

Ymunwch â Chwm
Join Cwm Taf Taf Morgannwg
Morgannwg

Welcome to Cwm Taf Morgannwg
University Hospital
.....
Psychiatry



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board

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Paul Mears | CEO



Welcome to Cwm Taf Morgannwg; we're
delighted you're considering joining our team.

In any role with us, you'll make a vital contribution to the health and wellbeing of nearly half a million people living in Bridgend, Merthyr Tydfil, and Rhondda Cynon Taf.

Our services change and save lives every day and you'll be in a privileged position to work for and with these communities, helping to keep our population healthy and ensuring they get the care they need, when they need it.

Central to the vision of our health board is 'building healthier communities together' and we work closely with partners to develop innovative ways to meet the evolving needs of local people. Working with us, we'll enable you to use your skills, experience and passion to shape your own service's contribution to this vision.

There's never been a better time to join us, and I hope I'll have the opportunity to welcome you to Cwm Taf Morgannwg University Health Board.

Thank you | Diolch

A handwritten signature in blue ink, appearing to read 'P. Mears', with a stylized flourish at the end.

Paul Mears,
Chief Executive Officer

Croeso | Welcome

Thank you for your interest in joining Cwm Taf Morgannwg UHB. We're delighted that you're considering a role with us. Whether you're exploring an internal promotion or relocating to join us, we understand that choosing your next career step is a significant decision.

This welcome pack is designed to give you a clear picture of who we are, what we stand for, and what you can expect as part of our team. We're here to support and guide you every step of the way—and we hope you'll be inspired to take that next step to join CTM!

Who are we?

At Cwm Taf Morgannwg UHB, you'll join a workplace that feels more like a community—where compassion, teamwork, and a deep sense of purpose drive everything we do. While working in the NHS can be challenging, our culture is what sets us apart. Our staff say that when we are at our best, CTM feels like family: a place where colleagues support one another, go above and beyond for patients, and take pride in making a real difference. You'll be part of a team that's welcoming, diverse, and united by a shared commitment to care. Our staff have shared powerful examples of the difference we're making for patients and communities, even under immense pressure. At CTM, you won't just find a job—you'll find belonging, purpose, and the chance to thrive.

As one of Wales's largest employers, with nearly 13,500 dedicated staff, we serve a population of around 450,000 people across the vibrant and diverse regions of Bridgend, Merthyr Tydfil, and Rhondda Cynon Taf. Our services span three District General Hospitals, several community hospitals, and a wide network of primary and community care facilities.

And when the working day is done, our location offers the best of South Wales—just 20 minutes from Cardiff's lively city life, the breathtaking landscapes of the Brecon Beacons, and the peaceful coastline at Ogmore. Whether you're drawn to urban energy, countryside calm, or seaside serenity, CTM is a place where both your career and lifestyle can flourish.

Discover more about working with us here:

[Join CTM](#)

[CTMUHB Website Home](#)

[#WeAreCTM - Video](#)



Our strategy

Our strategy aims to set out how we develop the services that we provide to meet the needs of our population as we look to 2030 and beyond, and how we can work with our communities to ensure that local people can live happier and healthier lives for as long as possible.



Access the details on our [2030 Strategy](#) here.

“Through our strategy, we will do everything possible to ensure that all age groups within Cwm Taf Morgannwg have the best opportunity to live happy and healthy lives and access to high-quality services that are affordable, efficient, sustainable and above all, safe.”

Our values



We're all at our best when we **live our values**. They bring us together and help us **listen, learn and support** each other. They make us a stronger team. And that's exactly what we need to be. So let's show the world what we can do when we bring our **values to life**.



Everyone deserves to speak and be heard. So give people the space to open up. Ask questions, listen carefully and use what you learn to make things better.



We all make a difference, whatever our role. So be kind and fair. Help people, just for the sake of it. And when someone deserves a thank you, say thank you.



Each of us is brilliant. But all of us together are better. So look out for others, bring them in to your decisions and be open and clear to help them feel involved. And when you learn something useful, share it!

EDI Commitment (Equality, Diversity & Inclusion)

Over the last few years, there has been more national and organisational support for people from Black, Asian and Minority Ethnic backgrounds.

It has been recognised that there are unconscious biases and differences in how people of ethnic minority groups are treated in the workplace and how this can them achieving their potential. This is called 'differential attainment'.

