

From:
Sent:
To:
Subject:

-----Original Message-----

From: aidanpobrien [Personal Information redacted by the USI]
To: Malcolm.Clegg [Personal Information redacted by the USI]
Sent: Thu, 10 Nov 2011 0:55
Subject: Re: Amended 2011/12 Job Plan

Malcolm,

Thank you for your email of 03/11/11, and for clarifying that the total PAs accompanying the Amended Job Plan will be 12.75.

As discussed with you yesterday, I am by now disappointed, disillusioned and cynical of Job Planning and Facilitation. Even though I has brought attention, in writing and verbally, and over a period of two months, to the physical impossibility of earlier Job Plans offered, a possible (whether acceptable) Job Plan was submitted for the first time on 31 October 2011. If acceptable, it was to further defy all possibility by being effective retroactively from 1 September 2011. Upon query, now it is to be effective from 1 October 2011, a month before it was offered, and on the grounds that another consultant's job plan, presumably both possible and accepted, had become effective from that date. Surreal relativism comes to mind!

By now, I feel compelled to accept the Amended Job Plan effective from 01/10/2011, even though I neither agree with it or find it acceptable. I have endeavoured to ensure that management is fully aware of the time which I believe was required to undertake the clinical duties and responsibilities included in the Job Plan, to completion and with safety. Particularly during the coming months leading to the further reduction in allocated time, I will make every effort to ensure that I will spend only that time allocated, whilst believing that it will be inadequate.

Aidan O'Brien

-----Original Message-----

From: Clegg, Malcolm [Personal Information redacted by the USI]
To: aidanpobrien [Personal Information redacted by the USI]
Sent: Thu, 3 Nov 2011 12:16
Subject: RE: Amended 2011/12 Job Plan

Mr O'Brien,

The hours in the amended job plan total 12.63 PAs, so when this is rounded to the nearest 0.25 PA it results in a total of 12.75 PAs.

With reference to the effective date of the job plan, it had originally been intended that your job plan would be effective from 1st September 2011; however because of delays with Facilitation etc this will no longer be appropriate. If you are prepared to accept the amended job plan it is expected that this will become effective from 1st October 2011. This is the same date that has been applied to one of your consultant colleagues who has also accepted a reduced job plan in Urology.

I trust this helps to clarify your queries.

Regards

Malcolm

Malcolm Clegg

Medical Staffing Department

Southern Health and Social Care Trust

Craigavon Area Hospital

BT63 5QQ

Tel: Personal Information redacted by the USI

From: aidanpobrien Personal Information redacted by the USI
Sent: 03 November 2011 12:10
To: Clegg, Malcolm
Subject: Re: Amended 2011/12 Job Plan

Hello Malcolm,

Just noted your email this morning.

I would be grateful if you would clarify or explain why amended job plan attracts a total of 12.63 PAs when it should be 12.75 PAs?

Could you also explain for me how the job plan can have been effective from 01 September 2011, when it hasn't?

Thanks,

Aidan O'Brien

-----Original Message-----

From: Clegg, Malcolm

Personal Information redacted by the USI

To: aidanpobrien

Personal Information redacted by the USI

CC: O'Brien, Aidan

Personal Information redacted by the USI

Murphy, Philip

Personal Information redacted by the USI

Sent: Mon, 31 Oct 2011 14:01

Subject: Amended 2011/12 Job Plan

Dear Mr O'Brien,

Following your Facilitation meeting on 28 September you were advised by Dr Murphy that he felt it appropriate to offer you an additional 0.75 PA per week for administration until 28 February 2012; however from 1 March 2012 you would then reduce to 12 PAs per week.

I have attached an amended 12.75 PA job plan which reflects the additional 0.75 PA per week until the end of February 2012 and your request to have lunch breaks

included in the job plan. Your specialist clinic has also been moved from Friday morning to Friday afternoon.

I would be grateful if you could sign the amended job plan and return this to me by Friday 4 November 2011. If I do not hear from you by Friday 4 November, I will assume you have accepted this job plan.

Regards

Malcolm

Malcolm Clegg

Medical Staffing Department

Southern Health and Social Care Trust

Craigavon Area Hospital

BT63 5QQ

Tel:

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Southern Health & Social Care Trust IT Department

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Southern Health and Social Care Trust.

This job plan started 01 April 2012.

Job plan for Mr O'Brien, Aidan in Urology

Basic Information

Job plan status	In 'Discussion' stage
Appointment	Full Time
Cycle	Rolling cycle - 5 weeks
Start Week	1
Report date	19 Feb 2013
Expected number of weeks in attendance	42
Number of weekdays for on-call purposes	5 (Monday to Friday)
Alternate employer	None Specified
Contract	New

Job plan stages

In 'Discussion' stage	5 Feb 2013	Mrs Zoe Parks
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PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	9.80	9.80	35:42
Supporting Professional Activities (SPA)	1.48	1.48	5:54
Total	11.28	11.28	41:36

On-call availability

Works on-call?	Yes
General Settings:	
Do you work on-call at weekends?	Yes
What is your on-call frequency?	1 in 5
Weekday predictable on-call work:	
What are your average hours of predictable emergency work per weekday on-call?	0:00
How much of this work takes place between 19:00 & 07:00?	0:00
Does this work replace or run concurrently with other activities?	No
How much work replaces or runs concurrently with other activities?	0:00
Weekday unpredictable on-call work:	
What are your average hours of unpredictable emergency work per weekday on-call?	0:39
How much of this work takes place between 19:00 & 07:00?	0:00

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Do you work your on-call on a specific day? No fixed day

Weekend on-call work:

What are your average hours of predictable emergency work per weekend on-call? 0:00

Does this work replace or run concurrently with other activities? No

What are your average hours of unpredictable emergency work per weekend on-call? 0:00

Other Information:

Where does your on-call work take place? Craigavon Area Hospital

Category Category A (Return immediately to site or lengthy phone consultation)

PA Count:

The number of PAs arising from your predictable on-call work is: 0.00

The number of PAs arising from your unpredictable on-call work is: 1.00

Your on-call availability supplement is: 5%

Link your predictable on-call work to a personal or service objective: No linked objective

Link your unpredictable on-call work to a personal or service objective: No linked objective

Sign off

Role: Clinical Manager	Role: Clinical Manager	Role: Clinical Director
Name: Mr Brown, Robert	Name: Mr Mackle, Edward	Name: Dr Rankin, G
Signed:	Signed:	Signed:
Date:	Date:	Date:

Timetable

Week 1

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45							
09:00				Uro radiology meeting			
09:15							
09:30							
09:45			Surgery				
10:00			MDT				
10:15							
10:30		Day					
	Patient related admin (reports,	surgery					

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10:45 results etc)

Grand Round

11:00

11:15

11:30

Urodynamics

11:45

12:00

12:15

12:30

Planned in-patient operating sessions

12:45

Continuous professional development.

13:00

13:15

13:30

13:45

14:00

14:15

14:30

14:45 Continuous professional development.

Clinic

15:00

15:15

Surgery MDT

15:30

15:45

16:00

16:15

16:30

16:45

17:00

Post-op ward round

17:15

17:30

17:45

18:00

18:15

18:30

18:45

19:00

Week 2

Monday Tuesday

Wednesday

Thursday

Friday

Saturday Sunday

07:00

07:15

07:30

07:45

08:00

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08:15			
08:30			
08:45			
09:00		Ur or radiology meeting	
09:15			
09:30			
09:45			
10:00	Day surgery	Surgery MDT	
10:15			
10:30			
10:45			
11:00		Grand Round	Clinic
11:15			
11:30			
11:45		Urodynamics	
12:00			
12:15			
12:30		Pre-op ward round	
12:45			Continuous professional development.
13:00			
13:15			
13:30			
13:45			
14:00			
14:15			
14:30			
14:45			
15:00	Clinic		Patient related admin (reports, results etc)
15:15			
15:30	Clinic	Surgery MDT	
15:45			
16:00			
16:15		Planned in-patient operating sessions	
16:30			
16:45			
17:00			
17:15			
17:30			
17:45			
18:00			
18:15			
18:30			

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18:45

19:00

19:15

19:30

19:45

20:00

Post-op ward round

20:15

20:30

20:45

21:00

Week 3

Monday

Tuesday

Wednesday

Thursday

Friday Saturday Sunday

07:00

07:15

07:30

07:45

08:00

08:15

08:30

08:45

09:00

Uro radiology meeting

09:15

09:30

09:45

Surgery MDT

10:00

10:15

10:30

10:45 Patient related admin
11:00 (reports, results etc)Continuous professional
development.

Grand Round

Clinic

11:15

11:30

Continuous professional
development.

11:45

12:00

12:15

12:30

Pre-op ward round

12:45

Continuous professional
development.

13:00

13:15

13:30

13:45

14:00

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14:15

14:30

14:45 Continuous professional
15:00 development. Clinic

15:15

15:30

Surgery MDT

15:45

16:00

16:15

Planned in-patient
operating sessions

16:30

16:45

17:00

17:15

17:30

17:45

18:00

18:15

18:30

18:45

19:00

19:15

19:30

19:45

20:00

Post-op ward round

20:15

20:30

20:45

21:00

Week 4

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday Sunday

07:00

07:15

07:30

07:45

08:00

08:15

08:30

08:45

Uro radiology meeting

09:00

09:15

09:30

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09:45				
10:00			Surgery MDT	
10:15				
10:30				
10:45	Clinic	Continuous professional development.		
11:00			Grand Round	Clinic
11:15				
11:30				
11:45			Urodynamics	
12:00				
12:15				
12:30				
12:45			Pre-op ward round	Continuous professional development.
13:00				
13:15				
13:30				
13:45				
14:00				
14:15				
14:30				
14:45	Continuous professional development.	Clinic		Patient related admin (reports, results etc)
15:00				
15:15				
15:30			Surgery MDT	
15:45				
16:00				
16:15				
16:30			Planned in-patient operating sessions	
16:45				
17:00				
17:15				
17:30				
17:45				
18:00				
18:15				
18:30				
18:45				
19:00				
19:15				
19:30				
19:45				

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20:00

Post-op ward round

20:15

20:30

20:45

21:00

Week 5

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45							
09:00				Uro radiology meeting			
09:15							
09:30				Pre-op ward round			
09:45							
10:00							
10:15							
10:30							
10:45	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions		Emergency operating sessions		
11:00							
11:15							
11:30							
11:45				Emergency operating sessions			
12:00							
12:15							
12:30							
12:45							
13:00							
13:15							
13:30							
13:45							
14:00							
14:15							
14:30							
14:45	Clinic	Clinic	Day surgery		Planned in-patient operating sessions		
15:00							
15:15				Surgery MDT			

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15:30

15:45

16:00

16:15

16:30

16:45

17:00

17:15

Post-op ward round

17:30

17:45

18:00

18:15

18:30

18:45

19:00

Activities

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Total:								10.28	40:48
Mon	07:15 - 13:00	2	Day surgery 75 minutes travel from Craigavon Area Hospital.	Southern He..	Erne Hospit..	DCC	8.4	0.29	1:09
Mon	08:30 - 13:00	4	Clinic 30 minutes travel from Craigavon Area Hospital.	Southern He..	Armagh Comm..	DCC	8.4	0.23	0:54
Mon	09:00 - 13:00	5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward Round, Emergency Operating, Triage and Virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Mon	09:00 - 13:00	1, 3	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	16.8	0.40	1:36
Mon	13:00 - 17:00	5	Clinic Comments: CONSULTANT OF THE WEEK	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Mon	13:00 - 17:00	1, 3-4	Continuous professional development.	Southern He..	Craigavon A..	SPA	25.2	0.60	2:24
Mon	13:00 - 18:15	2	Clinic 75 minutes travel to Craigavon Area Hospital.	Southern He..	Erne Hospit..	DCC	8.4	0.26	1:03
Tue	08:30 - 13:00	1	Day surgery	Southern He..	Craigavon A..	DCC	8.4	0.23	0:54
Tue	09:00 - 13:00	5	Emergency operating sessions Comments: consultant of the week	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Tue	09:00 - 13:00	4	Continuous professional development.	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	09:00 - 13:00	3	Continuous professional development.	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	13:00 - 17:00	1-4	Clinic	Southern He..	Craigavon A..	DCC	33.6	0.80	3:12
Tue	13:00 -	5	Clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48

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9/11

No specified day

Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
You have not added any activities.								

On-call

Type	Normal	Premium	Cat.	PA
Predictable	n/a	n/a	DCC	1.00
Unpredictable	n/a	n/a	DCC	1.00
Total:				1.00

Resources

Staff

Equipment

Clinical Space

Other

Additional comments

None

Aimee Crilly

From: Young, Michael <[REDACTED]> Personal Information redacted by the USI
Sent: 21 February 2013 15:13
To: O'Brien, Aidan; [REDACTED] Personal Information redacted by the USI; Glackin, Anthony; Pahuja, Ajay; ajay pahuja

Aidan, Tony and AJ

Please have a look at proposed job plan.

It is based on our discussions over the past few months.

All posts have a similar theme with individual trends (as you will see) As you are aware I've had meetings with Dr Rankin and Robin.

They are keen on a 11 PA job

Specific issue not previously defined was 8-30 start in theatre and if on the late shift it would be an 8 pm finish. We were short of 4hrs operating time. 3X half hr (tues,weds, fri am lists) brought back 1.5hrs and 2X the extra hr tues and weds brings this nearly up to the limit required. I have discussed this with Robin and he feels we should gets this signed off as acceptable in general principle, with further discussions pending.

To get this signed off to allow us to go to press we all have to agree in principle on doing the number of outpatient sessions (as the figures fit the SBA). There is still some fine tuning required but this is the best I can do in the time allocated.

Can you look at this over the next few days / weekend and get back to me via any modem as if we can agree this (not necessarily signing any document) by Monday, then Martina tells me that Dr Rankin should sign it off.

Sending individual jobs

MY

Southern Health and Social Care Trust.

This job plan started 01 April 2013 and ended 31 March 2018.

