



The Shrewsbury and
Telford Hospital
NHS Trust



CONSULTANT ANAESTHETIST WITH AN INTEREST IN GENERAL ANAESTHESIA

INFORMATION FOR CANDIDATES



Our Vision and Values

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



About our Vision

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

About our Values

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour.

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About the Trust & Hospital Transformation Programme

The Shrewsbury and Telford Hospital NHS Trust (SaTH) serve a vibrant and diverse population of around half a million people across Shropshire, Telford & Wrekin, and mid Wales. Few places offer such a unique blend of professional challenge and outstanding quality of life — from the rolling Cambrian Mountains to the historic streets of Shrewsbury and the fast-growing town of Telford, our region is as welcoming as it is beautiful.

Our two main hospitals — the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) — sit just 20 minutes apart and deliver a full spectrum of acute services. Across emergency care, surgery, medicine, diagnostics, and critical care, our teams work with pride, compassion, and a shared commitment to delivering excellent care. We also provide consultant-led outreach services in community hospitals and specialist centres, ensuring our patients receive high-quality care close to home.

With more than 7,000 dedicated colleagues, hundreds of students and partner-organisation staff, and a thriving volunteer community, SaTH is a place where people feel part of something bigger. Our culture is grounded in teamwork, kindness, and a genuine desire to make a difference. Local charities, including the Lingen Davies Cancer Appeal, play a vital role in enhancing the care we provide.

We are also proud to be one of the most improved Trusts in the country, with significant progress in RTT and cancer performance. Alongside this, we have recently commissioned and accredited a purpose-built elective surgical hub, opened brand new obstetric theatres, enhanced ITU capacity, and introduced a modular theatre, with a vascular hybrid theatre planned in the near future. These developments will strengthen acute services locally and create modern, purpose-built environments where staff can thrive and patients receive the very best care.

Joining SaTH means becoming part of a Trust with ambition, heart, and a clear vision for the future. It's a place where your skills will be valued, your ideas will be heard, and your work will have real impact on the lives of the communities we serve.

This is an exciting moment to join us. A landmark £312 million transformation programme, due for completion in 2028, is set to reshape the future of healthcare in our region. This once-in-a-generation investment will deliver state-of-the-art facilities, including a new Women's and Children's Hospital with obstetric services, a cutting-edge critical care unit, and a specialist oncology and haematology centre.

As we are actively recruiting to roles across services that will be relocating or changing the way the service is delivered, we want to be transparent with all applicants and advise that successful candidates will be expected to move with the service to the Royal Shrewsbury Hospital when the relocation takes place, in early 2028, or move to a cross-site working model.

The relocation will be managed through a formal management of change process, with full consultation and support provided to colleagues throughout the process. An overview of the services that are moving are included on page five of the job pack.



Overview of Changes

Royal Shrewsbury Hospital will specialise in Emergency Care:

- Emergency Department
- Urgent Treatment Centre
- Critical Care Unit
- Consultant-led Maternity Care
- Children's Inpatient Services
- Emergency and Trauma Surgery with complex, planned and children's surgery
- Emergency Medicine, including Cardiology, Stroke, Respiratory, and Acute Medicine
- Consultant Neonatal Services
- Radiotherapy and inpatient and day Cancer Care and Treatment

The Princess Royal Hospital will specialise in Planned Care:

- Diagnostic Endoscopy
- Vibrant planned care site planned inpatient surgery with medical and surgical inpatients on a planned pathway of care.
- Adult and Child outpatients
- Day case surgery centre
- Midwife led unit
- 24/7 urgent treatment service, which would enable 65% patients who would have attended the traditional accident and emergency medicine department to be seen at PRH
- Dedicated procedure suite for local anaesthetics
- Enhanced rehab facilities and new therapy led wards
- Respiratory diagnostic and treatment centre
- Cancer treatment day unit



Introduction

We are looking for an enthusiastic, highly driven Consultant Anaesthetist with to join our expert and energetic team.

We currently have two vibrant hospital sites each with a varied range of services available. Our hospitals are brimming with exemplary teams of hardworking individuals.