We are working in partnership with our Race Equality Network (REN) and other local networks to address this and create real, measurable change. To find out more, once you start with CTMUEB you will have access to the organisation AtOurBest SharePoint site where you will find links that will give you more information.

Welsh language

Cymraeg

Our Health Board is proud to offer free Welsh language courses to help you develop your skills and strengthen your connection with patients and colleagues. Learning and using Welsh – even just a few words – can make a big difference in how patients feel.

It shows care, respect, and helps build trust, especially with Welsh-speaking patients who may feel more comfortable in their first language.

Commitment to patient care & staff wellbeing



Values-Based Healthcare

CTM UHB is proactively addressing current and future healthcare challenges, such as an aging population, rising costs, and multi-morbidity, by undergoing an organisational development program. This initiative aims to cultivate the necessary culture, leadership, and capabilities to achieve its goals, ultimately providing financially sustainable healthcare and improving health outcomes for its communities.

Staff Wellbeing

CTM UHB’s Wellbeing Service promotes staff’s emotional, financial, and physical health, offering self-referral services. The Employee Experience (EEx) initiative focuses on creating a positive work environment, recognising that improving staff well-being directly enhances patient care and fosters pride in the organisation’s future.

Access our website to find out more about our staff wellbeing and employee experience offer [here](#) (or scan the QR code).



Our People Plan



Shaped by our staff, for our staff, our People Plan reflects the voices of over 4,000 frontline colleagues, leaders, and trade union partners. It sets out four clear People Promises, each backed by tangible actions, to help us build a CTM 2030 where everyone can thrive.

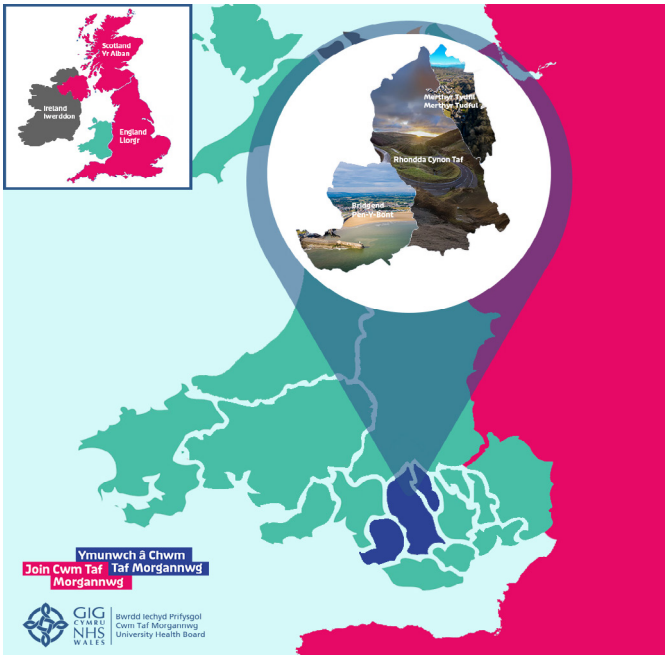
Click the image or scan the QR code to view our People Plan:



Our location

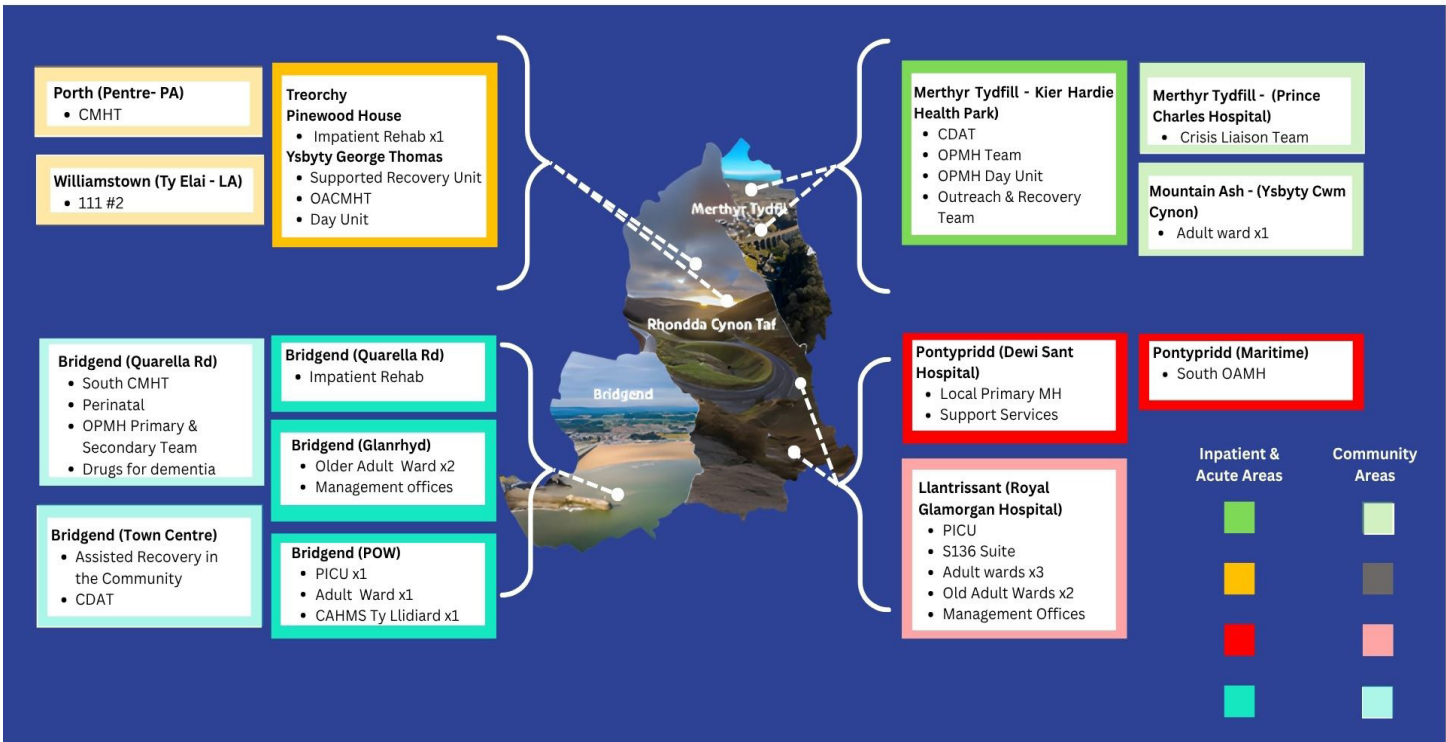
Cwm Taf Morgannwg, centrally located in South Wales, offers a lifestyle rich in natural beauty and strong community spirit.

This region, encompassing Bridgend, Merthyr Tydfil, and Rhondda Cynon Taf, features diverse landscapes from rugged Valleys ideal for outdoor pursuits, alongside affordable living and excellent connectivity to major cities.



Our localities

We provide primary, community, hospital and mental health services to the 450,000 people living in three County Boroughs: Bridgend, Merthyr Tydfil and Rhondda Cynon Taf. Each County Borough has a main hospital with A&E Department.



You can find out more about these hospitals and our other locations [here](#) or by scanning the QR code opposite.



Merthyr Tydfil

Prince Charles Hospital and Ysbyty Cwm Cynon provide inpatient services and alongside Kier Hardie Health Park, a community team base are located in Merthyr Tydfil, a town celebrated for its rich industrial heritage, cultural history, and natural beauty. Situated amidst the scenic Brecon Beacons National Park, the area provides a pleasant environment for both professional life and leisure.

Strategically located at the intersection of Wales's primary transport routes (A470 South-North and A465 Swansea-Midlands), the town serves as an ideal base. From here, one can easily explore the diverse landscapes of the South Wales Valleys, the grandeur of the Brecon Beacons National Park, and the vibrant cities of Cardiff and Swansea, along with the picturesque Gower Peninsula.

Merthyr Tydfil is conveniently less than two hours away from major cities including Birmingham, Bristol, Bath, Cheltenham, Gloucester, Worcester, Hereford, and Swindon.

Rhondda Cynon Taf

Located in Llantrisant, the Royal Glamorgan Hospital serves a diverse community and is in proximity to Cardiff, offering both urban and rural lifestyles. The area is known for its historic charm and convenient access to larger city amenities. In addition, community and inpatient rehabilitation services are provided in Ysbyty George Thomas, Treorchy, Dewi Sant Hospital, Pontypridd and Community Resource Centres in Tonypany.