Job plan for Mr O'Brien, Aidan in Urology

Basic Information

Job plan status	Locked down
Appointment	Full Time
Cycle	Rolling cycle - 5 weeks
Start Week	1
Report date	30 Jul 2020
Expected number of weeks in attendance	42 weeks
Usual place of work	Craigavon Area Hospital
Alternate employer	None Specified
Contract	New
Private practice	No

Job plan stages

Job plan stages	Comment	Date stage achieved	Who by
In 'Discussion' stage		20 Mar 2013	Mr Malcolm Clegg
Locked down		16 Apr 2015	Mr Malcolm Clegg

Hours Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	9.800	9.800	38:54
Supporting Professional Activities (SPA)	1.475	1.475	5:54
Total	11.275	11.275	44:48

On-call summary

Rota Name	Location	Weekday Freq	Weekend Freq	Category	Supplement	PAs
On-call Rota	Craigavon Area Hospital	5	5	A	5%	1.000
Type	Normal	Premium		Cat.	PA	
Predictable	n/a	n/a		Total:	1.000	
Unpredictable	n/a	n/a		DCC	0.000	
				DCC	1.000	
The total PAs arising from your on-call work is:		1.000				
Your availability supplement is:		5% (based on the highest supplement from all your rotas)				

On-call rota details

On-call Rota (PA entry)

General information

What is your on-call activity?	On-call Rota
Where does your on-call rota take place in?	Craigavon Area Hospital

What is your on-call classification?

A

Weekday work

What is the frequency of your weekday on-call work?

1 in 5.00

Predictable Unpredictable

How many PAs arise from your weekday on-call work?

0.000 1.000

Weekend work

(A weekend is classed as Saturday to Sunday for this rota)

What is the frequency of your weekend on-call work?

1 in 5.00

Predictable Unpredictable

How many PAs arise from your weekend on-call work?

0.000 0.000

Other information

Which objective does this on-call work relate to?

Comments

Sign off

Role: Consultant

Name: Mr Hall, Samuel (Con)

Signed:

Date:

Role: Consultant

Name: Mr Mackle, Edward (Con)

Signed:

Date:

Role: Board Member

Name: Mrs Trouton, Heather

Signed:

Date:

Timetable

Week 1

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00	Day surgery 08:30 - 13:00	Surgery MDT 09:00 - 11:00	Uroradiology meeting 08:30 - 09:30	Planned in-patient operating sessions 08:30 - 17:00		
Continuous professional development. 13:00 - 17:00	New patient Clinic 13:00 - 17:00	Urodynamics 11:00 - 12:30	Grand Round 10:00 - 12:00	Post-op ward round 17:00 - 17:30		
			Continuous professional development. 12:00 - 14:00			
			Surgery MDT 14:00 - 17:00			

Week 2

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Day surgery 07:15 - 13:00	New patient Clinic 13:00 - 17:00	Surgery MDT 09:00 - 11:00	Uroradiology meeting 08:30 - 09:30	New patient Clinic 09:00 - 13:00		
New patient Clinic 13:00 - 18:15		Urodynamics 11:00 - 12:30	Grand Round 10:00 - 12:00	Patient related admin (reports, results etc) 13:00 - 17:00		
		Pre-op ward round 12:30 - 13:00	Continuous professional development. 12:00 - 14:00			
		Planned in-patient operating sessions 13:00 - 20:00	Surgery MDT 14:00 - 17:00			
		Post-op ward round 20:00 - 20:30				

Week 3

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc)	Continuous professional development	Surgery MDT	Uroradiology meeting	New patient Clinic		

results etc) 09:00 - 13:00	development. 09:00 - 13:00	09:00 - 11:00	08:30 - 09:30	09:00 - 13:00
Continuous professional development. 13:00 - 17:00	New patient Clinic 13:00 - 17:00	Continuous professional development. 11:00 - 12:30	Grand Round 10:00 - 12:00	
		Pre-op ward round 12:30 - 13:00	Continuous professional development. 12:00 - 14:00	
		Planned in- patient operating sessions 13:00 - 20:00	Surgery MDT 14:00 - 17:00	
		Post-op ward round 20:00 - 20:30		

Week 4

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
New patient Clinic 08:30 - 13:00	Continuous professional development. 09:00 - 13:00	Surgery MDT 09:00 - 11:00	Uroradiology meeting 08:30 - 09:30	New patient Clinic 09:00 - 13:00		
Continuous professional development. 13:00 - 17:00	New patient Clinic 13:00 - 17:00	Urodynamics 11:00 - 12:30	Grand Round 10:00 - 12:00	Patient related admin (reports, results etc) 13:00 - 17:00		
		Pre-op ward round 12:30 - 13:00	Continuous professional development. 12:00 - 14:00			
		Planned in- patient operating sessions 13:00 - 20:00	Surgery MDT 14:00 - 17:00			
		Post-op ward round 20:00 - 20:30				

Week 5

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Emergency operating sessions 09:00 - 13:00	Emergency operating sessions 09:00 - 13:00	Emergency operating sessions 09:00 - 13:00	Uroradiology meeting 08:30 - 09:30	Emergency operating sessions 09:00 - 13:00		
New patient Clinic 13:00 - 17:00	New patient Clinic 13:00 - 17:00	Day surgery 13:00 - 17:00	Pre-op ward round 09:30 - 10:00	Planned in- patient operating sessions 13:00 - 17:00		
			Emergency operating sessions 10:00 - 14:00	Post-op ward round 17:00 - 17:30		
			Surgery MDT 14:00 - 17:00			

Activities

- Additional Programmed Activities
- Hot Activity
- Unaffected by hot activity
- Shrunken by hot activity

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Total: 10.275 40:48										
Mon	-	07:15 13:00	wk 2	Day surgery 75 minutes travel from Craigavon Area Hospital.	Southern Health and Social Care Tru..	Erne Hospital	DCC	8.4	0.288	1:09
Mon	-	08:30 13:00	wk 4	New patient Clinic 30 minutes travel from Craigavon	Southern Health and Social Care Tru..	Armagh Community Hospital	DCC	8.4	0.225	0:54

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
				Area Hospital.						
				Emergency operating sessions						
				Comments: CONSULTANT OF THE WEEK						
Mon	-	09:00 13:00	wk 5	- Ward Round, Emergency Operating, Triage and Virtual clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Mon	-	09:00 13:00	wks 1, 3	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	16.8	0.400	1:36
Mon	-	13:00 17:00	wks 1, 3-4	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	25.2	0.600	2:24
Mon	-	13:00 17:00	wk 5	New patient Clinic Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Mon	-	13:00 18:15	wk 2	New patient Clinic 75 minutes travel to Craigavon Area Hospital.	Southern Health and Social Care Tru..	Erne Hospital	DCC	8.4	0.263	1:03
Tue	-	08:30 13:00	wk 1	Day surgery	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.225	0:54
Tue	-	09:00 13:00	wk 4	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	8.4	0.200	0:48
Tue	-	09:00 13:00	wk 5	Emergency operating sessions Comments: consultant of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Tue	-	09:00 13:00	wk 3	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	8.4	0.200	0:48
Tue	-	13:00 17:00	wks 1-4	New patient Clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.6	0.800	3:12
Tue	-	13:00 17:00	wk 5	New patient Clinic Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Wed	-	09:00 11:00	wks 1-4	Surgery MDT Comments: SURGERY MDT PREPARATION	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.6	0.400	1:36
Wed	-	09:00 13:00	wk 5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward Round,	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
				Emergency operating, triage and virtual clinic						
Wed	-	11:00 - 12:30	wk 1	Urodynamics	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.075	0:18
Wed	-	11:00 - 12:30	wks 2, 4	Urodynamics	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	16.8	0.150	0:36
Wed	-	11:00 - 12:30	wk 3	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	8.4	0.075	0:18
Wed	-	12:30 - 13:00	wks 2-4	Pre-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	25.2	0.075	0:18
Wed	-	13:00 - 17:00	wk 5	Day surgery Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Wed	-	13:00 - 20:00	wks 2-4	Planned in-patient operating sessions	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	25.2	1.100	4:12
Wed	-	20:00 - 20:30	wks 2-4	Post-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	25.2	0.100	0:18
Thu	-	08:30 - 09:30	wks 1-5	Uroradiology meeting	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	42	0.250	1:00
Thu	-	09:30 - 10:00	wk 5	Pre-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.025	0:06
Thu	-	10:00 - 12:00	wks 1-4	Grand Round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.6	0.400	1:36
Thu	-	10:00 - 14:00	wk 5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Thu	-	12:00 - 14:00	wks 1-4	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	33.6	0.400	1:36
Thu	-	14:00 - 17:00	wks 1-4	Surgery MDT	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.6	0.600	2:24
Thu	-	14:00 - 17:00	wk 5	Surgery MDT Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.150	0:36
Fri	-	08:30 - 17:00	wk 1	Planned in-patient operating sessions	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.425	1:42
Fri	-	09:00 - 13:00	wk 5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward round, Emergency Operating, Triage and Virtual clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Fri	.	09:00 13:00	wks 2-4	New patient Clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	25.2	0.600	2:24
Fri	.	13:00 17:00	wk 5	Planned in- patient operating sessions Comments: CONSULTANT OF THE WEEK	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.200	0:48
Fri	.	13:00 17:00	wks 2, 4	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	16.8	0.400	1:36
Fri	.	17:00 17:30	wk 1	Post-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.025	0:06
Fri	.	17:00 17:30	wk 5	Post-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.4	0.025	0:06

No specified day

"()" Refers to an activity that replaces or runs concurrently

Additional Programmed Activities

Hot Activity

Type	Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
You have not added any activities.									

Resources

Staff

Equipment

Clinical Space

Other

Additional information

Additional comments

No comments made

Southern Health and Social Care Trust.

This job plan started 01 January 2015.

Job plan for Mr O'Brien, Aidan in Urology

Basic Information

Job plan status	In 'Discussion' stage
Appointment	Full Time
Cycle	Rolling cycle - 12 weeks
Start Week	1
Report date	16 Apr 2015
Expected number of weeks in attendance	42 weeks
Number of weekdays for on-call purposes	5 (Monday to Friday)
Alternate employer	None Specified
Contract	New
Private practice	Yes

Job plan stages

Job plan stages	Comment	Date stage achieved	Who by
In 'Discussion' stage		16 Apr 2015	Mr Malcolm Clegg

PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	10.458	10.458	41:25
Supporting Professional Activities (SPA)	1.583	1.583	6:20
Total	12.042	12.042	47:45

On-call availability

Works on-call?	Yes
General Settings:	
What is your on-call frequency?	1 in 6
Weekend on-call work:	
Other Information:	
Where does your on-call work take place?	Craigavon Area Hospital
Category	Category A (Return immediately to site or lengthy phone consultation)
PA Count:	
The number of PAs arising from your predictable on-call work is:	0.000
The number of PAs arising from your unpredictable on-call work is:	1.000
Your on-call availability supplement is:	5%
Link your predictable on-call work to a personal or service objective:	No linked objective
Link your unpredictable on-call work to a personal or service objective:	No linked objective

Sign off

Role: Clinical Director	Role: Clinical Manager	Role: Board Member
Name: Mr Hall, Samuel	Name: Mr Mackle, Edward	Name: Mrs Trouton, Heather
Signed:	Signed:	Signed:
Date:	Date:	Date:

Timetable

Week 1

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00	Pre-op ward round 08:30 - 09:00	Patient related admin (reports, results etc) 09:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
New patient Clinic 10:00 - 16:00	Day surgery 09:00 - 13:00	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
Travelling time between hospitals 16:00 - 17:00	New patient Clinic 13:30 - 17:30	Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 2

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Continuous professional development. 09:00 - 13:00	Patient related admin (reports, results etc) 09:00 - 13:30	Patient related admin (reports, results etc) 09:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
Review Outpatients clinic 13:30 - 17:30	New patient Clinic 13:30 - 17:30	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
		Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 3

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00	Pre-op ward round 08:30 - 09:00	Surgery MDT 08:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
Review Outpatients clinic 13:30 - 17:30	Day surgery 09:00 - 13:00	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
	New patient Clinic 13:30 - 17:30	Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 4

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00	Patient related admin (reports, results etc) 09:00 - 13:30	Patient related admin (reports, results etc) 09:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
New patient Clinic 10:00 - 16:00	New patient Clinic 13:30 - 17:30	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
Travelling time between hospitals 16:00 - 17:00		Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 5

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Continuous professional development. 09:00 - 13:00	Pre-op ward round 08:30 - 09:00	Patient related admin (reports, results etc) 09:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
Review Outpatients clinic 13:30 - 17:30	Day surgery 09:00 - 13:00	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
	New patient Clinic 13:30 - 17:30	Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 6

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00		

Week 7

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00	Pre-op ward round 08:30 - 09:00	Surgery MDT 08:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
Review Outpatients clinic 13:30 - 17:30	Day surgery 09:00 - 13:00	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
	New patient Clinic 13:30 - 17:30	Emergency operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00			
		Post-op ward round 20:00 - 20:30	Surgery MDT 14:00 - 17:30			

Week 8

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00	Patient related admin (reports, results etc) 09:00 - 13:30	Patient related admin (reports, results etc) 09:00 - 11:00	Uroradiology meeting 08:30 - 10:00	Sub Specialty clinic 09:00 - 13:00		
New patient Clinic 10:00 - 16:00	New patient Clinic 13:30 - 17:30	Pre-op ward round 11:00 - 12:00	Grand Round 10:00 - 12:00	Continuous professional development. 13:00 - 17:00		
			Departmental meeting			

Travelling time between hospitals
16:00 - 17:00

Emergency operating sessions
12:00 - 14:00
12:00 - 20:00
Surgery MDT
14:00 - 17:30
Post-op ward round
20:00 - 20:30

Week 9

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Continuous professional development. 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:30	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Emergency operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 10

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Continuous professional development. 09:00 - 13:00	Patient related admin (reports, results etc) 09:00 - 13:30 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Emergency operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 11

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Surgery MDT 08:00 - 11:00 Pre-op ward round 11:00 - 12:00 Emergency operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 12

