosciences, the Institute of Infection & Immunity, the Institute of Primary Care & Public Health, the Institute of Cancer & Genetics, and the Institute of Molecular & Experimental Medicine. Alongside these research Institutes, core functions of the school are provided by the Institute of Medical Education and the Institute of Translation, Innovation, Methodology & Engagement (TIME).

The only dental school in Wales provides unique and important leadership in dental research, teaching and patient care. Located at the University Dental Hospital on Cardiff University's Heath Park campus, a 53 acre site shared with the University Hospital of Wales.

Research facilities have recently been enhanced with the £11m Henry Wellcome Building for Biomedical Research in Wales. The building includes state-of-the-art laboratories and equipment for research into Infection & Immunity, Cancer Biology and Psychiatric Genetics, adjacent to a purpose-built Clinical Research Facility.

4.4 Other University partners

The Health Board also works closely with other Colleges within Swansea University (Computer science, engineering, management) and with the University of South Wales, particularly for nurse education and also University of Wales, Trinity St. David.

5.0 MANAGEMENT AND CLINICAL LEADERSHIP

Consultants have an important leadership role in their teams and the Health Board. You will be required to work closely with your clinical and management colleagues in the safe and efficient running of services and are expected to contribute, with colleagues, to the management, improvement and modernisation of the services in which you work. You may also be asked to contribute nationally to support the NHS in Wales.

There is a requirement to work within the financial and other constraints determined by the Health Board and set out in the integrated medium term plan (IMTP) and you will be expected to contribute to the development and annual review of the IMTP. Additional expenses or resources of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, you will be expected to observe all relevant policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and non clinical matters.

You will be expected to be familiar with and comply with local and national employment and Human Resources policies and procedures in the management of employees of the Health Board.

You 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 specialty and within the level of their competence.

6.0 RESPONSIBILITIES AND DUTIES SPECIFIC TO THE POST

Add here any specific duties ****

7.0 PROVISIONAL WORK PROGRAMME

The provisional work programme is attached at Appendix 1.

This job plan which will be subject to review in accordance with paragraph 30(d) of the Medical and Dental Staff (Wales) Handbook (1 December 2003).

8.0 GENERAL INFORMATION FOR APPLICANTS

If you are related to any member of staff in a senior officer position in the Health Board you should clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.

Whilst you must note that canvassing of any member of the Advisory Appointments Committee or the employing Health Board will disqualify you, we encourage applicants to seek further information about the post and you may wish also to approach University partners about academic opportunities.

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] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Travelling expenses will be reimbursed for only one pre interview visit and only then if you are selected for interview. In the case of travelling from abroad, traveling expenses are payable only from the point of entry into the UK. In the event of the successful candidate declining the offer of employment, no expenses will be reimbursed.

Reimbursement for Relocation Expenses when appointed will be considered and will be in accordance with the Health Board policy at the time of appointment.

You will be required to declare at all times any financial interests you may have in respect of agencies with whom the Health Board may enter into contract for the supply of goods and/or services. These will include the receipt of hospitality, funding for travel or conferences or goods in kind. Such interests should be communicated, in writing to Board Secretary and also declared on any application for study or professional leave.

The terms and conditions of service, including pay, are determined by the Medical and Dental Staff (Wales) Handbook and the General Whitley Council Conditions of Service and any changes to those conditions which the Minister for Health & Social Services may authorise from time to time.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in your contract of employment.

Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly.

If you wish to undertake private practice work you may do so, provided that you continue to meet all the obligations of your job description and personal job plan in regard to the discharge of your NHS work. There must be no conflict of interest between your NHS and private work which should be carried out in un-contracted time that is clearly identified in your job plan.

Your private residence shall be maintained in contact with the public telephone service and given the particular nature of your work you are required to live in a location which is within reasonable travelling time from your place of work as agreed with your Clinical Lead, unless specific approval is given in advance to your residing at a greater distance, by the Unit Medical Director.

Job Limitations

At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality

In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Boards to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Employee Wellbeing

It is the policy of SBU to promote the importance of employee well-being for a healthy working environment. The Health Board's aim is to maximise attendance and improve productivity through the process of risk management, and by the identification of stressors for staff and the introduction of control measures to reduce these stressors.

Swansea Bay University Health Board (SBU) has a legal obligation for the general health, safety and emotional well-being of its employees and is therefore committed to promoting a healthy and supportive working environment because it believes its staff is its most important asset and that their well-being is essential to effective work performance and the provision of high quality services.

The promotion of an effective employee well-being culture will be communicated to staff via the intranet, Occupational Health Support, SBU social media, Wellbeing Champions and Wellbeing notice boards, through

awareness raising activities such as National Stress Awareness Day and preventative programmes/workshops, as well as educative activities such as Staff Induction and Manager Development programmes.

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 favourable 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 any 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 HB/Trust Disciplinary Policy.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children

The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description is not inflexible but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

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.

9.0 DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO CHILDREN AND VULNERABLE ADULTS

In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. The DBS is authorised to disclose in confidence to Swansea Bay University Health Board’s nominated officers, details of any criminal record, including cautions and bind over orders and “spent” convictions.