Rhondda Cynon Taf (RCT), a vibrant county borough in southeast Wales, defined by its five valleys: Rhondda Fawr, Rhondda Fach, Cynon, Taff, and Ely. With principal towns like Pontypridd, Aberdare, and Llantrisant, RCT boasts a rich industrial heritage.

This “hidden gem” offers a compelling blend of natural beauty and cultural experiences, including Rhondda Heritage Park, The Royal Mint Experience, and Zip World Tower. Its unique landscape is ideal for exploration, further enhanced by strong connectivity for commuting within South Wales, thanks to its proximity to major routes like the A470 and A465 that run through or near the county borough.

Kier Hardie Health Park



Prince Charles Hspt



Ysbyty Cwm Cynn



[Visit Wales / Merthyr Tydfil](#)
or use QR code

Dewi San Health Park



Royal Glamorgan Hspt



Ysbyty George Thomas



[VisitWales/Rhondda Cynon Taf](#) or
use QR code

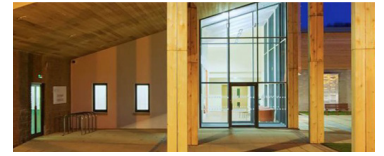
Bridgend

The Princess of Wales Hospital Ty Llidiard (CAMHS), Glanrhyd Hospital and Community Resource Centres are located in Bridgend, a town offering a mix of coastal and countryside experiences. The area provides a balanced lifestyle with access to beaches, shopping and cultural sites.

Bridgend (Pen-y-bont ar Ogwr), a vibrant town and county borough in southeast Wales. Nestled between Cardiff and Swansea, Bridgend boasts a rich history with medieval castles and charming market town roots. Its diverse landscape ranges from northern valleys to 12.5 miles of stunning coastline, including Porthcawl's popular beaches and the unique Merthyr Mawr sand dunes. With attractions like historic castles, nature reserves, Bridgend offers an appealing mix of heritage, natural beauty, and connectivity.

Bridgend offers strong connectivity via the M4 motorway, running through its centre, and main-line rail links providing easy commutes to Cardiff, London, and Swansea.

Glanrhyd



Princess of Wales Hspt



Quarella Road



[Visit Wales /Bridgend or use the QR code](#)

Why work for us

Joining Cwm Taf Morgannwg means experiencing a truly warm Welsh welcome. Our workforce of nearly 13,500 staff is vital not only to the University Health Board but also to the communities we serve. As one of the region's largest employers, we are deeply committed to extensive partnership working, corporate social responsibility, and fostering strong relationships with both our staff and the wider community.

“
‘Our team is friendly and caring, providing a strong sense of loyalty and belonging.’
”

“
‘Our staff are drawn to this role because of the people of the Valleys and the local community we serve.’
”

“
‘We create an environment where staff feel valued, supported, and inspired by the work they do.’
”

CTM people benefits

Cwm Taf Morgannwg University Health Board believe your employment with us is about more than a salary. We have some of the most attractive employment packages:

- **Incremental pay increases.**
- **Up to 34 days annual leave per annum.**
- **NHS Pension Scheme-** We are signed up to the NHS pension scheme. If you join the NHS pension scheme the Health Board will contribute 20.68% towards your pension (Needs checking in line with changes to NI).
- **Flexible working-** Our Health Board offers a flexible working policy to help you balance your home and working life, including: working from home, part-time hours, job sharing options, career breaks and flexible retirement.
- **Health and wellbeing support-** We offer a dedicated Wellbeing Service for all our staff to access that offers a wide range of wellbeing support.
- **Learning and development opportunities-** We ensure there is opportunity for you to unlock your career potential, we support individual pathways by offering high quality speciality training and partner with a breadth of training providers to provide a suite of qualifications and learning opportunities.
- **NHS discounts (Blue-light Card / Health Service Discounts)-** NHS staff can get discounts at many local businesses by showing their NHS ID.

For more benefit information [click here](#) or scan the QR code.



Relocation Package

If you're considering joining us and would need to relocate, we offer a relocation package to support your move. For more information please contact: CTM.Resourcing@wales.nhs.uk



Introduction to Psychiatry Service



Psychiatry at Cwm Taf Morgannwg University Health Board

Cwm Taf Morgannwg University Health Board offers a comprehensive and well-structured Mental Health & Learning Disabilities Care Group, delivering a wide range of services across three clinical directorates.