Our Trust is on the brink of a once-in-a-generation change. Backed by £312 million of investment, the Hospital Transformation Programme will create:

- A single acute site at The Royal Shrewsbury Hospital, home to a new 30-bed Critical Care Unit, a modern Emergency Department, and a state-of-the-art Women's and Children's Hospital
- A dedicated planned care site at The Princess Royal Hospital, supporting high-quality elective surgery and improved patient flow

This is your opportunity to join us at the perfect moment — early enough to influence the design and delivery of future services, but close enough to opening that you'll see your impact become reality.

We are delighted to offer one post involving regular general anaesthesia sessions. The successful applicant will work sessions on both hospital sites with on-calls based at The Princess Royal Hospital. Please note that we are restructuring services in preparation for the HTP and as such future on calls may include anaesthesia on-calls on one or both sites. There are also opportunities to get involved in pre-operative assessment clinics, paediatric anaesthesia and day case anaesthesia in our brand-new elective hub, which opened in June 2024.

Our "Getting to Good Programme" is the key delivery programme for the organisation's priorities this year. The aim and focus of this program is to embed improvements, create ownership and deliver sustainable change to support the organisation to achieve its overarching vision to provide excellent care to the communities we serve.

This is an ideal opportunity to become part of a dedicated team of anaesthetists in which there are many development opportunities. The post will consist of 10 PAs with non-resident on-call responsibility.

There are currently 2.5 SPAs allocated for supporting professional activities, 1.5 which is for appraisal, revalidation and CPD. There are many opportunities for fulfilling these SPA obligations in anaesthesia at SATH: teaching (including simulation and other MDT opportunities), governance, guideline updates, service improvement, critical incident reviews, electronic record improvements, team building, QI and audits.

And beyond the hospitals, Shropshire offers an exceptional quality of life — a county of big skies, rolling hills, historic towns, and endless outdoor adventure. From the Shropshire Hills AONB to the UNESCO World Heritage Site at Ironbridge, and from the thriving town of Telford to the award-winning charm of Shrewsbury, this is a place where you can build a career and a life.

Shrewsbury itself has been recognised as one of the happiest places to live in the UK, ranking in *The Guardian's* happiest places to live in Britain in 2025. This reflects a long-standing reputation, with the town previously ranked as the 8th happiest place to live in the UK and consistently described as a "happy" place. Contributing to this are strong community connections and a real sense of belonging, alongside a rich cultural and artistic offer, vibrant restaurants and independent shops, and high-quality essential services such as schools and healthcare.



Job Description

Job Title:	Consultant Anaesthetist with an Interest in General Anaesthesia
Grade:	Consultant
Division:	Surgery, Anaesthetics and Cancer
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director / Responsible Officer
Hours:	10 Programmed Activities
Duration:	Permanent
Salary:	£113,565 - £150,569 (YC72 Point 00 - YC72 Point 19)

The Post

There is no lack of variety and interesting opportunities for a prospective postholder to get involved in. The Trust offers surgical specialities in the form of Urology, Orthopaedic Trauma, Ophthalmic surgery, Vascular Surgery, Obstetrics and Gynaecology, Head & Neck Surgery, some Paediatric Surgery and ENT surgery. We also have a busy pre-operative assessment service that not only includes daily pre-operative assessment clinics but also CPEX testing.

The post holder will be expected to deliver elective theatre sessions on both hospital sites. The colorectal surgery department is mainly based on the Shrewsbury site and is the 10th largest colorectal cancer unit in the UK (ACPGBI data) with 10 colorectal consultants and 6 upper GI consultants who together cover the busy on-

call rota. All six upper GI surgeons do bariatric surgery.

RSH is a major contributor to the NELA project with over 300 emergency laparotomies a year and is also an approved site for the FLOELA trial looking at goal directed fluid therapy in the same cohort of patients.

Enhanced recovery is a key part of departmental practice and SATH has made a commitment to continually improve the service. The colorectal department is in the process of acquiring a surgical robot.

The Trust has recently invested and acquired a suite and Intuitive da Vinci Xi robotic system to perform robotic surgery in various specialities. This creates an exciting opportunity to get involved in anaesthetic service provision and planning in colorectal, urology and gynae-oncology robotic surgery.