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00		

Activities

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Mon	09:00 - 10:00	1, 4, 8	Travelling time between hospitals	Southern He..	Erne Hospit..	DCC	10.5	0.063	0:15
Mon	09:00 - 13:00	3, 7, 11	Review Outpatients clinic Comments: Clinic is dropped when Consultant of the week	Southern He..	Armagh Comm..	DCC	10.5	0.250	1:00
Mon	09:00 - 13:00	2, 5, 9-10	Continuous professional development.	Southern He..	Craigavon A..	SPA	14	0.333	1:20
Mon	09:00 - 17:00	6, 12	Consultant of the week	Southern He..	Craigavon A..	DCC	7	0.333	1:20
Mon	10:00 - 16:00	1, 4, 8	New patient Clinic	Southern He..	Erne Hospit..	DCC	10.5	0.375	1:30
Mon	13:30 - 17:30	2-3, 5, 7, 9	Review Outpatients clinic	Southern He..	Craigavon A..	DCC	17.5	0.417	1:40
Mon	16:00 - 17:00	1, 4, 8	Travelling time between hospitals	Southern He..	Erne Hospit..	DCC	10.5	0.063	0:15
Tue	08:30 - 09:00	1, 3, 5, 7, 9, 11	Pre-op ward round	Southern He..	Craigavon A..	DCC	21	0.063	0:15
Tue	09:00 - 13:00	1, 3, 5, 7, 9, 11	Day surgery	Southern He..	Craigavon A..	DCC	21	0.500	2:00
Tue	09:00 - 13:30	2, 4, 8, 10	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	14	0.375	1:30
Tue	09:00 - 17:00	6, 12	Consultant of the week	Southern He..	Craigavon A..	DCC	7	0.333	1:20
Tue	13:30 - 17:30	1-5, 7-11	New patient Clinic	Southern He..	Craigavon A..	DCC	35	0.833	3:20
Wed	08:00 - 11:00	3, 7, 11	Surgery MDT Comments: MDT preparation	Southern He..	Craigavon A..	DCC	10.5	0.188	0:45
Wed	09:00 - 11:00	1-2, 4-5, 8-10	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	24.5	0.292	1:10
Wed	09:00 - 17:00	6, 12	Consultant of the week	Southern He..	Craigavon A..	DCC	7	0.333	1:20
Wed	11:00 - 12:00	1-5, 7-11	Pre-op ward round	Southern He..	Craigavon A..	DCC	35	0.208	0:50
Wed	12:00 - 20:00	1-5, 7-11	Emergency operating sessions	Southern He..	Craigavon A..	DCC	35	1.736	6:40
Wed	20:00 - 20:30	1-5, 7-11	Post-op ward round	Southern He..	Craigavon A..	DCC	35	0.139	0:25
Thu	08:30 - 10:00	1-5, 7-11	Uroradiology meeting	Southern He..	Craigavon A..	DCC	35	0.313	1:15
Thu	09:00 - 17:00	6, 12	Consultant of the week	Southern He..	Craigavon A..	DCC	7	0.333	1:20
Thu	10:00 - 12:00	1-5, 7-11	Grand Round	Southern He..	Craigavon A..	DCC	35	0.417	1:40
Thu	12:00 - 14:00	1-5, 7-11	Departmental meeting	Southern He..	Craigavon A..	SPA	35	0.417	1:40
Thu	14:00 - 17:30	1-5, 7-11	Surgery MDT	Southern He..	Craigavon A..	DCC	35	0.729	2:55
Fri	09:00 - 13:00	1-5, 7-11	Sub Specialty clinic Comments: Uro-oncology and urodynamics	Southern He..	Craigavon A..	DCC	35	0.833	3:20
Fri	09:00 - 17:00	6, 12	Consultant of the week	Southern He..	Craigavon A..	DCC	7	0.333	1:20
Fri	13:00 - 17:00	1-5, 7-11	Continuous professional development.	Southern He..	Craigavon A..	SPA	35	0.833	3:20
Total:								11.042	43:45

No specified day

Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
You have not added any activities.								

On-call

Type	Normal	Premium	Cat.	PA
Predictable	n/a	n/a	DCC	
Unpredictable	n/a	n/a	DCC	1.000
Total:				1.000

Resources

Staff

Equipment

Clinical Space

Other

From: Clegg, Malcolm [Personal Information redacted by the USI]
Sent: 16 December 2015 10:11
To: O'Brien, Aidan
Subject: RE: Job Plan
Attachments: Job_Plan_View_-_Mr_A OBrien_-_16_Dec_2015[1].docx

Mr O'Brien,

I met with Mr Young last April (at his request) to assist with entering draft job plans for the Urologists onto the Zircadian e-job planning system. The details for the Urology job plans were provided by Mr Young.

I have attached the job plan Mr Young proposed for you. This has never been signed-off, so you can still login to Zircadian and make further changes if required and then request "sign-off."

If I can be of any further help, please let me know.

Kind regards

Malcolm

Malcolm Clegg
Assistant Medical Staffing Manager
Medical Staffing Department
Ground Floor – Trust Headquarters
CRAIGAVON AREA HOSPITAL
BT63 5QQ

Direct Line: [Personal Information redacted by the USI]

From: O'Brien, Aidan
Sent: 16 December 2015 00:45
To: Clegg, Malcolm
Subject: Job Plan

Malcolm,

I would be most grateful if you would send to me by return email a copy of the Job Plan proposed for me earlier this year,

Thank you,

Aidan O'Brien.

Southern Health and Social Care Trust.

This job plan started 01 January 2015.

Job plan for Mr O'Brien, Aidan in Urology

Basic Information

Job plan status	In 'Discussion' stage
Appointment	Full Time
Cycle	Rolling cycle - 12 weeks
Start Week	1
Report date	16 Dec 2015
Expected number of weeks in attendance	42 weeks
Usual place of work	Craigavon Area Hospital
Alternate employer	None Specified
Contract	New
Private practice	Yes

Job plan stages

Job plan stages	Comment	Date stage achieved	Who by
In 'Discussion' stage		16 Apr 2015	Mr Malcolm Clegg

PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	10.875	10.875	43:05
Supporting Professional Activities (SPA)	1.354	1.354	5:25
Total	12.229	12.229	48:30

On-call summary

Rota Name	Location	Weekday Freq	Weekend Freq	Category	Supplement	PAs
On-call Rota	Craigavon Area Hospital	6	6	A	5%	1,000
Type	Normal	Premium	Cat.	PA		
Predictable	n/a	n/a	Total:	1,000		
Unpredictable	n/a	n/a	DCC			
The total PAs arising from your on-call work is:	1,000		DCC	1,000		
Your availability supplement is:	5% (based on the highest supplement from all your rotas)					

On-call rota details

On-call Rota (PA entry)

General information	
What is your on-call activity?	On-call Rota
Where does your on-call rota take place in?	Craigavon Area Hospital
What is your on-call classification?	A

Weekday work	
What is the frequency of your weekday on-call work?	1 in 6.00
	Predictable Unpredictable
How many PAs arise from your weekday on-call work?	0.000 1.000
Weekend work	
(A weekend is classed as Saturday to Sunday for this rota)	
What is the frequency of your weekend on-call work?	1 in 6.00
	Predictable Unpredictable
How many PAs arise from your weekend on-call work?	0.000 0.000
Other information	
Which objective does this on-call work relate to?	
Comments	

Sign off

Role: Clinical Director	Role: Clinical Manager	Role: Board Member
Name: Mr Hall, Samuel	Name: Mr Mackle, Edward	Name: Mrs Trouton, Heather
Signed:	Signed:	Signed:
Date:	Date:	Date:

Timetable

Week 1

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00 New patient Clinic 10:00 - 13:00 Sub Specialty clinic 13:00 - 16:00 Travelling time between hospitals 16:00 - 17:00	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in-patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 2

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 13:30 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in-patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 3

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00 Review	Pre-op ward round 08:30 - 09:00 Day surgery	Surgery MDT 08:00 - 11:00 Pre-op ward round	Uroradiology meeting 08:30 - 10:00 Grand Round	Sub Specialty clinic 09:00 - 13:00 Continuous		

Outpatients clinic 13:30 - 17:30	09:00 - 13:00 New patient Clinic 13:30 - 17:30	11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	professional development. 13:00 - 17:30		
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Week 4

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00 New patient Clinic 10:00 - 13:00 Sub Specialty clinic 13:00 - 16:00 Travelling time between hospitals 16:00 - 17:00	Patient related admin (reports, results etc) 09:00 - 13:30 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 5

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:30	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 6

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00		

Week 7

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:30	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Surgery MDT 08:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 8

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00 New patient Clinic 10:00 - 13:00 Sub Specialty	Patient related admin (reports, results etc) 09:00 - 13:30 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

clinic
13:00 - 16:00
Travelling time
between hospitals
16:00 - 17:00

Planned in-
patient operating
sessions
12:00 - 20:00
Post-op ward
round
20:00 - 20:30

12:00 - 14:00
Surgery MDT
14:00 - 17:30

Week 9

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:30	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 10

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00	Patient related admin (reports, results etc) 09:00 - 13:30 New patient Clinic 13:30 - 17:30	Patient related admin (reports, results etc) 09:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 11

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Review Outpatients clinic 09:00 - 13:00 Patient related admin (reports, results etc) 13:30 - 17:30	Pre-op ward round 08:30 - 09:00 Day surgery 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Surgery MDT 08:00 - 11:00 Pre-op ward round 11:00 - 12:00 Planned in- patient operating sessions 12:00 - 20:00 Post-op ward round 20:00 - 20:30	Uroradiology meeting 08:30 - 10:00 Grand Round 10:00 - 12:00 Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:30		

Week 12

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00	Consultant of the week 09:00 - 17:00		

Activities

Type	Day	Time	Weeks	Activity	Employer	Location	Cat. Num/Yr	PA	Hours
Total:									11.229 44:30
	Mon	09:00 - 10:00	1, 4, 8	Travelling time between hospitals	Southern Health and Social Care Tru..	Erne Hospital	DCC 10.5	0.063	0:15

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
	Mon	09:00 - 13:00	3, 7, 11	Review Outpatients clinic Comments: Clinic is dropped when Consultant of the week	Southern Health and Social Care Tru..	Armagh Community Hospital	DCC	10.5	0.250	1:00
	Mon	09:00 - 13:00	2, 5, 9-10	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	14	0.333	1:20
	Mon	09:00 - 17:00	6, 12	Consultant of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.333	1:20
	Mon	10:00 - 13:00	1, 4, 8	New patient Clinic Comments: this clinic is for new and review patients from SWAH district	Southern Health and Social Care Tru..	Erne Hospital	DCC	10.5	0.188	0:45
	Mon	13:00 - 16:00	1, 4, 8	Sub Specialty clinic Comments: uro-oncology at SWAH	Southern Health and Social Care Tru..	Erne Hospital	DCC	10.5	0.188	0:45
	Mon	13:30 - 17:30	2-3, 5, 7, 9	Review Outpatients clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	17.5	0.417	1:40
	Mon	13:30 - 17:30	11	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	3.5	0.083	0:20
	Mon	16:00 - 17:00	1, 4, 8	Travelling time between hospitals	Southern Health and Social Care Tru..	Erne Hospital	DCC	10.5	0.063	0:15
	Tue	08:30 - 09:00	1, 3, 5, 7, 9, 11	Pre-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	21	0.063	0:15
	Tue	09:00 - 13:00	1, 3, 5, 7, 9, 11	Day surgery	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	21	0.500	2:00
	Tue	09:00 - 13:30	2, 4, 8, 10	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	14	0.375	1:30
	Tue	09:00 - 17:00	6, 12	Consultant of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.333	1:20
	Tue	13:30 - 17:30	1-5, 7-11	New patient Clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.833	3:20
	Wed	08:00 - 11:00	3, 7, 11	Surgery MDT Comments: MDT preparation	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	10.5	0.188	0:45
	Wed	09:00 - 11:00	1-2, 4-5, 8-10	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	24.5	0.292	1:10
	Wed	09:00	6, 12	Consultant of	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.333	1:20

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
		- 17:00		the week						
	Wed	11:00 - 12:00	1-5, 7-11	Pre-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.208	0:50
	Wed	12:00 - 20:00	1-5, 7-11	Planned in-patient operating sessions	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	1.736	6:40
	Wed	20:00 - 20:30	1-5, 7-11	Post-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.139	0:25
	Thu	08:30 - 10:00	1-5, 7-11	Uroradiology meeting	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.313	1:15
	Thu	09:00 - 17:00	6, 12	Consultant of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.333	1:20
	Thu	10:00 - 12:00	1-5, 7-11	Grand Round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.417	1:40
	Thu	12:00 - 14:00	1-5, 7-11	Departmental meeting	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	35	0.417	1:40
	Thu	14:00 - 17:30	1-5, 7-11	Surgery MDT	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.729	2:55
	Fri	09:00 - 13:00	1-5, 7-11	Sub Specialty clinic Comments: Uro-oncology and urodynamics	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	35	0.833	3:20
	Fri	09:00 - 17:00	6, 12	Consultant of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.333	1:20
	Fri	13:00 - 17:30	1-5, 7-11	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	35	0.938	3:45

No specified day

Type	Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
You have not added any activities.									

Resources

Staff

Equipment

Clinical Space

Other

Additional information

Additional comments

No comments made

Southern Health and Social Care Trust.

This job plan started 01 February 2017.