You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

10. DETAILS FOR VISITING BEFORE INTERVIEW

Candidates who may wish to seek further information or who would like to arrange to visit the Health Board are invited and encouraged to contact:

[INSERT NAME]	Unit Medical Director	[INSERT TELEPHONE NUMBER AND E MAIL CONTACT DETAILS]
[INSERT NAME]	Clinical Lead [INSERT]	[INSERT TELEPHONE NUMBER AND E MAIL CONTACT DETAILS]
[INSERT NAME]	Consultant [INSERT]	[INSERT TELEPHONE NUMBER AND E MAIL CONTACT DETAILS]

LOCUM? CONSULTANT IN xxxxxxxx
PROVISIONAL JOB PLAN (may be subject to alteration)

NPTH – Neath Port Talbot Hospital

SH – Singleton Hospital

MH – Morriston Hospital

CCH – Cefn Coed Hospital

	Sessions	Hours	Location	Type of Work
Monday AM	1	3.75		
Monday PM	1	3.75		
Tuesday AM	1	3.75		
Tuesday PM	1	3.75		
Wednesday AM	1	3.75		
Wednesday PM	1	3.75		
Thursday AM	1	3.75		
Thursday PM	1	3.75		
Friday AM	1	3.75		
Friday PM	1	3.75		

On Call **1:8 (Prospective Cover)**

Note

This is a standard 10 session job plan (37.5 hours). 2 sessions will be allocated within the job plan for core SPA activities and 1 SPA will be allocated for induction purposes during the first 3-months', following which an interim job plan meeting will be timetabled to review the notional split of DCC/SPA time and the agreement for the additional SPA session will be arranged by mutual agreement between the Consultant appointee and Directorate where additional SPA time / activity can be identified and evidenced in specific SPA roles. If sufficient outcomes from SPA time cannot be evidenced at this interim meeting, the additional SPA session will be reallocated to a DCC session.

The Job Plan will be reviewed and agreed on an annual basis between you and your Clinical Director. In cases where it is not possible to agree a Job Plan, either initially or at an annual review, the appeal mechanism will be as laid out in the Amendment of the National Contract in Wales. Annual job plan reviews will also be supported by the Consultant appraisal system which reviews a Consultant's work and performance and identifies development needs as subsequently reflected in a personal development plan.; this will be reviewed annually in line with the contract.

Mentoring arrangements are available in the Directorate and a senior clinician may be provided to the successful candidate if desired; the Health Board also run a Consultant Development Programme.

ALL SECTIONS HIGHLIGHTED IN RED SHOULD BE AMENDED TO REFLECT THE SPECIFIC REQUIREMENTS OF THE POST.

DIRECTORATE/LOCALITY/DELIVERY UNIT *****

PERSON SPECIFICATION

Job Title: **LOCUM? CONSULTANT *******

Criterion		How Tested			
Qualifications	Essential	Desirable	Application	Interview	Presentation
Registered with the GMC	✓		✓		
Licensed to practice	✓		✓	✓	
On Specialist Register with GMC as a specialist in **** or eligible for CCT within 6 months of date of interview and have passed exit exam or a statement of eligibility for registration issued by PMETB or a primary medical qualification and recognized specialist qualification from a European Member State which will allow direct entry to the GMC Specialist Register	✓	✓Locum?	✓		
Further relevant degree/diploma		✓	✓		
Teaching qualification/Higher qualification in medical education		✓	✓		
Experience					
Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff ("Working Together")	✓		✓	✓	
Evidence of working with management and clinical colleagues to improve a service ("Always Improving")	✓		✓	✓	

Values partnership with other agencies (<i>"Working Together"</i>)	✓	✓		✓	
Development and commissioning of *** services (what specific experience do you require of the post?)	✓	✓	✓	✓	
Evidence of teaching and training of post/undergraduate clinical staff	✓		✓	✓	
Evidence of initiating, progressing and completing audit	✓		✓	✓	
Experience of research in *****	✓	✓	✓	✓	
(Specific) Experience of e.g. <i>hand surgery</i>	✓	✓	✓	✓	
Skills & Abilities					
Effective leadership; ability to take responsibility and demonstrate leadership when appropriate	✓		✓	✓	✓
Understands the importance of effective Team Working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change (<i>"Working Together"</i>)	✓			✓	✓
Understands and can apply the principles of Prudent Healthcare (<i>"Caring for each other"</i>)	✓			✓	✓
Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly (<i>"Caring for each other"</i>)	✓		✓	✓	✓

Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the service <i>("Always Improving")</i>		✓		✓	✓
Understands information systems and technology (expand as required)	✓			✓	
Clinical Skills (what specific clinical skills are required of this post?)	✓	✓	✓	✓	
ADD MORE ROWS AS REQUIRED					
Personal Attributes					
Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks	✓		✓		
Ability to undertake on-call	✓	✓		✓	
A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service <i>("Always Improving")</i>	✓			✓	
Enthusiasm to take a lead role in clinical development	✓		✓	✓	
Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals	✓				