The Anaesthetic Department - Princess Royal Hospital

The Princess Royal Hospital (PRH) is home to a wide range of specialties, including Medicine, Orthopaedics and Trauma, Gynaecology, Paediatrics, A&E, Critical Care, and Coronary Care. The Consultant-led Maternity Unit is based here.

PRH has 9 operating theatres delivering orthopaedic, ENT, maxillofacial, breast, gynaecological, and paediatric surgery. In June 2024, we opened four new dedicated Day Surgery theatres as part of our Elective Hub. A further two obstetric theatres are located within the delivery suite.

The Anaesthetic Department - Royal Shrewsbury Hospital

The Royal Shrewsbury Hospital (RSH) has 9 operating theatres adjacent to the Critical Care Unit. Surgical activity includes general, colorectal, upper GI/bariatric, urology, vascular, and trauma orthopaedics, with additional ENT, ophthalmic, gynaecology, and maxillofacial work.

Areas of Special Interest

You will join a large, diverse consultant body with a wide range of special interests, including:

- Obstetric anaesthesia
- Paediatrics
- Vascular and colorectal anaesthesia
- Intensive care
- Human factors and simulation
- Pre-operative assessment
- Enhanced recovery
- Robotic surgery
- Acute pain
- Education and governance

This breadth of expertise creates a rich environment for collaboration, mentorship, and professional development.

Departmental Team

Our wider anaesthetic workforce includes:

- 2 Associate Specialists
- 12 Specialists
- 9 Specialty Doctors
- 9 Locally Employed Doctors

- 10 Core Trainees
- 7 Specialist Trainees
- 2.5 WTE secretarial staff
- A well-established Critical Care Outreach Team

This is a supportive, well-staffed department with a strong educational culture.

The Critical Care Service

At the Royal Shrewsbury Hospital, the Critical Care Unit currently has 14 beds (Total dependency of 8). Eight Consultants provide day and night cover.

At the Princess Royal Hospital there are 11 critical care beds (total dependency of 6). Intensive Care Consultants provide daytime Critical Care cover and out of hours cover is provided by a pool of general anaesthetists and Intensivists currently.

Both Hospitals have easy access to the other's critical care beds should the need for overspill arise. There is hospital specific Consultant cover both day and night.

There is an outreach service on the general wards run very successfully by critical care trained nurses. The Trust is the development site for vital PAC, an electronic Early Warning System that has won numerous innovation awards, adopting it enthusiastically some years ago as only one of two Trusts in the Country at that time. Many new features are being integrated into the system to improve patient ward safety. All Junior Doctors and many nurses at Shrewsbury participate in a "deteriorating patient Simulation course" in our bespoke dedicated simulation lab.

Trust Activity

The Trust provides a broad range of surgical specialties, including:

- Urology
- Orthopaedic trauma
- Ophthalmology
- Vascular
- Colorectal
- Obstetrics and Gynaecology
- Head & Neck
- Paediatrics
- ENT

We also have a thriving pre-operative assessment service, including daily clinics and CPEX testing. The Trust has recently invested in a robotic surgery suite, expanding opportunities for anaesthetists with interests in advanced surgical pathways.

Rota & On-Call Arrangements

The on-call anaesthetic cover at PRH is as follows:

- The first on-call cover the CEPOD theatres, attend resuscitation calls and support the second on call in ITU patient care. The CEPOD theatres at PRH predominantly cater for gynaecological, paediatric, head and neck, trauma, and maxillofacial emergencies. Currently 1:8
- The second on-call is provided by the STs, specialty doctors and specialists, working full shifts – primarily for ITU. Currently 1:8
- There is an obstetric anaesthetic on-call rota with specialist obstetric anaesthetists covering the labour ward out of hours. Currently 1:8.

There are two consultants who provide support to the resident tiers. Consultant 1 covers CEPOD and Obstetrics, Consultant 2 covers ITU and paediatric resuscitation.

Currently there are Emergency departments and Intensive Care units at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. The medical “acute take” and acute Orthopaedics is split between both Hospitals. The CEPOD theatres at RSH cater for adult general surgery, urology, vascular and ophthalmic emergencies.