Job plan for Mr O'Brien, Aidan in Urology

Basic Information

Job plan status	In 'Discussion' stage
Appointment	Full Time
Cycle	Rolling cycle - 12 weeks
Start Week	1
Report date	25 May 2017
Expected number of weeks in attendance	42 weeks
Usual place of work	Craigavon Area Hospital
Alternate employer	None Specified
Contract	New
Private practice	Yes

Job plan stages

Job plan stages	Comment	Date stage achieved	Who by
In 'Discussion' stage		16 Apr 2015	Mr Malcolm Clegg
In 'Discussion' stage - awaiting doctor agreement		10 Oct 2016	Mr Colin Weir
In 'Discussion' stage - request cancelled		10 Oct 2016	Mr Colin Weir
In 'Discussion' stage - awaiting doctor agreement		7 Nov 2016	Mr Colin Weir
In 'Discussion' stage - request cancelled		13 Feb 2017	Mr Colin Weir
In 'Discussion' stage - awaiting doctor agreement		19 Apr 2017	Mr Colin Weir

PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	9.328	9.328	37:03
Supporting Professional Activities (SPA)	1.623	1.623	6:29
Total	10.951	10.951	43:32

On-call summary

Rota Name	Location	Weekday Freq	Weekend Freq	Category	Supplement	PAs
On-call Rota	Craigavon Area Hospital	6	6	A	5%	1.000
Type	Normal	Premium	Cat.	PA		
Predictable	n/a	n/a	Total:	1.000		
Unpredictable	n/a	n/a	DCC	0.000		
			DCC	1.000		
The total PAs arising from your on-call work is:		1.000				
Your availability supplement is:		5% (based on the highest supplement from all your rotas)				

On-call rota details

On-call Rota (PA entry)

General information	
What is your on-call activity?	On-call Rota
Where does your on-call rota take place in?	Craigavon Area Hospital
What is your on-call classification?	A
Weekday work	
What is the frequency of your weekday on-call work?	1 in 6.00
	Predictable Unpredictable
How many PAs arise from your weekday on-call work?	0.000 1.000
Weekend work	
(A weekend is classed as Saturday to Sunday for this rota)	
What is the frequency of your weekend on-call work?	1 in 6.00
	Predictable Unpredictable
How many PAs arise from your weekend on-call work?	0.000 0.000
Other information	
Which objective does this on-call work relate to?	
Comments	

Sign off

Role: Clinical Manager	Role: Board Member	Role: Clinical Director
Name: Mr Weir, Colin	Name: Mr Carroll, Ronan	Name: Mrs Gishkori, Esther
Signed:	Signed:	Signed:
Date:	Date:	Date:

Timetable

Hot Activities

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Signature of the rater	Signature of the rater	Signature of the rater	Signature of the rater	Signature of the rater		
08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00	08:00 - 17:00		
Week 1, 2, 3	Week 1, 2, 3	Week 1, 2, 3	Week 1, 2, 3	Week 1, 2, 3		
Week cycle	Week cycle	Week cycle	Week cycle	Week cycle		

Week 1

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			Grand Round 10:00 - 12:00			

Week 2

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00	Day surgery 08:30 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in- patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 3

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00	Continuous professional development. 09:00 - 13:00	Pre-op ward round 11:30 - 12:00 Planned in-	Departmental meeting 12:00 - 14:00 Surgery MDT	Sub Specialty clinic 09:00 - 13:00 Continuous		

New patient Clinic 10:00 - 17:00 Travelling time between hospitals 18:00 - 19:00	New patient Clinic 13:30 - 17:30	patient operating sessions 12:00 - 20:00	14:00 - 17:30	professional development. 13:00 - 17:00		
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Week 4

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:00	Day surgery 08:30 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in-patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 5

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:00	Continuous professional development. 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in-patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 6

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00	Day surgery 08:30 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in-patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 7

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00 New patient Clinic 10:00 - 17:00 Travelling time between hospitals 18:00 - 19:00	Continuous professional development. 09:00 - 13:00		Grand Round 10:00 - 12:00			

Week 8

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:00	Day surgery 08:30 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in-patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 9

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc)	Continuous professional	Pre-op ward round	Departmental meeting	Sub Specialty clinic		

results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:00	development. 09:00 - 13:00 New patient Clinic 13:30 - 17:30	11:30 - 12:00 Planned in- patient operating sessions 12:00 - 20:00	12:00 - 14:00 Surgery MDT 14:00 - 17:30	09:00 - 13:00 Continuous professional development. 13:00 - 17:00		
Week 10						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00	Day surgery 08:30 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in- patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 11						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Travelling time between hospitals 09:00 - 10:00 New patient Clinic 10:00 - 17:00 Travelling time between hospitals 18:00 - 19:00	Continuous professional development. 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in- patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Week 12						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Patient related admin (reports, results etc) 09:00 - 13:00 Review Outpatients clinic 13:30 - 17:00	Continuous professional development. 09:00 - 13:00 New patient Clinic 13:30 - 17:30	Pre-op ward round 11:30 - 12:00 Planned in- patient operating sessions 12:00 - 20:00	Departmental meeting 12:00 - 14:00 Surgery MDT 14:00 - 17:30	Sub Specialty clinic 09:00 - 13:00 Continuous professional development. 13:00 - 17:00		

Activities

- ☒ Hot Activity
☐ Unaffected by hot activity
☐ Shrunk by hot activity

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Total:										9.648 38:19
TRAV	Mon	09:00 - 10:00	wks 3, 7, 11	Travelling time between hospitals	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	9.09	0.054	0:13
TRAV	Mon	09:00 - 12:00	wks 2, 4-6, 8-10, 12	Patient related admin (reports, results etc)	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	24.24	0.577	2:19
TRAV	Mon	09:00 - 17:00	wks 1, 7, 12 wk cycle	Surgeon of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.67	0.413	1:59
TRAV	Mon	10:00 - 17:00	wks 3, 7, 11	New patient Clinic	Southern Health and Social Care Tru..	Eme Hospital	DCC	9.09	0.379	1:31
	Mon	13:30 - 17:00	wks 4-5, 8-9, 12	Review Outpatients clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	17.5	0.365	1:28
	Mon	18:00	wks 3,	Travelling	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	10.5	0.063	0:15

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
		19:00	7, 11	time between hospitals						
S	Tue	08:30 - 13:00	wks 2, 4, 6, 8, 10	Day surgery	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	15.15	0.406	1:37
S	Tue	09:00 - 13:00	wks 3, 5, 7, 9, 11-12	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	18.18	0.433	1:44
T	Tue	09:00 - 17:00	wks 1, 7 12 wk cycle	Surgeon of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.67	0.413	1:39
S	Tue	13:30 - 17:30	wks 2-6, 8-12	New patient Clinic	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.33	0.794	3:10
T	Wed	09:00 - 17:00	wks 1, 7 12 wk cycle	Surgeon of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.67	0.413	1:39
S	Wed	11:30 - 12:00	wks 2-6, 8-12	Pre-op ward round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.33	0.099	0:24
T	Wed	12:00 - 20:00	wks 2-6, 8-12	Planned in-patient operating sessions	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.33	1.653	6:21
T	Thu	09:00 - 17:00	wks 1, 7 12 wk cycle	Surgeon of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.67	0.413	1:39
	Thu	10:00 - 12:00	wks 1, 7	Grand Round	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	7	0.083	0:20
S	Thu	12:00 - 14:00	wks 2-6, 8-12	Departmental meeting	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	33.33	0.397	1:35
S	Thu	14:00 - 17:30	wks 2-6, 8-12	Surgery MDT	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.33	0.694	2:47
S	Fri	09:00 - 13:00	wks 2-6, 8-12	Sub Specialty clinic Comments: Uro-oncology and urodynamics	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	33.33	0.794	3:10
T	Fri	09:00 - 17:00	wks 1, 7 12 wk cycle	Surgeon of the week	Southern Health and Social Care Tru..	Craigavon Area Hospital	DCC	8.67	0.413	1:39
T	Fri	13:00 - 17:00	wks 2-6, 8-12	Continuous professional development.	Southern Health and Social Care Tru..	Craigavon Area Hospital	SPA	33.33	0.794	3:10

No specified day

"()" Refers to an activity that replaces or runs concurrently

H Hot Activity

Type	Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
							Total:	0.304	1:13
	3:00	0:00	Surgery MDT Comments: 3 hours preparation for MDT outside normal working time 17 activities shared between 2 others	Southern Health and Social Care Trust.	Craigavon Area Hospital	DCC	17	0.304	1:13

Resources

Staff

Equipment

Clinical Space

Other

Additional information

Additional comments

No comments made

A MR O'BRIEN: No action plan in place. ~~(Inaudible)-You can~~ dropped the particular It's
appalling. ~~—it is a calling.~~

DR CHADA: With no action plan.

MR O'BRIEN: None.

DR CHADA: So what changes did you make following that letter?

B MR O'BRIEN: Just work harder.

DR CHADA: In what way? Did you have extra --

MR O'BRIEN: Extra -- I have it all here. I can give it to you this whole. I can give it to you.
 I have all of it, all tabulated.

MICHAEL O'BRIEN: (Inaudible) review back log.

C ~~MR O'BRIEN~~ DR CHADA: The review back log. Doing extra clinics. I didn't take -- I
 operated -- I find it distressing to even talk about it really when I look back on those nine
 months. You know, I have been through a rough time. Embarking upon an operation and
 having to scrub out 45 minutes later and go to a toilet and not be able to pass urine and be
 D in such pain. Not being able to travel. So I-i did all of that. ~~(--UPSET--)~~

DR CHADA: Sorry, can I just check? You're not saying that you weren't fit to be at work.
 Are you saying that to me?

DR CHADA: ~~Was is~~ What is not fit to be forgot at work mean?

E DR CHADA: I am asking you that ~~(inaudible)~~ because you need to be very clear about that.

MR O'BRIEN: Many a ~~is the~~ time I have not been -- you know, you work when you're ill.

DR CHADA: And we are do as doctors because that's unfortunately what we do.

MR O'BRIEN: So was I fit to be at work? Well, the last day I did a clinic in South West
 Acute Hospital, it was in September 2016. **Personal information redacted by the USI**
 F 





G DR CHADA: ~~(Inaudible)~~ so up until you going off sick leave in ~~September~~ November 16 you
 were fit to be working?

MR O'BRIEN: Yes, with increasing inconvenience with it.

DR CHADA: And discomfort.

H MR O'BRIEN: It reached a stage where I was scrubbing out of lists if you were doing a
 three-hour operation. I couldn't do a three-hour operation.

DR CHADA: Can I ask you, you talked about additionality. So are you saying that you

additional waiting list and additional review lists and additional theatre lists~~s?~~s.

A MR O'BRIEN: Yes.

DR CHADA: In the space of what time? What were you not doing when you were supposed -- do you see what I mean? What did you not do --

MR O'BRIEN: Well, SPA time was sacrificed for example.

B DR CHADA: SPA time. Okay. Anything else? So it was all of these additional things were done instead of SPA time?

MR O'BRIEN: Not only SPA time. There could have been done at other times. Administrative time, you know.

C DR CHADA: (Inaudible) admin time?.

MR O'BRIEN: Yes.

DR CHADA: Okay, okay.

MR O'BRIEN: I have it all here with -- I can't answer the specifics of your question right now.

D DR CHADA: Can I ask you. Do you think that's a good thing to do, to do additional clinical work instead of SPA time?

MR O'BRIEN: I wish to God it was otherwise. Is it good for the patients? Yes.

DR CHADA: Was it good for the patients because (inaudible)?

MR O'BRIEN: It is better that I actually relieve someone's discomfort, such as I was suffering, and such -- rather than learning, once again, how to move and handle (inaudible) someone again for the nth time. Yes. Is it better?

E DR CHADA: Okay.

MR O'BRIEN: It is immeasurably better. Do you know we have lost the purpose, Neta. It is all replaced by process now. I know the GMC wouldn't give a damn. But, anyhow, I have -- in terms of operating anyhow I have done all of the operating, including, you know, I routinely work until 8 o'clock in the evening and I do long days from 9.00 to 8.00 pm. So all of that is --

F DR CHADA: Is that part of your job plan?

G MR O'BRIEN: Well, for years it wasn't. We weren't remunerated for working late in the evening. Michael Young is the only other person who has done it. My colleagues won't do it.

DR CHADA: But is that part of your job plan? I suppose that is what I am asking.

H MR O'BRIEN: It is, yes.

DR CHADA: It is part of your job plan to work until 8 o'clock in the evening?

MR O'BRIEN: It is part of my job plan to do two sessions per week but I do more than that.

A So they were done on Wednesdays, there was Saturday, Tuesday. Like 8.00 am to 12.00
noon~~ine~~. So you are talking about --

DR CHADA: So are these additional clinics -- sorry, additional surgeries on top of normal
(inaudible)-surgeries?

B MR O'BRIEN: What I have done actually is -- do you want -- the best thing to do is that these
are all of the additionalities that have been done. For example, if you could just bear with
me. So I have calculated through the years 2012, 13, 14, 15 and 16 the additional hours
per week spent in in-patient operating for example. 4.47 hours per week additional.

DR CHADA: Additional to what?

C MR O'BRIEN: to ~~T~~the job planned activity.

DR CHADA: So additional to the job plan activity.

MR O'BRIEN: In-patient operating.

DR CHADA: Has been in place of SPA time or clinical admin time?

MR O'BRIEN: Yes, all of that.

D DR CHADA: Right.

MR O'BRIEN: And my own time.

DR CHADA: Some of it is your own time, some of it is clinical admin and some of it is SPA
time.

MR O'BRIEN: Yes.

E DR CHADA: I suppose understanding what it is in place of is in some ways quite relevant,
isn't it, because I suppose I think as -- I am a medical manager, as you know and that's why
I am here, I suppose I would have lot of concerns if -- I would have a lot of concerns about
my staff if they were coming along to me and saying I am not getting to CPD regularly.

F You see, as a manager I would find that quite concerning because I appreciate --

MR O'BRIEN: I had to do all of that appraisal for 2015 when I was recovering from my

Personal Information redacted by
the USI

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DR CHADA: But that's not how it should be.

MR O'BRIEN: Of course not how it should be.

G DR CHADA: That's what I am asking you. Do you think --

MR O'BRIEN: So how do you add --

DR CHADA: -- do you think it is reasonable to be using your CPD time and your SPA time
to be doing clinical work? That is what I was asking you earlier.

H MR O'BRIEN: I mean, I don't know how to answer your question. Is it reasonable? You
know.

DR CHADA: Is it the right thing to do?

MR O'BRIEN: When you are faced with these back logs, how else is it going to be done?

A The management didn't offer any support. The management actually were quite content to hand me a letter which Dr Khan has found enabling. What is enabling about a letter amazes me.

DR CHADA: I don't know where that has come from.

B MR O'BRIEN: Well, it was enabling. And it was expected that I would take all appropriate measures to rectify these (inaudible). How was I going to do without doing additionality, with no support, nothing.

DR CHADA: Okay. Do you think you work differently from your colleagues?

MR O'BRIEN: Everybody works differently.

C DR CHADA: (Inaudible). Do you think that?

