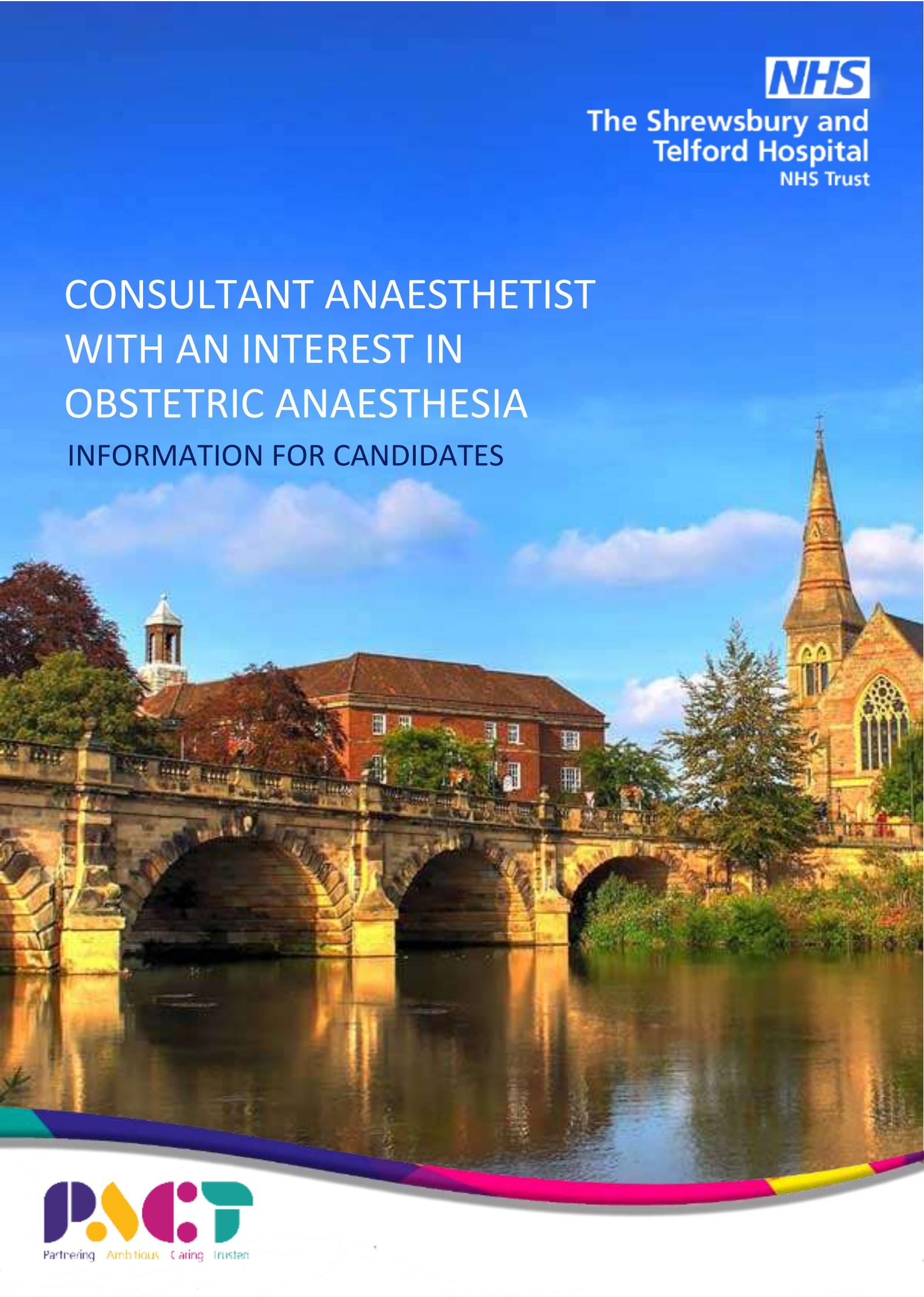




The Shrewsbury and
Telford Hospital
NHS Trust

CONSULTANT ANAESTHETIST
WITH AN INTEREST IN
OBSTETRIC 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.

Contents

About the Trust	4
Main Duties & Responsibilities	5
Job Description	6
The Post	7
General Conditions	13
Person Specification	17

About the Trust

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east. The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes' drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ over 7000 staff, and hundreds of staff and students from other organisations also work in our hospitals. At The Shrewsbury and Telford Hospital NHS Trust (SaTH), there are around 300 volunteers who support patients, their families and colleagues. That net is cast even wider if you include the many charities and organisations whose volunteers also support the Trust including the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

Our priority is to deliver the best possible diagnostic facilities and high-quality clinical care in a clean, supportive setting. We are committed to ensuring every patient receives effective treatment with respect and dignity.