Head injured adults needing Surgery or admission to a Neurosurgical unit are generally transferred to Stoke - on -Trent’s Neurosurgical Unit or to the University Hospital in Birmingham. Paediatric patients requiring intensive care are stabilised by a MDT comprising paediatric and anaesthetic staff and are transferred to PICUs in Stoke- on- Trent or Birmingham and are coordinated by the KIDS and Neonatal transfer service.

Consultant On-Call

Our on-call model has been deliberately designed to offer consultants a safe, sustainable, and genuinely manageable working pattern — something we know is essential for attracting and retaining talented clinicians. At the Princess Royal Hospital (PRH), the consultant on-call commitment is a 1 in 12 non-resident rota, providing an excellent balance between professional responsibility and personal wellbeing. While on call, you will focus exclusively on Obstetrics and CEPOD theatres, giving you clarity of role and the ability to deliver high-quality care without being pulled in multiple directions.

To further protect consultant workload and patient safety, out-of-hours Intensive Care cover has been separated from the obstetric rota since November 2023. A dedicated pool of generalist and intensivist consultants now provides this cover, ensuring obstetric anaesthetists are not stretched across high-acuity areas. Under the Hospital Transformation Programme, this separation will become a permanent, fully staffed ICU rota on the new single acute site.

This recruitment drive is part of our commitment to strengthening consultant presence on the labour ward, enhancing senior decision-making, and ensuring women and families receive the safest, most responsive care. The on-call intensity is classified as Category A, attracting a 3% supplement.

Because PRH is a busy paediatric centre, applicants will need to be confident managing paediatric theatre cases down to age 2 and supporting the stabilisation of critically ill children prior to transfer. You will always have a clear escalation pathway and a supportive MDT around you.

A rota designed to support you — not overwhelm you.

Our three-tier system ensures consultants are never isolated:

- First on-call: Core Trainees and Specialty Doctors (resident)
- Second on-call: Specialist Trainees and Specialty Doctors (resident)
- Dedicated Obstetric Anaesthesia rota: Specialist obstetric anaesthetists covering labour ward out of hours
- Consultant tier: Non-resident senior support for Obstetrics and CEPOD

This structure ensures workload is shared safely, escalation is straightforward, and consultants can focus on delivering excellent care without unnecessary pressure.

Currently there are Emergency departments and Intensive Care units at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. The medical “acute take” and acute Orthopaedics is split between both Hospitals.

Head injured adults needing Surgery or admission to a Neurosurgical unit are generally transferred to Stoke on Trent’s Neurosurgical Unit or to the University Hospital in Birmingham. Paediatric patients requiring intensive

care are transferred to PICUs in Stoke on Trent or Birmingham.

Job Plan

A formal job plan will be agreed between the successful candidate and their Clinical Director and consultant colleagues, on behalf of the Medical Director within 3 months of starting in post. A full-time job plan is based on a 10 PA working week. The job plan will be reviewed annually and is a prospective agreement that sets out the consultant's duties, responsibilities, and objectives for the coming year. It covers all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external and will include personal objectives, detailing links to wider service improvements and trust strategic priorities.

For a full-time contract, the job plan will be divided on average per week (pro-rata for a part time post) as:

- 7.5 Programmed Activities (PAs) of Direct Clinical Care - includes clinical activity, clinically related activity, and predictable (0.6 PA) and unpredictable (0.65 PA) emergency work.
- 2.5 Supporting Professional Activities (SPAs) - includes CPD, audit, teaching and research.

Covering CPD, teaching, research, audit, QI, leadership, simulation, guideline development, and more

We actively encourage consultants to develop specialist interests, and there is genuine scope to carve out a niche — whether that's obstetrics, simulation, human factors, digital innovation, education, governance, or service redesign. You will be joining a department that values initiative, supports ambition, and celebrates expertise.

Your job plan will be reviewed annually, giving you the flexibility to adapt your role as your interests evolve or as new opportunities arise. We are committed to supporting consultants at every stage of their career.

We also welcome applicants who wish to work less than full time. If appointed, we will work with you to design a job plan that fits your personal circumstances while ensuring you remain fully integrated into the team.