MR O'BRIEN: Yes. I do work differently, yes. Certainly colleagues in varying respects work differently you know. Some of them they -- it can be irritating. Like, for example, I mean colleagues just refuse to provide clinical summaries on patients for discussion at MDM as is required by national cancer plan regulations. They insisted that they would send a copy of their letter, this letter to the GP, to the cancer tracker, even though it is against the regulations for the cancer tracker to be cannibalising and filleting excerpts from the letter to construct a clinical summary on ~~Caps-~~CAPPS. It led to my believing I just had enough of it and stepping down as lead clinician because that is one difference. I always did and do so at times in ~~re~~place of the time we spent doing that, in ~~re~~place of writing the letter to the GP so that that information would on ~~Caps-~~CAPPS and the GP would receive that after the next MDM discussion.

DR CHADA: I suppose the reason I am asking the question is because have these issues -- because I suppose part of this is the comparison with other people. Okay. That's what we do. We compare what you do on our outcomes and our approach in things with what other people do. So I suppose what I am asking really is, do you think your colleagues have had similar issues?

G MR O'BRIEN: As these? I don't know about -- obviously they haven't had the untriaged out-patient referral letters, irrespective of whether it has been properly, adequately done. In terms of ~~current review --(inaudible,)~~ I have no idea what the situation there is. I know there's a review back log across the board.

DR CHADA: Looking at these, the triages, are other colleagues doing the triages?

H MR O'BRIEN: Yes.

DR CHADA: Okay. Are other colleagues dictating letters on patients?

MR O'BRIEN: Yes.

Job plan for Mr Aidan O'Brien

Current status: Locked Down

Start date: 01/04/2011

Cycle: 5 weeks

Owner: Mr Aidan O'Brien

Organisation: Southern Health and Social Care Trust, , Northern Ireland

Department: Urology

Role: Consultant

Sign off level: 3

First sign off: Dr Edward James McNaboe

Second sign off: Mr Mark Dean Haynes

Third sign off: Mr Ronan Carroll

Total Hours

Total: 50:10

Total PAs

Total: 12.544

Sign off timeline

Date and time	Action	User	Comment
22/03/2012 10:41	Published By:	Mr Zircadian Support	
20/07/2012 10:05	In Discussion:	Mr Aidan O'Brien	
20/07/2012 10:05	Locked Down	Mr Aidan O'Brien	

General Information

Start date	01/04/2011
End date	31/03/2012
Employment type	FullTime
Usual place of work	Craigavon Area Hospital
Contract version	2003
Alternative employer	No
Name of alternative employer	/
Medical title	
Name of the university	/
Number of weeks available for work	42 Weeks 0 Days
Documents	

Trust Objectives

Service Objectives

Personal Objectives

Resources

Staff

Equipment

Clinical Space

Other

Routine Work

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Overlapped by hot activity	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
Travelling time between hospitals	DCC	Monday	08:30 - 09:00	0:00	Core	Weekly timetabled	No	Banbridge Polyclinic	1, 2, 4, 5	33.60	0.100	0:24	16:48
Other (please specify)	SPA	Monday	09:30 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.200	0:48	33:36
Outpatients	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Armagh Community Hospital	2, 4	16.80	0.400	1:36	67:12
Outpatients	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Banbridge Polyclinic	1, 5	16.80	0.400	1:36	67:12
Travelling time between hospitals	DCC	Monday	13:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 4, 5	33.60	0.100	0:24	16:48

Other (please specify)	SPA	Monday	14:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.875	3:30	147:00
Other ward rounds	DCC	Monday	14:00 - 14:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.125	0:30	21:00
Day surgery	DCC	Tuesday	08:30 - 13:00	0:00	Core	Annualised	No	Craigavon Area Hospital		19.00	0.509	2:02	85:30
Admin other (please specify)	DCC	Tuesday	09:00 - 13:00	0:00	Core	Annualised	No	Craigavon Area Hospital		19.00	0.452	1:49	76:00
Outpatients	DCC	Tuesday	13:30 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	1.000	4:00	168:00
Other ward rounds	DCC	Tuesday	17:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.125	0:30	21:00
Admin other (please specify)	DCC	Tuesday	18:00 - 19:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Pre-op ward round	DCC	Wednesday	08:30 - 09:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.125	0:30	21:00
Planned in-patient operating sessions	DCC	Wednesday	09:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	2.000	8:00	336:00
Post-op ward round	DCC	Wednesday	17:00 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Admin other (please specify)	DCC	Wednesday	18:00 - 19:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00

Uroradiology meeting	DCC	Thursday	08:30 - 09:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Grand Round	DCC	Thursday	09:30 - 10:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Other (please specify)	SPA	Thursday	10:30 - 12:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.375	1:30	63:00
Admin other (please specify)	DCC	Thursday	12:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.375	1:30	63:00
Surgery MDT	DCC	Thursday	14:15 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.688	2:45	115:30
Admin other (please specify)	DCC	Thursday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.125	0:30	21:00
Admin other (please specify)	DCC	Thursday	17:30 - 19:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.375	1:30	63:00
Admin other (please specify)	DCC	Friday	12:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Outpatients	DCC	Friday	13:30 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	1.000	4:00	168:00
Other ward rounds	DCC	Friday	13:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.125	0:30	21:00
										Core	10.974	43:54	1843:36

Hot Activity

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Cycle Length	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities													
										Core	0.000	0:00	0:00

Flexible Activities

Activity	Category	Normal time	Premium time	Travel time	Property	Activity location	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities										
							Core	0.000	0:00	0:00

On-call

Rota Name	Activity location	Weekday frequency	Weekend frequency	Category	Availability supplement:	PA	Hours
On-call Rota	Craigavon Area Hospital	3	3	A	8%	1.570	6:16

The total PA arising from your on-call work
1.570

The total hours arising from your on-call
work: 6:16

Availability supplement: 8%

Comments

Summary

Category	Total PAs	Total Hrs
Direct Clinical Care	11.094	44:22
Admin other (please specify)	2.077	8:19
Day surgery	0.509	2:02
Grand Round	0.250	1:00
Other ward rounds	0.375	1:30
Outpatients	2.800	11:12
Planned in-patient operating sessions	2.000	8:00
Post-op ward round	0.250	1:00
Pre-op ward round	0.125	0:30
Predictable Emergency Work	0.000	0:00
Surgery MDT	0.688	2:45
Travelling time between hospitals	0.200	0:48
Unpredictable Emergency Work	1.570	6:16
Uroradiology meeting	0.250	1:00
Supporting Professional Activities	1.450	5:48
Other (please specify)	1.450	5:48
Additional NHS Responsibilities	0.000	0:00

External Duties	0.000	0:00
Fee Paying Services	0.000	0:00
Private Professional Services	0.000	0:00
Medical School	0.000	0:00
Total	12.544	50:10

- Be expected to take a full part in the teaching of undergraduates and postgraduates.

CONSULTANT JOB PLAN

(POST 3) - INTEREST IN ONCOLOGY (Replacement Post)

DAY	TIME	WORK ACTIVITY	LOCATION	HOURS				Total	Prem
				DCC	SPA	APA	EPA		
Mon	09.00 – 13.00	Admin	CAH	4.0				7.5	
	13.00 – 17.00	Emergency Urologist (Weeks 2 & 4)	CAH	2.0					
	14.00 – 17.00	OPD teaching/service development (weeks 1, 3 & 5)	CAH	1.0	0.5				
Tues	08.30 – 09.00	Travel to STH (weeks 2 & 4)	STH	0.25				4.0	
	09.00 – 13.00	Day Surgery Unit – (weeks 2 & 4)	STH	2.0					
	14.00 – 17.00	OPD - STH (weeks 2 & 4)	STH	1.5					
Wed	17.00 – 17.30	Travel from STH (weeks 2 & 4)	STH	0.25				7.5	
	09.00 – 13.00	SPA (weeks 1, 3 & 5)			2.0				
	09.00 – 13.00	OPD teaching/service development (weeks 2 & 4)	CAH		2.0				
Thurs	13.00 – 17.00	Emergency Urologist (weeks 2 & 4)	CAH	2.0				7.0	
	14.00 – 17.00	Prostate Biopsy (weeks 1, 3 & 5) (Teaching)			1.5				
	09.00 – 13.00	SPA	CAH		4.0				
Fri	14.00 – 17.00	MDT – weekly	CAH	3.0				8.0	
	09.00 – 13.00	Theatres	CAH	4.0					
	13.30 – 17.30	Theatres	CAH	4.0					
TOTAL HOURS				24	10			34	
TOTAL PROGRAMMED ACTIVITIES				6	2.5			8.5	

Please note that 1 PA per week has been allocated for Ward rounds – to be worked flexibly

EMERGENCY WORKLOAD

On-call availability Supplement	
On-call Category:	A
Agreed on-call Rota Frequency:	1 in 5 (Medium Frequency)
On-Call Availability Supplement:	5%

Type	Day/Time	Location	Allocated PAs
Predictable Emergency on-call Work*			
Unpredictable Emergency on-call Work*	On-Call Period	CAH	1.00
TOTAL PA's for ON-CALL:		1.00	

SUMMARY OF PROGRAMME ACTIVITIES

	Programmed Activities	
Direct Patient Care excluding on-call:	7.00 (includes 1 PA for Ward rounds)	
Supporting Professional Activities:	2.50	Specific Role:
On-Call Allocation:	<i>Total including Predictable & Unpredictable</i>	
	1.00	
Any Additional HCS Responsibilities:		Reason:
Any External Duties:		Reason:
Any Annualised Activity & Reason		Reason:
TOTAL PA's:	10.5	

- Job plan will be reviewed within 3 months of appointment

(POST 4) – Consultant Urologist (New Post) A subspecialty interest in an area that would complement the service would be desirable e.g. Uro-oncology/ Andrology/ Female Urology.

DAY	TIME	WORK ACTIVITY	LOCATION	HOURS				Total	Prem
				DCC	SPA	APA	EPA		
Mon	09.00 – 13.00	SPA (weeks 1, 3, & 5)	CAH		2.00			7.56	
	09.00 – 13.00	OPD (week 2)	CAH	1.00					
	07.45 – 09.00	Travel from CAH to Erne (week 4)	CAH	0.31					
	09.00 – 13.00	Day surgery unit (week 4)	EKN	1.00					
Tues	14.00 – 17.00	Admin (weeks 1, 2, 3 & 5)	CAH	2.25				7.5	
	14.00 – 17.00	OPD – Erne (week 4)	EKN	0.75					
	17.00 – 18.15	Travel EKN to CAH (week 4)		0.25					
Wed	08.00 – 12.00	Theatre – (weeks 2 & 4)	CAH	2.00				7.5	
	12.00 – 19.00	Theatre – (weeks 1,3 & 5)	CAH	3.50					
	13.00 – 17.00	Emergency Urologist - (weeks 2 & 4)		2.00					
Thurs	09.00 – 13.00	SPA	CAH		4.00			7.5	
	13.00 – 17.00	Emergency Urologist (weeks 1,3 & 5)		2.00					
	14.00 – 17.00	Prostate Biopsy (weeks 2 & 4)	CAH	1.50					
Fri	09.00 – 13.00	OPD teaching/service development (weeks 1, 3 & 5)	CAH		2.00			5.0	
	14.00 – 17.00	MDT weekly	CAH	3.00					
Fri	09.00 – 13.00	Admin (weeks 1, 3 & 5)	CAH	2.00				6.83	
	09.00 – 13.00	Theatres – (weeks 2 & 4)	DHH	2.00					
	14.00 – 17.00	OPD – teaching/service development (weeks 2 & 4)	DHH		1.50				
	17.00 – 17.40	Return travel from DHH (weeks 2 & 4)			0.67				
TOTAL HOURS				23.56	10.17			33.73	
TOTAL PROGRAMMED ACTIVITIES				5.9	2.5			8.43	

Please note that 1 PA per week has been allocated for Ward rounds – to be worked flexibly

EMERGENCY WORKLOAD

On-call availability Supplement	
On-call Category:	A
Agreed on-call Rota Frequency:	1 in 5 (Medium Frequency)
On-Call Availability Supplement:	5%

Type	Day/Time	Location	Allocated PAs
Predictable Emergency on-call Work*			
Unpredictable Emergency on-call Work*	On-Call Period	CAH	1.00
TOTAL PA's for ON-CALL:			1.00

SUMMARY OF PROGRAMME ACTIVITIES

	Programmed Activities	
Direct Patient Care excluding on-call:	6.9 (includes 1 PA for Ward rounds)	
Supporting Professional Activities:	2.5	Specific Role:
On-Call Allocation:	Total including Predictable & Unpredictable	
	1.0	
Any Additional HCS Responsibilities:		Reason:
Any External Duties:		Reason:
Any Annualised Activity & Reason		Reason:
TOTAL PA's:	10.5	

- **Job plan will be reviewed within 3 months of appointment**

***(POST 5) –Consultant Urologist with an interest in stone management (New Post).
A further subspecialty interest in an area that would complement the service would be desirable e.g. Andrology/Female Urology.***

DAY	TIME	WORK ACTIVITY	LOCATION	HOURS				Total	Prem		
				DCC	SPA	APA	EPA				
Mon	08.30 – 09.00	Travel CAH to ACH (week 2)	ACH CAH	0.125	3.0			7.25			
	09.00 – 13.00	OPD – ACH (week 2)		1.0							
	09.00 – 13.00	SPA (week 1, 3 4 & 5)		0.125							
	13.00 – 13.30	Travel ACH to CAH (week 2)									
	14.00 – 17.00	Speciality clinic (Weeks 2 & 4)	CAH	1.5							
	14.00 – 17.00	Admin (weeks 1, 3 & 5)	CAH	1.5							
Tues	09.00 – 13.00	Day surgery unit (weeks 1, 3 & 5)	CAH	2.0				8.0			
	09.00 – 13.00	Admin (weeks 2 & 4)	CAH	2.0							
	13.00 – 17.00	Emergency Urologist (weeks 1, 3 & 5)	CAH	2.0							
	13.00 – 17.00	SPA (weeks 2 & 4)									
Wed	08.00 – 12.00	Theatres (weeks 2 & 4)	CAH	2.0				6.5			
	12.00 – 19.00	Theatres CAH (weeks 1, 3 & 5)	CAH	3.5							
	13.00 – 17.00	SPA (week 2)	CAH	1.0							
Thurs	09.00 – 13.00	Stone Treatment D/Cs (weeks 1, 3 & 5)	CAH	2.0				5.0			
	14.00 – 17.00	OPD – weekly	CAH	3.0							
Fri	09.00 – 13.00	Flexible Cystoscopies teaching list	CAH		4.0			8.0			
	13.00 – 17.00	Emergency Urologist (weeks 1, 3 & 5)	CAH	2.0							
	13.30 – 17.30	Theatres (weeks 2 & 4)		2.0							
TOTAL HOURS				24.75	10			34.75			
TOTAL PROGRAMMED ACTIVITIES				6.18	2.5			8.68			