Our services are shaped by the Mental Health (Wales) Measure 2010, which reconfigured mental health care across Wales. As part of this, all people under secondary mental health services receive care aligned with a co-produced Care and Treatment Plan.

Children & Young Peoples Mental Health & Specialised Services Directorate:

We provide a range of services to support children and young people across the healthboard footprint. **Community CAMHS** provides a local multidisciplinary service to children under Part 1 and Part 2 of the Mental Health (Wales) Measures. More specialist teams include the Community Intensive Intervention Team, **Schools In-Reach**, and Young Persons' Drug and Alcohol Services. All services have close working relationships with the three local authorities and the Youth Justice Service. We provide local specialist provision for children and adolescents with eating disorders, and host the regionally commissioned **Eating Disorders Outreach Service**.

There are exciting service developments happening in the Children with Learning Disabilities Service and the Parent-Infant Relationship Service. **The regional general adolescent inpatient unit**, Ty Llidiard, is situated on the Princess of Wales Hospital site in Bridgend and serves the whole of South, Mid and West Wales. The CAMHS and Specialised Services Directorate also provides CAMHS input to the Young Persons' Unit at HMP Parc.

The **specialised services** are pan healthboard multidisciplinary teams that work with **discrete client groups**; Community Drug and Alcohol Services, Perinatal Mental Health Service; Early Intervention in Psychosis Service; Adult Eating Disorders Services, Integrated Autism Service and Veteran Services. Other teams are focused on **specific clinical need** and **treatment approaches**: The Traumatic Stress Pathway; Dialectical Behavioural Therapy Team; Family Therapy Team. The teams are supported by an interprofessional leadership team committed to providing excellent and timely care. Specialised Services also includes the **All Wales Forensic Adolescent Consultation Service**, which is hosted by CTMUHB.

Adult Mental Health Directorate:

Community services consist of locality-based Community Mental Health Teams and Local Primary Mental Health Support Services. The community teams operate from community bases and work in partnership with a range of statutory and non-statutory organisations. The directorate provides secondary care mental health input to HMP Parc, one of the largest Category B prisons in Europe.

Crisis Resolution Home Treatment Teams (CRHTs) are based at each general hospital and operate 24/7, providing acute crisis assessments and short-term home-based care. These teams play a vital role in reducing admissions and supporting early discharges, working closely with both inpatient and community teams.

Inpatient care for adults is provided at the Royal Glamorgan Hospital and Princess of Wales Hospital. The Royal Glamorgan site includes a 14-bed Acute Assessment Ward, two 14-bed Treatment Wards, and a 6-bed Psychiatric Intensive Care Unit (PICU). Bridgend locality is served by a 16 bed adult acute assessment and treatment ward with one CYP bed, and an 8-bed PICU at the Princess of Wales Hospital.

Rehabilitation services include two community-based Outreach and Recovery Teams, a Level 2 rehabilitation unit in Treorchy, and two Level 1 rehabilitation units—one in Treorchy and one in Bridgend.

Older Adult Mental Health Directorate:

Older Adult Community Mental Health Teams are located across the healthboard, along with locality-based Memory Assessment Services which also in-reach to HMP Parc. The Specialist Dementia Intervention Team works closely with residential and care homes to support people with dementia and behaviours that challenge.

Inpatient care is provided at Royal Glamorgan Hospital, Ysbyty Cwm Cynon, Princess of Wales Hospital, and Glanrhyd Hospital. These services include acute assessment beds for both acute mental health need and dementia care. Full diagnostic support is available, including EEG, CT, and MRI scanning as consultants work closely with district general hospitals.

A full-time **Liaison Psychiatry Service** supports the Royal Glamorgan, Prince Charles, Ysbyty Cwm Cynon, Ysbyty Cwm Rhondda, and Princess of Wales Hospitals. This service accepts referrals for inpatients aged 18+ and provides psychiatric input to A&E departments.

Out-of-hours cover is provided through evening and night shift rotas based at Royal Glamorgan and Prince Charles Hospitals. These rotas are EWTD-compliant and include CAMHS core trainees. Duty doctors work closely with CRHTs to provide emergency psychiatric assessments and ward cover across the region. The MH&LD care group is developing a single rota for out of hours cover and working towards a single S136 suite.

Training

The MH&LD Care Group supports medical education and training offering for Core Trainees positions as well as and Specialist Registrars.