Timetable

A detailed timetable will be developed collaboratively during job planning, ensuring a balanced working week with protected SPA time and opportunities to develop your specialist interests.

We offer a generous annual leave package designed to support work-life balance:

- 32 days per year for newly appointed consultants
- 34 days per year after 7 years of consultant service

The following provides scheduling details of the clinical activity and clinically related activity components of the appointee's standard working week.

Day	Time	Work	Category	No. of PAs
Monday	AM	Breast	DCC	1.25
	PM	Breast	DCC	1.25
Tuesday	AM	Upper GI/Robotic	DCC	1.25
	PM	Non-Working	N/A	N/A
Wednesday	AM	SPA	SPA	1.25
	PM	SPA	SPA	1.25
Thursday	AM	Non-Working	N/A	N/A
	PM	Non-Working	N/A	N/A
Friday	AM	Paediatrics PRH/ RSH* theatres	DCC	1.25
	PM	Paediatrics PRH/ RSH* theatres	DCC	1.25

Unpredictable / emergency on-call work		DCC	0.65
Predictable / emergency on-call work		DCC	0.6
Total PAs	Direct clinical care		7.5
	Supporting professional activities		2.5

**List start and finish time are 08:00 – 18:00*

This timetable is indicative only and the formal job plan will be agreed between the successful applicant and their clinical director within 3 months of starting in post.

Teaching of Trainees and Undergraduate

Teaching for the anaesthetic Core and Specialist Trainees is currently undertaken jointly between Shrewsbury and Telford.

Primary Fellowship candidates have a whole day teaching session every two weeks, half of the time in Stoke-on-Trent, and the remainder of the time rotated around the other member hospitals of the Stoke-on-Trent School of Anaesthesia (Burton-on-Trent, Stafford, Sandwell, Walsall, and Wolverhampton.)

Final fellowship candidates attend teaching sessions and courses run at Stoke-on-Trent.

Undergraduate teaching is undertaken in conjunction with Keele University Medical School. The Medical School consistently achieves a high rating in the National Student Survey having achieved joint first place from 2014 – 2017, and second place in 2018 and 2019. Students with an interest in Anaesthesia are encouraged to attend the consultant lists for teaching.

There is a Post Graduate Centre within the hospital with a well-stocked library containing periodicals, journals and standard textbooks. The library is open into the evenings and staffed by full time librarians. All staff have access to computer facilities both here and within their offices in the anaesthetic department.

Study leave will be approved in conformity with regional and national policy.

Overall Responsibility of the post

The Consultant members of the Anaesthetic Department are responsible to the Medical Director, Dr John Jones. All Consultants are expected to provide support to the trainees and actively contribute to training and for continuity of service at a senior level.

General Conditions

Annual Leave

We offer a generous annual leave package designed to support work–life balance:

- 32 days per year for newly appointed consultants
- 34 days per year after 7 years of consultant service

The rate of annual leave will be based on a full-time contract of 10 PAs. Additional PAs above 10 PAs will not accrue additional entitlements to annual leave over and above the full-time allocation. For consultants working part-time, the full-time entitlement will be pro-rated in accordance with the contracted PAs.

Study and Professional Leave

Professional and Study leave includes but is not restricted to participation in:

- Study, usually but not exclusively or necessarily on a course or programme;
- Research
- Teaching
- Examining or taking examinations
- Visiting clinics and attending professional conferences
- Training

The appointee will be entitled to 30 days of Study/Professional Leave across a 3 year fixed period with a set budget.

Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

Audit

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role. The Trust has a fully staffed Audit Department at both hospitals with extremely well-organised teams.

Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- The Trust supports the Royal College of Physicians Guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Premier IT Revalidation e-Portfolio (PReP) Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust, as agreed with the LNC (for example, the approval and funding of study leave). An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

Accommodation

For those relocating or needing short-term support, the Trust offers single residential accommodation (subject to availability). For family accommodation, our team can help signpost you to local rental options in Shropshire's welcoming and affordable housing market.

Other Facilities

You'll be joining a friendly, sociable medical community. Our Doctors' Mess is active and well-run, organising regular social events, outings, and opportunities to unwind with colleagues. On-site fitness centres are available to all staff (membership fee applies), making it easy to look after your wellbeing before or after shifts.