Please note that 1 PA per week has been allocated for Ward rounds – to be worked flexibly

EMERGENCY WORKLOAD

On-call availability Supplement	
On-call Category:	A
Agreed on-call Rota Frequency:	1 in 5 (Medium Frequency)
On-Call Availability Supplement:	5%

Type	Day/Time	Location	Allocated PAs
Predictable Emergency on-call Work*			
Unpredictable Emergency on-call Work*	On-Call Period	CAH	1.00
TOTAL PA's for ON-CALL:		1.00	

SUMMARY OF PROGRAMME ACTIVITIES

	Programmed Activities	
Direct Patient Care excluding on-call:	7.18 (includes 1 PA for Ward rounds)	
Supporting Professional Activities:	2.50	Specific Role:
On-Call Allocation:	Total including Predictable & Unpredictable	
	1.00	
Any Additional HCS Responsibilities:		Reason:
Any External Duties:		Reason:
Any Annualised Activity & Reason		Reason:
TOTAL PA's:	10.75	

- **Job plan will be reviewed within 3 months of appointment**

Balance between Direct Clinical Care and Other Programmed Activities

Supporting Professional Activities including participation in training of other staff, medical education, continuing professional development, formal teaching of other staff, audit, job planning, appraisal, research, clinical management and local clinical governance activities are recognised within the Southern Health and Social Care Trust. The Trust expects that all consultants undertake a minimum of 1.5 SPA's (6 hours) in their job plan every week. The Trust also recognises that there are various activities as identified by all the Associate Medical Directors in each directorate and approved by the Medical Director where additional SPA time will be necessary. Where a newly appointed consultant will be involved in these additional SPA commitments, the precise balance of Programmed Activities in their job plan will be reviewed on appointment and agreed as part of their individual Job Plan review.

Programmed Activities for additional HPSS responsibilities and external duties will also be allocated for special responsibilities that have been formally approved and/or appointed by the Trust.

JOB PLAN REVIEW

This Job Plan is subject to review at least once a year by you and the Clinical Director before being approved by the Chief Executive. For this purpose, a copy of the current Job Plan (and Job Description, if appropriate), including an up-to-date work programme which may result from a diary exercise and objectives agreed at annual appraisal, together with note(s) provided by either side – of any new or proposed service or other developments need to be available. In the case of a new employee, a review of the Job Plan will take place 3 months after commencement and annually thereafter.

If it is not possible to agree a Job Plan, either initially or at an annual review, there are agreed procedures for facilitation and appeal with the final decision normally being accepted by the Trust Board.

Job plan for Mr Aidan O'Brien

Current status: Locked Down

Start date: 01/04/2012

Cycle: 5 weeks

Owner: Mr Aidan O'Brien

Organisation: Southern Health and Social Care Trust, , Northern Ireland

Department: Urology

Role: Consultant

Sign off level: 3

First sign off: Dr Edward James McNaboe

Second sign off: Mr Mark Dean Haynes

Third sign off: Mr Ronan Carroll

Total Hours

Total: 44:48

Total PAs

Total: 11.275

Sign off timeline

Date and time	Action	User	Comment
05/02/2013 15:53	Published By:	Mrs Zoe Parks	
16/04/2015 11:32	Locked Down	Mr Malcolm Clegg	

General Information

Start date	01/04/2012
End date	31/03/2013
Employment type	FullTime
Usual place of work	Craigavon Area Hospital
Contract version	2003
Alternative employer	No
Name of alternative employer	/
Medical title	
Name of the university	/
Number of weeks available for work	42 Weeks 0 Days
Documents	

Trust Objectives

Service Objectives

Personal Objectives

Resources

Staff

Equipment

Clinical Space

Other

Routine Work

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Overlapped by hot activity	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
Day surgery	DCC	Monday	07:15 - 13:00	1:15	Core	Weekly timetabled	No	Erne Hospital	2	8.40	0.288	1:09	48:18
Clinic	DCC	Monday	08:30 - 13:00	0:30	Core	Weekly timetabled	No	Armagh Community Hospital	4	8.40	0.225	0:54	37:48
Emergency operating sessions	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Patient related admin (reports, results etc)	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 3	16.80	0.400	1:36	67:12
Continuous professional development.	SPA	Monday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 3, 4	25.20	0.600	2:24	100:48

Clinic	DCC	Monday	13:00 - 18:15	1:15	Core	Weekly timetabled	No	Erne Hospital	2	8.40	0.263	1:03	44:06
Clinic	DCC	Monday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Day surgery	DCC	Tuesday	08:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.225	0:54	37:48
Continuous professional development.	SPA	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.200	0:48	33:36
Emergency operating sessions	DCC	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Clinic	DCC	Tuesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Clinic	DCC	Tuesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.800	3:12	134:24
Surgery MDT	DCC	Wednesday	09:00 - 11:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
Emergency operating sessions	DCC	Wednesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.075	0:18	12:36

Urodynamics	DCC	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.075	0:18	12:36
Urodynamics	DCC	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 4	16.80	0.150	0:36	25:12
Pre-op ward round	DCC	Wednesday	12:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.075	0:18	12:36
Planned in- patient operating sessions	DCC	Wednesday	13:00 - 20:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	1.100	4:12	176:24
Day surgery	DCC	Wednesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Post-op ward round	DCC	Wednesday	20:00 - 20:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.100	0:18	12:36
Uroradiology meeting	DCC	Thursday	08:30 - 09:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Pre-op ward round	DCC	Thursday	09:30 - 10:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.025	0:06	4:12
Grand Round	DCC	Thursday	10:00 - 12:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
Emergency operating sessions	DCC	Thursday	10:00 - 14:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Thursday	12:00 - 14:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12

Surgery MDT	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.150	0:36	25:12
Surgery MDT	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.600	2:24	100:48
Planned in- patient operating sessions	DCC	Friday	08:30 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.425	1:42	71:24
Emergency operating sessions	DCC	Friday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Clinic	DCC	Friday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.600	2:24	100:48
Patient related admin (reports, results etc)	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 4	16.80	0.400	1:36	67:12
Planned in- patient operating sessions	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Post-op ward round	DCC	Friday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.025	0:06	4:12
Post-op ward round	DCC	Friday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.025	0:06	4:12
										Core	10.275	40:48	1713:36

Hot Activity

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Cycle Length	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities													
										Core	0.000	0:00	0:00

Flexible Activities

Activity	Category	Normal time	Premium time	Travel time	Property	Activity location	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities										
							Core	0.000	0:00	0:00

On-call

Rota Name	Activity location	Weekday frequency	Weekend frequency	Category	Availability supplement:	PA	Hours
On-call Rota	Craigavon Area Hospital	5	5	A	5%	1.000	4:00

The total PA arising from your on-call work
1.000

The total hours arising from your on-call work:
4:00

Availability supplement: 5%

Comments

Additional Comments

Summary

Category	Total PAs	Total Hrs
Direct Clinical Care	9.800	38:54
Clinic	2.288	9:09
Day surgery	0.713	2:51
Emergency operating sessions	1.000	4:00
Grand Round	0.400	1:36
Patient related admin (reports, results etc)	0.800	3:12
Planned in-patient operating sessions	1.725	6:42
Post-op ward round	0.150	0:30
Pre-op ward round	0.100	0:24
Predictable Emergency Work	0.000	0:00
Surgery MDT	1.150	4:36
Unpredictable Emergency Work	1.000	4:00
Urodynamics	0.225	0:54
Uroradiology meeting	0.250	1:00
Supporting Professional Activities	1.475	5:54
Continuous professional development.	1.475	5:54
Additional NHS Responsibilities	0.000	0:00
External Duties	0.000	0:00
Fee Paying Services	0.000	0:00
Private Professional Services	0.000	0:00

Medical School	0.000	0:00
Total	11.275	44:48

Job plan for Mr Michael Young

Current status: Locked Down

Start date: 01/04/2013

Cycle: 5 weeks

Owner: Mr Michael Young

Organisation: Southern Health and Social Care Trust, , Northern Ireland

Department: Urology

Role: Consultant

Sign off level: 3

First sign off: Mr Mark Dean Haynes

Second sign off: Mr Mark Dean Haynes

Third sign off: Mr Ronan Carroll

Total Hours

Total: 47:36

Total PAs

Total: 11.200

Sign off timeline

Date and time	Action	User	Comment
20/03/2013 11:51	Published By:	Mr Malcolm Clegg	
22/04/2015 11:46	Locked Down	Mr Malcolm Clegg	

General Information

Start date	01/04/2013
End date	30/09/2016
Employment type	FullTime
Usual place of work	Craigavon Area Hospital
Contract version	2003
Alternative employer	No
Name of alternative employer	/
Medical title	
Name of the university	/
Private practice	No
Number of weeks available for work	42 Weeks 0 Days
Documents	

Trust Objectives
Service Objectives
Personal Objectives

Resources

Staff

Equipment

Clinical Space

Other

Routine Work

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Overlapped by hot activity	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
Patient related admin (reports, results etc)	DCC	Monday	09:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 4	25.20	0.675	2:42	113:24
New patient Clinic	DCC	Monday	09:00 - 13:30	0:30	Core	Weekly timetabled	No	Banbridge Polyclinic	3	8.40	0.225	0:54	37:48
Emergency operating sessions	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Monday	13:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.225	0:54	37:48
Continuous professional development.	SPA	Monday	13:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2	8.40	0.225	0:54	37:48

New patient Clinic	DCC	Monday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Stone treatment clinic	DCC	Monday	13:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.225	0:54	37:48
Stone treatment clinic	DCC	Monday	13:30 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.200	0:48	33:36
Planned in-patient operating sessions	DCC	Tuesday	08:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.250	1:00	42:00
Day surgery	DCC	Tuesday	08:30 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Tuesday	09:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 4	16.80	0.350	1:24	58:48
Emergency operating sessions	DCC	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Pre-op ward round	DCC	Tuesday	12:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.075	0:18	12:36
Continuous professional development.	SPA	Tuesday	13:30 - 18:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.225	0:54	37:48
Patient related admin (reports, results etc)	DCC	Tuesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36

Planned in-patient operating sessions	DCC	Tuesday	13:00 - 20:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	1.100	4:12	176:24
Post-op ward round	DCC	Tuesday	13:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.025	0:06	4:12
Post-op ward round	DCC	Tuesday	20:00 - 20:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.100	0:18	12:36
Planned in-patient operating sessions	DCC	Wednesday	08:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.250	1:00	42:00
Patient related admin (reports, results etc)	DCC	Wednesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.200	0:48	33:36
ESWL Stone Treatment	DCC	Wednesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3	16.80	0.400	1:36	67:12
Emergency operating sessions	DCC	Wednesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Post-op ward round	DCC	Wednesday	13:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.075	0:18	12:36
Post-op ward round	DCC	Wednesday	13:00 - 13:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.025	0:06	4:12
Day surgery	DCC	Wednesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36

Private Professional Services	PPS	Wednesday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.000	2:24	100:48
Uroradiology meeting	DCC	Thursday	08:30 - 09:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Emergency operating sessions	DCC	Thursday	09:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.175	0:42	29:24
Grand Round	DCC	Thursday	10:00 - 12:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
Continuous professional development.	SPA	Thursday	12:00 - 14:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
New patient Clinic	DCC	Thursday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Stone treatment clinic	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 3	16.80	0.300	1:12	50:24
Surgery MDT	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2	8.40	0.150	0:36	25:12
Surgery MDT	DCC	Thursday	14:00 - 15:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.050	0:12	8:24
Stone treatment clinic	DCC	Thursday	15:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.100	0:24	16:48
Day surgery	DCC	Friday	07:45 - 13:00	0:45	Core	Weekly timetabled	No	Daisy Hill Hospital	1	8.40	0.263	1:03	44:06

Urodynamics	DCC	Friday	09:00 - 10:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3	16.80	0.100	0:24	16:48
Emergency operating sessions	DCC	Friday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Private Professional Services	PPS	Friday	09:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.000	0:42	29:24
New patient Clinic	DCC	Friday	10:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3	16.80	0.700	2:48	117:36
Planned in- patient operating sessions	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
New patient Clinic	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.200	0:48	33:36
New patient Clinic	DCC	Friday	13:00 - 17:45	0:45	Core	Weekly timetabled	No	Daisy Hill Hospital	1	8.40	0.238	0:57	39:54
Post-op ward round	DCC	Friday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.025	0:06	4:12
										Core	10.200	43:36	1831:12

Hot Activity

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Cycle Length	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities													

Flexible Activities

Activity	Category	Normal time	Premium time	Travel time	Property	Activity location	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities							Core	0.000	0:00	0:00

On-call

Rota Name	Activity location	Weekday frequency	Weekend frequency	Category	Availability supplement:	PA	Hours
On-call Rota	Craigavon Area Hospital	5	5	A	5%	1.000	4:00

The total PA arising from your on-call work
1.000

The total hours arising from your on-call
work: 4:00

Availability supplement: 5%

Comments

Additional Comments

Summary

Category	Total PAs	Total Hrs
Direct Clinical Care	9.775	38:48
Day surgery	0.663	2:39
Emergency operating sessions	0.975	3:54
ESWL Stone Treatment	0.400	1:36
Grand Round	0.400	1:36
New patient Clinic	1.762	7:03
Patient related admin (reports, results etc)	1.075	4:18
Planned in-patient operating sessions	1.800	7:00
Post-op ward round	0.250	0:54
Pre-op ward round	0.075	0:18
Predictable Emergency Work	0.000	0:00
Stone treatment clinic	0.825	3:18
Surgery MDT	0.200	0:48
Unpredictable Emergency Work	1.000	4:00
Urodynamics	0.100	0:24
Uroradiology meeting	0.250	1:00
Supporting Professional Activities	1.425	5:42
Continuous professional development.	1.425	5:42
Additional NHS Responsibilities	0.000	0:00
External Duties	0.000	0:00
Fee Paying Services	0.000	0:00
Private Professional Services	0.000	3:06

