

Medical & Dental Staff

Welcome to Hywel Dda University Health Board



We are aware this Medical and Dental Staff Brochure does not comply with the Digital Accessibility Standards and is included for downloading and printing purposes only.

You can view a text only version of this Medical and Dental Staff brochure [here](#).

Content within this brochure is also available on our [website](#).

If you would like access to an alternative format, please contact recruitmentcampaigns.hdd@wales.nhs.uk

About us

Thank you for considering Hywel Dda University Health Board as an employer of choice.

Hywel Dda University Health Board plans and provides NHS healthcare services for people living in Carmarthenshire, Ceredigion, Pembrokeshire, and bordering counties.

We have over 13,000 staff and together we provide primary, community, in-hospital, mental health and learning disabilities services.

We work in partnership with the three local authorities, as well as public, private and third sector colleagues, including our valued team of volunteers.

Our services are provided in:

- Four main hospitals: Bronglais Hospital in Aberystwyth; Glangwili Hospital in Carmarthen; Prince Philip Hospital in Llanelli; and Withybush Hospital in Haverfordwest
- Five community hospitals: Amman Valley and Llandovery hospitals in Carmarthenshire; Tregaron Hospital in Ceredigion; and Tenby and South Pembrokeshire hospitals in Pembrokeshire
- Two integrated care centres: Aberaeron and Cardigan in Ceredigion, and several other community settings
- 47 general practices (six of which are health board managed practices); dental practices (including four orthodontic); 97 community pharmacies; 43 general ophthalmic practices; and 8 ophthalmic domiciliary providers
- Numerous mental health and learning disabilities services

Career Development

We are dedicated to supporting the Continuing Professional Development (CPD) of our medics. This is essential for maintaining and enhancing their skills, knowledge, and performance. We encourage participation in a variety of courses available at our 5 Medical Education Centres across the Health Board.

- We have a structured Portfolio Pathway with experienced senior medics providing support, guidance and structure to doctors wishing to pursue the Portfolio Pathway for Specialist Registration. This area of work is led by a Consultant who is a Portfolio Pathway Lead for the Health Board as well as being a Royal College Pathway Assessor.
- We are committed to developing the leadership capability of medics and we pride ourselves on the suite of medical and multi-disciplinary leadership programmes we have created that promote, support and encourage continuous development and improvement.
- Hywel Dda is an organisation that aims to deliver a healthcare system of the highest quality, with excellent outcomes for our patients and our population. We value our staff and the work that they do and want all staff, at all levels, in all roles, to feel competent and empowered to make the changes that they know will improve patient's experience and outcomes of care.

Hywel Dda University Health Board is home to five hospital libraries, spread across its main sites, offering invaluable support to healthcare professionals, students, and staff.

To learn more about how we are committed to developing the leadership capability of medics, take a look [here](#).

Our M&D benefits include...

- NHS Pension
- Lifelong learning
- Study Leave policy
- Libraries
- Up to £8,000 Relocation Package (T&C apply)
- Pay enhancements to reward out of hour duties/on-calls.
- House prices on average around 30% cheaper than the national average
- Option to purchase Annual Leave (subject to National Minimum Wage compliance checks)

For more information on our benefits please click [here](#)

Wellbeing

Hywel Dda has an exclusive psychological wellbeing service for our staff members. The service offers a range of information and services designed to promote organisational health and psychological well-being and contribute to a culture of well-being, resilience, and effective self care.

Values and behaviours

The Health Board operates to a defined set of organisational values. It is an expectation that everyone is able to demonstrate a commitment to these values, from the point of application through to the day to day delivery of their roles. These values were developed by our staff for us all and as such are non-negotiable and are part of Hywel Dda's DNA.

We expect everyone to demonstrate nine personal values at Hywel Dda in everything they do.

These are **Dignity, Respect, Fairness, Integrity, Honesty, Openness, Caring, Kindness, and Compassion.**

Click [here](#) for more information about our wellbeing services, values and various staff network groups.

Enjoy where you live

You will enjoy excellent conditions of employment, whilst building your future in one of the best locations in the UK. West Wales is beautiful, sharing rugged coastlines with misty mountains. Outdoor sports are easy to pursue, whilst the amenities of urban centres such as Swansea and Cardiff are not too far away. The pace of life can be fast or slow, with a diverse range of people sharing an envious work-life balance across the region, with excellent quality schools, and reasonable property prices contribute to low living costs and high quality of life.

Whether you are moving within the county boundaries, or relocating from further away, we hope that you enjoy settling into your new home and community.

From schools, to transport, to places of worship, we have everything to help you settle into your new area.

Click [here](#) for more information about living in the area



Medical and Dental (Wales) – Pay, Terms and Conditions of Service

There are policies and protocols which apply to all employed medical and dental staff in NHS Wales, or to all employing NHS bodies in Wales.

Click [here](#) for more information.

- We want to make sure that everyone joining Hywel Dda has a great start, and hope that the information on these pages will answer some of your initial questions, and help you to settle in to your new role and community.
For more information, please click [here](#).
- Click [here](#) for more information about working for Hywel Dda University Health Board - including **child care**, **environmental sustainability** and **NHS pension**.



For more information, please contact recruitmentcampaigns.hdd@wales.nhs.uk