Office and Secretarial Support

The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

Staff Benefits

As a member of our team, you'll have access to a wide range of staff benefits, including:

- Tax-efficient staff benefit schemes
- Discounted staff parking
- Reduced-rate gym membership
- On-site crèche/childcare provision
- Access to NHS discount schemes

Health & Safety

As an employee of the Trust you have a responsibility to:

- Take reasonable care of your own health and safety and that of any other person who may be affected by your acts or omissions at work, and ensuring a COVID secure workplace for the team.
- Co-operate with the Trust in ensuring that Statutory Regulations, Codes of Practice, Local Policies and Departmental Health and Safety Rules are adhered to.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of Infection Control Policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- Ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself.
- Be aware of Infection Prevention and Control Policies, Practices and Guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- Maintain an up-to-date knowledge of Infection Prevention and Control, Policies, Practices and Procedures through attendance at annual mandatory updates and ongoing continuing professional development.
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- Participate in statutory and mandatory training as appropriate for the post.
- Maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct.
- Take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates.
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the NHS Knowledge and Skills Framework outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may

be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust, you have a responsibility to ensure that:

- You are familiar with and adhere to the Trust's Safeguarding Children Procedures and Guidelines.
- You attend Safeguarding Awareness Training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport, and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

No Smoking Policy

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

Miscellaneous

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





Person Specification

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
• MBBS, MbChB or equivalent medical qualification. • Royal College Diploma (e.g., FRCA, MRCP, FRCM) • ALS or equivalent certification • APLS certification • Level 3 Safeguarding Children training (within the last 3 years) • Higher degree (e.g. MD or PhD) or evidence of higher education	✓ ✓ ✓ ✓ ✓	✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
• Full Registration and a licence to practise with the General Medical Council (GMC) • To be eligible for consideration for a consultant appointment by an Advisory Appointments Committee (AAC), candidates must be fully registered on the UK General Medical Council's Specialist Register. We welcome applications from candidates who are within six months of achieving Specialist Registration through either the Certificate of Completion of Training (CCT) or the Portfolio Pathway (formerly CESR). • Minimum of four years of clinical experience of working in the NHS • Ability to take full and independent responsibility for clinical care of patient • Paediatric experience • Higher Obstetric training • Willingness to undertake additional professional responsibilities at local, regional, or national levels • Ability to be compassionate towards patient in pain and in vulnerable situations • Excellent written and spoken English • Appreciation of, and ability to work effectively in the MDT	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
- Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists). - Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. - Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment. - Critically reflects on own competence, understands own limits, and seeks help when required. - Communicates effectively and able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management. - Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties - Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely. - Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression. - Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. - Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	

Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
- Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others. - Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style	✓ ✓	

and its impact on others.		
• Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.	✓	
• Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.	✓	
• Demonstrates ability to challenge others, escalating concerns when necessary.	✓	
• Develops practice in response to changing population health need, engaging in horizon scanning for future developments.	✓	

Patient Safety & Quality Improvement

CRITERIA	ESSENTIAL	DESIRABLE
• Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.	✓	
• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives	✓	
• Applies basic human factors principles and practice at individual, team, organisation, and system levels.	✓	
• Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.	✓	
• Advocates for, and contributes to, organisational learning.	✓	
• Reflects on personal behaviour and practice, responding to learning opportunities.	✓	

Safeguarding Vulnerable Groups

CRITERIA	ESSENTIAL	DESIRABLE
• Recognises and takes responsibility for safeguarding children, young people, and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.	✓	
• Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.	✓	

Education & Training

CRITERIA	ESSENTIAL	DESIRABLE
• Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities. • Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning. • Identifies and creates safe and supportive working and learning environments. • Takes part in patient education.	✓ ✓ ✓ ✓	

Research & Scholarship

CRITERIA	ESSENTIAL	DESIRABLE
• Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection. • Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects. • Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. • Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation • Locates and uses clinical guidelines appropriately.	✓ ✓ ✓ ✓ ✓	



Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level – from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction – between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times. Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work. Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included. Poppy's Promise is more than a framework – it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening

- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space – centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions – consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.