Private Professional Services	0.000	3:06
Medical School	0.000	0:00
Total	11.200	47:36

Job plan for Mr Aidan O'Brien

Current status: Locked Down

Start date: 01/04/2013

Cycle: 5 weeks

Owner: Mr Aidan O'Brien

Organisation: Southern Health and Social Care Trust, , Northern Ireland

Department: Urology

Role: Consultant

Sign off level: 3

First sign off: Dr Edward James McNaboe

Second sign off: Mr Mark Dean Haynes

Third sign off: Mr Ronan Carroll

Total Hours

Total: 44:48

Total PAs

Total: 11.275

Sign off timeline

Date and time	Action	User	Comment
20/03/2013 11:51	Published By:	Mr Malcolm Clegg	
16/04/2015 11:32	Locked Down	Mr Malcolm Clegg	

General Information

Start date	01/04/2013
End date	31/03/2018
Employment type	FullTime
Usual place of work	Craigavon Area Hospital
Contract version	2003
Alternative employer	No
Name of alternative employer	/
Medical title	
Name of the university	/
Private practice	No
Number of weeks available for work	42 Weeks 0 Days
Documents	

Trust Objectives

Service Objectives

Personal Objectives

Resources

Staff

Equipment

Clinical Space

Other

Routine Work

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Overlapped by hot activity	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
Day surgery	DCC	Monday	07:15 - 13:00	1:15	Core	Weekly timetabled	No	Erne Hospital	2	8.40	0.288	1:09	48:18
New patient Clinic	DCC	Monday	08:30 - 13:00	0:30	Core	Weekly timetabled	No	Armagh Community Hospital	4	8.40	0.225	0:54	37:48
Emergency operating sessions	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Patient related admin (reports, results etc)	DCC	Monday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 3	16.80	0.400	1:36	67:12
Continuous professional development.	SPA	Monday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 3, 4	25.20	0.600	2:24	100:48

New patient Clinic	DCC	Monday	13:00 - 18:15	1:15	Core	Weekly timetabled	No	Erne Hospital	2	8.40	0.263	1:03	44:06
New patient Clinic	DCC	Monday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Day surgery	DCC	Tuesday	08:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.225	0:54	37:48
Continuous professional development.	SPA	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.200	0:48	33:36
Continuous professional development.	SPA	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	4	8.40	0.200	0:48	33:36
Emergency operating sessions	DCC	Tuesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
New patient Clinic	DCC	Tuesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.800	3:12	134:24
New patient Clinic	DCC	Tuesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Emergency operating sessions	DCC	Wednesday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Surgery MDT	DCC	Wednesday	09:00 - 11:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
Continuous professional development.	SPA	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	3	8.40	0.075	0:18	12:36

Urodynamics	DCC	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.075	0:18	12:36
Urodynamics	DCC	Wednesday	11:00 - 12:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 4	16.80	0.150	0:36	25:12
Pre-op ward round	DCC	Wednesday	12:30 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.075	0:18	12:36
Day surgery	DCC	Wednesday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Planned in- patient operating sessions	DCC	Wednesday	13:00 - 20:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	1.100	4:12	176:24
Post-op ward round	DCC	Wednesday	20:00 - 20:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.100	0:18	12:36
Uroradiology meeting	DCC	Thursday	08:30 - 09:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4, 5	42.00	0.250	1:00	42:00
Pre-op ward round	DCC	Thursday	09:30 - 10:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.025	0:06	4:12
Emergency operating sessions	DCC	Thursday	10:00 - 14:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Grand Round	DCC	Thursday	10:00 - 12:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12
Continuous professional development.	SPA	Thursday	12:00 - 14:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.400	1:36	67:12

Surgery MDT	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1, 2, 3, 4	33.60	0.600	2:24	100:48
Surgery MDT	DCC	Thursday	14:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.150	0:36	25:12
Planned in- patient operating sessions	DCC	Friday	08:30 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.425	1:42	71:24
Emergency operating sessions	DCC	Friday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
New patient Clinic	DCC	Friday	09:00 - 13:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 3, 4	25.20	0.600	2:24	100:48
Planned in- patient operating sessions	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.200	0:48	33:36
Patient related admin (reports, results etc)	DCC	Friday	13:00 - 17:00	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	2, 4	16.80	0.400	1:36	67:12
Post-op ward round	DCC	Friday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	1	8.40	0.025	0:06	4:12
Post-op ward round	DCC	Friday	17:00 - 17:30	0:00	Core	Weekly timetabled	No	Craigavon Area Hospital	5	8.40	0.025	0:06	4:12
										Core	10.275	40:48	1713:36

Hot Activity

Activity	Category	Day	Time	Travel time	Activity type	Entry method	Cycle Length	Activity location	Worked in weeks	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities													
										Core	0.000	0:00	0:00

Flexible Activities

Activity	Category	Normal time	Premium time	Travel time	Property	Activity location	Num/Yr	PA	Hrs/Wk	Hrs/Yr
No activities										
							Core	0.000	0:00	0:00

On-call

Rota Name	Activity location	Weekday frequency	Weekend frequency	Category	Availability supplement:	PA	Hours
On-call Rota	Craigavon Area Hospital	5	5	A	5%	1.000	4:00

The total PA arising from your on-call work
1.000

The total hours arising from your on-call work: 4:00

Availability supplement: 5%

Comments

Additional Comments

Summary

Category	Total PAs	Total Hrs
Direct Clinical Care	9.800	38:54
Day surgery	0.713	2:51
Emergency operating sessions	1.000	4:00
Grand Round	0.400	1:36
New patient Clinic	2.288	9:09
Patient related admin (reports, results etc)	0.800	3:12
Planned in-patient operating sessions	1.725	6:42
Post-op ward round	0.150	0:30
Pre-op ward round	0.100	0:24
Predictable Emergency Work	0.000	0:00
Surgery MDT	1.150	4:36
Unpredictable Emergency Work	1.000	4:00
Urodynamics	0.225	0:54
Uroradiology meeting	0.250	1:00
Supporting Professional Activities	1.475	5:54
Continuous professional development.	1.475	5:54
Additional NHS Responsibilities	0.000	0:00
External Duties	0.000	0:00
Fee Paying Services	0.000	0:00
Private Professional Services	0.000	0:00

Medical School	0.000	0:00
Total	11.275	44:48

Timetable

Week 1

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday		
07:00									
07:15									
07:30									
07:45									
08:00									
08:15									
08:30									
08:45				Uroradiology meeting					
09:00	Clinic	Patient related admin (reports, results etc)	Continuous professional development.						
09:15									
09:30									
09:45									
10:00									
10:15									
10:30									
10:45						Grand Round			
11:00									
11:15									
11:30									
11:45									
12:00									
12:15									
12:30			Pre-op ward round	Continuous professional development.					
12:45									
13:00									
13:15									
13:30									
13:45									
14:00									
14:15									
14:30									
14:45									
15:00				Day surgery					
15:15									
15:30			Planned in-patient operating sessions		Clinic				
15:45									
16:00									
16:15									
16:30									
16:45									
17:00									
17:15									
17:30									
17:45									
18:00									
18:15									

18:30							
18:45							
19:00							
19:15							
19:30							
19:45							
20:00		Post-op ward round					
20:15							
20:30							
20:45							
21:00							

Week 2

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00		Pre-op ward round	Pre-op ward round				
08:15							
08:30							
08:45							
09:00				Uroradiology meeting			
09:15							
09:30							
09:45							
10:00							
10:15							
10:30		Planned in-patient operating sessions	Planned in-patient operating sessions				
10:45							
11:00	Clinic			Grand Round			
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45							
13:00		Post-op ward round	Post-op ward round	Continuous professional development.			
13:15							
13:30							
13:45							
14:00							
14:15							
14:30	TRUS & biopsy				Continuous professional development.		
14:45							
15:00		Patient related admin (reports, results etc)	Continuous professional development.	Surgery MDT			
15:15							
15:30							
15:45							
16:00							

16:15						
16:30						
16:45						
17:00						
17:15						
17:30						
17:45						
18:00						
18:15						
18:30						
18:45						
19:00						

Week 3

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45							
09:00				Uroradiology meeting			
09:15							
09:30							
09:45							
10:00							
10:15							
10:30		Patient related admin (reports, results etc)					
10:45			Continuous professional development.	Grand Round	Day surgery		
11:00							
11:15							
11:30							
11:45							
12:00							
12:15							
12:30	Clinic						
12:45		Pre-op ward round		Continuous professional development.			
13:00							
13:15							
13:30							
13:45							
14:00							
14:15		Planned in-patient operating sessions	Continuous professional development.		Clinic		
14:30							
14:45				Surgery MDT			
15:00							
15:15							
15:30							
15:45							

16:00						
16:15						
16:30						
16:45						
17:00						
17:15						
17:30						
17:45						
18:00						
18:15						
18:30						
18:45						
19:00						
19:15						
19:30						
19:45						
20:00		Post-op ward round				
20:15						
20:30						
20:45						
21:00						

Week 4

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00		Pre-op ward round	Pre-op ward round				
08:15							
08:30							
08:45				Uroradiology meeting			
09:00							
09:15							
09:30							
09:45							
10:00							
10:15							
10:30		Planned in-patient operating sessions	Planned in-patient operating sessions				
10:45							
11:00	Clinic			Grand Round			
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45				Continuous professional development.			
13:00		Post-op ward round	Post-op ward round				
13:15	TRUS & biopsy						
13:30			Continuous professional				

13:45			development.				
14:00							
14:15							
14:30							
14:45							
15:00							
15:15		Patient related admin (reports, results etc)		Surgery MDT			
15:30							
15:45							
16:00							
16:15							
16:30							
16:45							
17:00							
17:15							
17:30							
17:45							
18:00							
18:15							
18:30							
18:45							
19:00							

Week 5

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45				Uroradiology meeting			
09:00							
09:15							
09:30							
09:45							
10:00							
10:15							
10:30							
10:45	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions		
11:00							
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45							
13:00	Continuous professional	Continuous professional	Day surgery		Planned in-patient operating sessions		
13:15							

13:30	development.	development.					
13:45							
14:00							
14:15							
14:30							
14:45							
15:00							
15:15							
15:30				Surgery MDT			
15:45							
16:00							
16:15							
16:30							
16:45							
17:00					Post-op ward round		
17:15							
17:30							
17:45							
18:00							
18:15							
18:30							
18:45							
19:00							

Activities

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
						Total:	9.60	38:12	
Mon	09:00 - 13:00	2, 4	Clinic Comments: Prostate clinic	Southern He..	Craigavon A..	DCC	16.8	0.40	1:36
Mon	09:00 - 13:00	5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward Round, Emergency operating, triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Mon	09:00 - 17:00	1, 3	Clinic Comments: Oncology Clinic	Southern He..	Craigavon A..	DCC	16.8	0.80	3:12
Mon	13:00 - 17:00	2, 4	TRUS & biopsy	Southern He..	Craigavon A..	DCC	16.8	0.40	1:36
Mon	13:00 - 17:00	5	Continuous professional development. Comments: CONSULTANT OF THE WEEK	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	08:00 - 08:30	2, 4	Pre-op ward round	Southern He..	Armagh Comm..	DCC	16.8	0.05	0:12
Tue	08:30 - 13:00	2, 4	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.45	1:48
Tue	09:00 - 12:30	1	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	8.4	0.18	0:42
Tue	09:00 - 12:30	3	Patient related admin (reports, results etc)	Southern He..	Armagh Comm..	DCC	8.4	0.18	0:42
Tue	09:00 - 13:00	5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward rounds, emergency operating, triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Tue	12:30 - 13:00	1, 3	Pre-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Tue	13:00 - 13:30	2, 4	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Tue	13:00 - 17:00	5	Continuous professional development. Comments: cow	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	13:00 - 20:00	1, 3	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.73	2:48

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Tue	14:00 - 17:00	2, 4	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	16.8	0.30	1:12
Tue	20:00 - 20:30	1, 3	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.07	0:12
Wed	08:00 - 08:30	2, 4	Pre-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Wed	08:30 - 13:00	2, 4	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.45	1:48
Wed	09:00 - 13:00	5	Emergency operating sessions Comments: cow - Ward Rounds, Emergency operating, Triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	09:00 - 13:00	1, 3	Continuous professional development.	Southern He..	Craigavon A..	SPA	16.8	0.40	1:36
Wed	13:00 - 13:30	2, 4	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Wed	13:00 - 17:00	1	Day surgery	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	13:00 - 17:00	5	Day surgery Comments: cow	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	13:30 - 17:00	2-4	Continuous professional development.	Southern He..	Craigavon A..	SPA	25.2	0.53	2:06
Thu	08:30 - 09:30	1-5	Uroradiology meeting	Southern He..	Craigavon A..	DCC	42	0.25	1:00
Thu	09:30 - 13:00	5	Emergency operating sessions Comments: COW	Southern He..	Craigavon A..	DCC	8.4	0.18	0:42
Thu	10:00 - 12:00	1-4	Grand Round	Southern He..	Craigavon A..	DCC	33.6	0.40	1:36
Thu	12:00 - 14:00	1-4	Continuous professional development.	Southern He..	Craigavon A..	SPA	33.6	0.40	1:36
Thu	14:00 - 17:00	2-4	Surgery MDT	Southern He..	Craigavon A..	DCC	25.2	0.45	1:48
Thu	14:00 - 17:00	1	Clinic	Southern He..	Craigavon A..	DCC	8.4	0.15	0:36
Thu	14:00 - 17:00	5	Surgery MDT Comments: cow	Southern He..	Craigavon A..	DCC	8.4	0.15	0:36
Fri	08:15 - 13:00	3	Day surgery 45 minutes travel from Craigavon Area Hospital.	Southern He..	Daisy Hill ..	DCC	8.4	0.24	0:57
Fri	09:00 - 13:00	5	Emergency operating sessions Comments: COW - ward Rounds, Emergency Operating, Triage and Virtual clinics	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Fri	13:00 - 17:00	5	Planned in-patient operating sessions Comments: COW	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Fri	13:00 - 17:00	2	Continuous professional development.	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Fri	13:00 - 17:45	3	Clinic 45 minutes travel to Craigavon Area Hospital.	Southern He..	Daisy Hill ..	DCC	8.4	0.24	0:57
Fri	17:00 - 17:30	5	Post-op ward round	Southern He..	Craigavon A..	DCC	8.4	0.03	0:06

On-call

Type	Normal	Premium	Cat.	PA
			Total:	1.00
Predictable	n/a	n/a	DCC	
Unpredictable	n/a	n/a	DCC	1.00

PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	8.68	8.68	31:18
Supporting Professional Activities (SPA)	1.93	1.93	7:42
Total	10.60	10.60	39:00

On-call availability

On-call frequency?	1 in 5
Category	Category A
PA Count:	
The number of PAs arising from your predictable on-call work is:	0.00
The number of PAs arising from your unpredictable on-call work is:	1.00
Your on-call availability supplement is:	5%

Balance between Direct Clinical Care and Other Programmed Activities

Supporting Professional Activities including participation in training of other staff, medical education, continuing professional development, formal teaching of other staff, audit, job planning, appraisal, research, clinical management and local clinical governance activities are recognised within the Southern Health and Social Care Trust. The Trust expects that all consultants undertake a minimum of 1.5 SPA's (6 hours) in their job plan every week. The Trust also recognises that there are various activities as identified by all the Associate Medical Directors in each directorate and approved by the Medical Director where additional SPA time will be necessary. Where a newly appointed consultant will be involved in these additional SPA commitments, the precise balance of Programmed Activities in their job plan will be reviewed on appointment and agreed as part of their individual Job Plan review.