Each trainee is paired with a clinical and educational supervisor and the Medical Trainee Committee ensures trainee voices are heard in management and training discussions, with representation at monthly clinical governance meetings. To ensure that psychiatry trainees can meet their competences in psychological therapies, a new dedicated clinical supervisor post has been created.



Core trainees in Wales benefit from phased financial support of up to £1,900 for MRCPsych exams, along with access to high-quality, subsidised training for just £100 per year. Whether you're interested in research, teaching, or leadership, there are plenty of opportunities to get involved.



We have a strong track record in both commercial and non-commercial research, including pioneering work in areas like blood biomarkers for dementia diagnosis.

For those with a passion for education, there's excellent support from HEIW to develop as a trainer, further information can be found here [Medical Trainer Support - HEIW](#), plus opportunities to teach, examine, take part in Annual Review of Competency Progression (ARCP) panels and follow academic career pathways.

Leadership

As a Psychiatry team, we actively promote and support the integration of clinical leadership within our directorates. Our leadership structure includes a Care Group Medical Director and Clinical Directors for each of our key areas: Older Adult Mental Health, Adult Mental Health, CAMHS, and Specialised Services. Where appropriate, Clinical Directors are further supported by designated Clinical Leads to enhance leadership and service delivery.

If leadership is your goal, we offer mentorship and support to help you grow into medical leadership roles and shape the future of mental health services.

We value interdisciplinary working in both clinical and leadership contexts. The senior leadership teams of the directorates and the MH&LD care group have a quadrumvirate model, bringing together nursing, psychiatry, psychology and operational managers who demonstrate a high commitment to integrated, collaborative leadership. Our leadership teams take responsibilities for the quality of care within the directorate and work collaboratively to implement solutions to improve care and develop services to ensure that the best care is offered to people in the region.

Rewards & recognition

We take great pride in celebrating the achievements of our staff at CTMUHB. Our Annual Staff Seren Awards provide a dedicated platform to recognise excellence across the organisation.

We are also delighted that our team's outstanding contributions have been acknowledged more widely, with members receiving prestigious accolades.



Runners up in the safe care awards 2024 - for the Falls project (Quality Improvement) NHS Wales Awards 2024



Ty Lliard Recognition of positive Culture 2025

Academic Links

Working at Cwm Taf Morgannwg University Health Board means being part of a service that values academic excellence and actively supports research and education.

We have strong links with the Institute of Psychological Medicine and Clinical Neurosciences at Cardiff University, led by Professor Michael Owen, which connects our clinicians to cutting-edge research and specialised clinical services such as

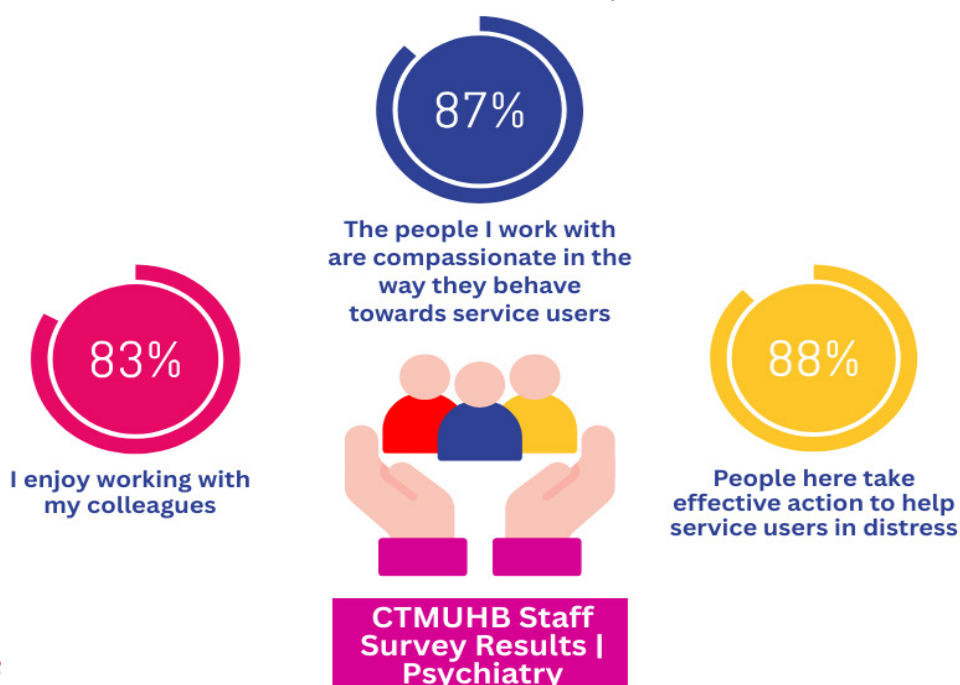
the Cardiff University Psychiatry Second Opinion Service (CUPS). Staff benefit from access to regular academic seminars, postgraduate teaching, and a vibrant research culture.