Programmed Activities for additional HPSS responsibilities and external duties will also be allocated for special responsibilities that have been formally approved and/or appointed by the Trust.

JOB PLAN REVIEW

This Job Plan is subject to review at least once a year by you and the Clinical Director before being approved by the Chief Executive. For this purpose, a copy of the current Job Plan (and Job Description, if appropriate), including an up-to-date work programme which may result from a diary exercise and objectives agreed at annual appraisal, together with note(s) provided by either side – of any new or proposed service or other developments need to be available. In the case of a new employee, a review of the Job Plan will take place 3 months after commencement and annually thereafter.

If it is not possible to agree a Job Plan, either initially or at an annual review, there are agreed procedures for facilitation and appeal with the final decision normally being accepted by the Trust Board.

MANAGEMENT ARRANGEMENTS

The Chief Executive has overall responsibility for Acute Services in the Southern Health and Social Care Trust. The Consultant appointed will have accountability to the Chief Executive through the Director of Acute Services, the Associate Medical Director and the Lead Consultant for the appropriate and smooth delivery of the service.

QUALIFICATIONS AND EXPERIENCE

See Employee Profile.

Timetable

Week 1

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45							
09:00	Clinic	Patient related admin (reports, results etc)	Continuous professional development.	Uroradiology meeting			
09:15							
09:30							
09:45							
10:00							
10:15							
10:30							
10:45							
11:00				Grand Round			
11:15							
11:30							
11:45							
12:00		Pre-op ward round					
12:15							
12:30							
12:45				Continuous professional development.			
13:00		Planned in-patient operating sessions	Day surgery				
13:15							
13:30							
13:45							
14:00							
14:15							
14:30							
14:45							
15:00							
15:15							
15:30				Clinic			
15:45							
16:00							
16:15							
16:30							
16:45							
17:00							
17:15							
17:30							
17:45							
18:00							
18:15							

18:30							
18:45							
19:00							
19:15							
19:30							
19:45							
20:00		Post-op ward round					
20:15							
20:30							
20:45							
21:00							

Week 2

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00		Pre-op ward round	Pre-op ward round				
08:15							
08:30							
08:45							
09:00				Uroradiology meeting			
09:15							
09:30							
09:45							
10:00							
10:15							
10:30							
10:45		Planned in-patient operating sessions	Planned in-patient operating sessions				
11:00				Grand Round			
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45							
13:00		Post-op ward round	Post-op ward round	Continuous professional development.			
13:15							
13:30							
13:45							
14:00							
14:15							
14:30							
14:45							
15:00		Patient related admin (reports, results etc)	Continuous professional development.	Surgery MDT	Continuous professional development.		
15:15							
15:30							
15:45							
16:00							

16:15						
16:30						
16:45						
17:00						
17:15						
17:30						
17:45						
18:00						
18:15						
18:30						
18:45						
19:00						

Week 3

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45				Uroradiology meeting			
09:00							
09:15							
09:30							
09:45							
10:00							
10:15							
10:30		Patient related admin (reports, results etc)					
10:45			Continuous professional development.	Grand Round	Day surgery		
11:00							
11:15							
11:30							
11:45							
12:00							
12:15							
12:30	Clinic	Pre-op ward round		Continuous professional development.			
12:45							
13:00							
13:15							
13:30							
13:45							
14:00							
14:15		Planned in-patient operating sessions	Continuous professional development.		Clinic		
14:30							
14:45				Surgery MDT			
15:00							
15:15							
15:30							
15:45							

16:00						
16:15						
16:30						
16:45						
17:00						
17:15						
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17:45						
18:00						
18:15						
18:30						
18:45						
19:00						
19:15						
19:30						
19:45						
20:00		Post-op ward round				
20:15						
20:30						
20:45						
21:00						

Week 4

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00		Pre-op ward round	Pre-op ward round				
08:15							
08:30							
08:45				Uroradiology meeting			
09:00							
09:15							
09:30							
09:45							
10:00							
10:15							
10:30		Planned in-patient operating sessions	Planned in-patient operating sessions				
10:45							
11:00	Clinic			Grand Round			
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45				Continuous professional development.			
13:00		Post-op ward round	Post-op ward round				
13:15	TRUS & biopsy						
13:30			Continuous professional				

13:45			development.				
14:00							
14:15							
14:30							
14:45							
15:00							
15:15		Patient related admin (reports, results etc)		Surgery MDT			
15:30							
15:45							
16:00							
16:15							
16:30							
16:45							
17:00							
17:15							
17:30							
17:45							
18:00							
18:15							
18:30							
18:45							
19:00							

Week 5

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
07:00							
07:15							
07:30							
07:45							
08:00							
08:15							
08:30							
08:45				Uroradiology meeting			
09:00							
09:15							
09:30							
09:45							
10:00							
10:15							
10:30							
10:45	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions	Emergency operating sessions		
11:00							
11:15							
11:30							
11:45							
12:00							
12:15							
12:30							
12:45							
13:00	Continuous professional	Continuous professional	Day surgery		Planned in-patient operating sessions		
13:15							

13:30	development.	development.					
13:45							
14:00							
14:15							
14:30							
14:45							
15:00							
15:15							
15:30				Surgery MDT			
15:45							
16:00							
16:15							
16:30							
16:45							
17:00					Post-op ward round		
17:15							
17:30							
17:45							
18:00							
18:15							
18:30							
18:45							
19:00							

Activities

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
							Total:	9.60	38:12
Mon	09:00 - 13:00	2, 4	Clinic Comments: Prostate clinic	Southern He..	Craigavon A..	DCC	16.8	0.40	1:36
Mon	09:00 - 13:00	5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward Round, Emergency operating, triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Mon	09:00 - 17:00	1, 3	Clinic Comments: Oncology Clinic	Southern He..	Craigavon A..	DCC	16.8	0.80	3:12
Mon	13:00 - 17:00	2, 4	TRUS & biopsy	Southern He..	Craigavon A..	DCC	16.8	0.40	1:36
Mon	13:00 - 17:00	5	Continuous professional development. Comments: CONSULTANT OF THE WEEK	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	08:00 - 08:30	2, 4	Pre-op ward round	Southern He..	Armagh Comm..	DCC	16.8	0.05	0:12
Tue	08:30 - 13:00	2, 4	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.45	1:48
Tue	09:00 - 12:30	1	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	8.4	0.18	0:42
Tue	09:00 - 12:30	3	Patient related admin (reports, results etc)	Southern He..	Armagh Comm..	DCC	8.4	0.18	0:42
Tue	09:00 - 13:00	5	Emergency operating sessions Comments: CONSULTANT OF THE WEEK - Ward rounds, emergency operating, triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Tue	12:30 - 13:00	1, 3	Pre-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Tue	13:00 - 13:30	2, 4	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Tue	13:00 - 17:00	5	Continuous professional development. Comments: cow	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Tue	13:00 - 20:00	1, 3	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.73	2:48

Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
Tue	14:00 - 17:00	2, 4	Patient related admin (reports, results etc)	Southern He..	Craigavon A..	DCC	16.8	0.30	1:12
Tue	20:00 - 20:30	1, 3	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.07	0:12
Wed	08:00 - 08:30	2, 4	Pre-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Wed	08:30 - 13:00	2, 4	Planned in-patient operating sessions	Southern He..	Craigavon A..	DCC	16.8	0.45	1:48
Wed	09:00 - 13:00	5	Emergency operating sessions Comments: cow - Ward Rounds, Emergency operating, Triage and virtual clinic	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	09:00 - 13:00	1, 3	Continuous professional development.	Southern He..	Craigavon A..	SPA	16.8	0.40	1:36
Wed	13:00 - 13:30	2, 4	Post-op ward round	Southern He..	Craigavon A..	DCC	16.8	0.05	0:12
Wed	13:00 - 17:00	1	Day surgery	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	13:00 - 17:00	5	Day surgery Comments: cow	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Wed	13:30 - 17:00	2-4	Continuous professional development.	Southern He..	Craigavon A..	SPA	25.2	0.53	2:06
Thu	08:30 - 09:30	1-5	Uroradiology meeting	Southern He..	Craigavon A..	DCC	42	0.25	1:00
Thu	09:30 - 13:00	5	Emergency operating sessions Comments: COW	Southern He..	Craigavon A..	DCC	8.4	0.18	0:42
Thu	10:00 - 12:00	1-4	Grand Round	Southern He..	Craigavon A..	DCC	33.6	0.40	1:36
Thu	12:00 - 14:00	1-4	Continuous professional development.	Southern He..	Craigavon A..	SPA	33.6	0.40	1:36
Thu	14:00 - 17:00	2-4	Surgery MDT	Southern He..	Craigavon A..	DCC	25.2	0.45	1:48
Thu	14:00 - 17:00	1	Clinic	Southern He..	Craigavon A..	DCC	8.4	0.15	0:36
Thu	14:00 - 17:00	5	Surgery MDT Comments: cow	Southern He..	Craigavon A..	DCC	8.4	0.15	0:36
Fri	08:15 - 13:00	3	Day surgery 45 minutes travel from Craigavon Area Hospital.	Southern He..	Daisy Hill ..	DCC	8.4	0.24	0:57
Fri	09:00 - 13:00	5	Emergency operating sessions Comments: COW - ward Rounds, Emergency Operating, Triage and Virtual clinics	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Fri	13:00 - 17:00	5	Planned in-patient operating sessions Comments: COW	Southern He..	Craigavon A..	DCC	8.4	0.20	0:48
Fri	13:00 - 17:00	2	Continuous professional development.	Southern He..	Craigavon A..	SPA	8.4	0.20	0:48
Fri	13:00 - 17:45	3	Clinic 45 minutes travel to Craigavon Area Hospital.	Southern He..	Daisy Hill ..	DCC	8.4	0.24	0:57
Fri	17:00 - 17:30	5	Post-op ward round	Southern He..	Craigavon A..	DCC	8.4	0.03	0:06

On-call

Type	Normal	Premium	Cat.	PA
			Total:	1.00
Predictable	n/a	n/a	DCC	
Unpredictable	n/a	n/a	DCC	1.00

PA Breakdown

	Main Employer PAs	Total PAs	Total hours
Direct Clinical Care (DCC)	8.68	8.68	31:18
Supporting Professional Activities (SPA)	1.93	1.93	7:42
Total	10.60	10.60	39:00

On-call availability

On-call frequency?	1 in 5
Category	Category A
PA Count:	
The number of PAs arising from your predictable on-call work is:	0.00
The number of PAs arising from your unpredictable on-call work is:	1.00
Your on-call availability supplement is:	5%

Balance between Direct Clinical Care and Other Programmed Activities

Supporting Professional Activities including participation in training of other staff, medical education, continuing professional development, formal teaching of other staff, audit, job planning, appraisal, research, clinical management and local clinical governance activities are recognised within the Southern Health and Social Care Trust. The Trust expects that all consultants undertake a minimum of 1.5 SPA's (6 hours) in their job plan every week. The Trust also recognises that there are various activities as identified by all the Associate Medical Directors in each directorate and approved by the Medical Director where additional SPA time will be necessary. Where a newly appointed consultant will be involved in these additional SPA commitments, the precise balance of Programmed Activities in their job plan will be reviewed on appointment and agreed as part of their individual Job Plan review.

Programmed Activities for additional HPSS responsibilities and external duties will also be allocated for special responsibilities that have been formally approved and/or appointed by the Trust.

JOB PLAN REVIEW

This Job Plan is subject to review at least once a year by you and the Clinical Director before being approved by the Chief Executive. For this purpose, a copy of the current Job Plan (and Job Description, if appropriate), including an up-to-date work programme which may result from a diary exercise and objectives agreed at annual appraisal, together with note(s) provided by either side – of any new or proposed service or other developments need to be available. In the case of a new employee, a review of the Job Plan will take place 3 months after commencement and annually thereafter.

If it is not possible to agree a Job Plan, either initially or at an annual review, there are agreed procedures for facilitation and appeal with the final decision normally being accepted by the Trust Board.

MANAGEMENT ARRANGEMENTS

The Chief Executive has overall responsibility for Acute Services in the Southern Health and Social Care Trust. The Consultant appointed will have accountability to the Chief Executive through the Director of Acute Services, the Associate Medical Director and the Lead Consultant for the appropriate and smooth delivery of the service.

QUALIFICATIONS AND EXPERIENCE

See Employee Profile.