The University Hospital Llandough hosts the College of Medicine's Postgraduate Centre for Psychiatry, offering a structured MSc Psychiatry programme and MRCPsych preparation, with weekly lectures from leading experts. We also maintain longstanding partnerships with the University of South Wales, supporting collaborative research and training across multiple campuses. Through these academic connections and the support of our Health Board Research Committee, we foster a culture where clinicians are encouraged to engage in research, contribute to innovation, and pursue academic career pathways alongside their clinical roles.

We take great pride in celebrating the achievements of our staff at CTMUHB. Our Annual Staff Seren Awards provide a dedicated platform to recognise excellence across the organisation. We are also delighted that our team's outstanding contributions have been acknowledged more widely, with members receiving prestigious accolades such as Health Care Support Worker of the Year 2024 and Mental Health Runner-Up of the Year 2024.



Our Older Adults Lead Pharmacist won the Service Evaluation poster prize at the International College of Mental Health Pharmacy Conference in Glasgow for her Memory Clinic work in RTE.



Our Culture

At CTMUHB, we are a resilient, resourceful, and supportive team, committed to providing a community-centric service. We pride ourselves on our friendly and pragmatic approach, ensuring that individual kindness and understanding remain at the heart of everything we do. Our work is varied and demanding, but we always strive to do our best for our patients and each other. Together, we create a compassionate environment where colleagues uplift one and another.

Our staff are drawn to this role because of the people of the Valleys and the local community we serve. Psychiatry here is more than just a job, it is about compassion for those suffering, a commitment to collaborative MDT working, and an appreciation for the complexity and depth of patient interactions. Our team is friendly and caring, providing a strong sense of loyalty and belonging. With opportunities to engage in expanding areas of research and innovation, and a high-quality training programme, we create an environment where staff feel valued, supported, and inspired by the work they do.



Our team members share a sense of social justice, knowing that their work has the potential to transform lives, not just for patients, but for their families, employment prospects, and communities. Many choose to stay because they feel deeply connected to their patients and the difference they make every day.

Section Three | Application process

**SEARCHING**
Jobs are listed on HealthJobsUK. Set up a Trac account to view and apply.

1

**NOTIFICATIONS**
Create an account and set up job alerts to stay updated on vacancies. (See guidance here / scan QR code)

2

**APPLICATION**
Create an account and set up job alerts to stay updated on vacancies. (See guidance here / scan QR code)

3

**RESEARCH**
Contact the hiring manager for an informal discussion

4

**INTERVIEW**
Prepare and attend an interview using Careers Wales to support

5

**ONBOARDING**
Prepare and attend an interview using Careers Wales to support

6



For a confidential discussion about working for our Directorate please contact:

Clare Williams Service Director - Mental Health and Learning Disabilities

 Clare.Williams11@wales.nhs.uk

Andrea Davies Clinical Director of Psychological Services

 Andrea.Davies@wales.nhs.uk

Arif Alam Clinical Director/ Adult Mental Health

 Arif.Alam@wales.nhs.uk

Timothy Chan Clinical Group Service Director / Older Adult Mental Health

 Timothy.Chan@wales.nhs.uk

Cara Maiden Clinical Director CAMHS / Specialised Services

 Cara.Maiden@wales.nhs.uk

Sarah Argent Clinical Director Specialised Services / CAMHS

 Sarah.Argent@wales.nhs.uk

Useful information

Stay updated on CTM activities by following us on social media:

FaceBook:



www.facebook.com/CwmTafMorgannwg

LinkedIn:



www.linkedin.com/company/cwm-taf-morgannwg

X:



x.com/CwmTafMorgannwg

Instagram:



www.instagram.com/cwmtafmorgannwg/