The Shrewsbury and Telford Hospital NHS Trust continues to work with our partners in health and social care in Shropshire, Telford and Wrekin and mid Wales to develop patient-focused services that meet the needs of our communities.

Plans have been given the go ahead to transform local hospital services for the half a million residents of Shropshire, Telford & Wrekin and mid Wales to make sure two vibrant hospitals and the wide range of services they provide for people locally are kept in the county. This landmark decision will result in better care for patients, secure the £312m on offer from HM Treasury and develop both hospital sites to deliver state of the art facilities in which staff will be proud to work and patients will choose to be treated



Introduction

We are looking for an enthusiastic, highly driven Consultant Anaesthetist with a passion for obstetrics to join our expert and energetic team. This is an ideal opportunity to be part of a highly dedicated and driven team with many development opportunities. We are currently growing our elective caesarean section capacity and expanding the Obstetric Anaesthetic team, which provides a unique opportunity for a consultant looking to drive improvements to help us deliver the highest quality care to our patients.

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. Both hospitals will be further enhanced in the future due to a significant investment called the Hospital Transformation Programme (HTP) that will see the creation of one acute hospital site (The Royal Shrewsbury Hospital) which will include a 30 bed Critical Care Unit, an Emergency Department and a Women and Children's centre and one planned care hospital site (The Princess Royal Hospital) for most of the elective surgery.

We are delighted to offer four posts involving regular obstetric anaesthesia sessions. The successful applicants will work sessions in both obstetric Anaesthesia and general anaesthesia 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.

There have been numerous improvements in our obstetric anaesthesia department over the last few years and we are on track to fulfil the recommendations laid out in the Ockenden report. There is an exciting opportunity for the postholder to get involved in direct service delivery improvement projects to help shape and develop our already outstanding obstetric service.

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 of 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.

Shropshire is a relatively undiscovered gem; it is a beautiful county with a large, rural population and low population density. It is home to a UNESCO World Heritage Site covering Ironbridge, Coalbrookdale and a part of Madeley, as well as the Shropshire Hills Area of Outstanding Natural Beauty (AONB) which covers about a quarter of the county. This lends itself to any number of outdoor pursuits from hill walking, fell running and mountain biking to gliding and sailing.

Although there are 22 towns in the county, the population is centred around Telford to the east and the historic county town of Shrewsbury. In 2019, Shrewsbury was named one of the best places to live in the UK by the Sunday Times which described it as "an exceptionally attractive, defiantly unaffected town with an award-winning market and sweeping views".

The successful applicant will work obstetric sessions at the Princess Royal Hospital. Additional theatre sessions may be based at either The Royal Shrewsbury Hospital or The Princess Royal Hospital to accommodate your special interest. The post will consist of 10 PAs with on-call responsibility at PRH.



Job Description

Job Title:	Consultant Anaesthetist with an Interest in Obstetric 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:	£105,504 - £139,882 (YC72 Point 00 - YC72 Point 19)

The Post

Obstetric Anaesthesia Service

The maternity unit has approximately 4000 deliveries/ year, with a caesarean section and epidural rate of about 25%.

We have a dynamic team of consultants and SAS doctors. The SAS doctors are responsible for all out of hours work. The consultants and SAS doctors are almost exclusively responsible for all daytime elective and emergency work in the unit, and for our weekly high risk antenatal clinic.

There are 5 elective caesarean section lists per week– on all weekday mornings. We work very closely with our colleagues in obstetrics, midwifery and theatre, and are proud of our multi-disciplinary team. This can be seen in our training (anaesthetists are active in facilitating PROMPT and live drills), our monthly labour ward forum, our planning for high-risk cases, our involvement in weekly risk meetings with the MDT and our daily MDT involvement with labour ward rounds.

We have protected daytime sessions for obstetric anaesthetic governance, in addition to the monthly departmental governance meetings.

The successful applicant will also be involved in training our postgraduate doctors from the Stoke School of Anaesthesia, who are usually there to complete their Initial Assessment of Obstetric Competence. We can provide training for intermediate and top-up modules as well.

There are many areas in which the successful applicant could further be involved. For example, we have a well-resourced simulation suite at the Shrewsbury site, and we have also acquired a new Simman at the PRH site with the option to do in-situ simulation training. One of the established courses run out of our own facilities is a multidisciplinary Obstetrics Emergency and Human Factors Course with Midwives, Obstetricians, ODPs and Anaesthetists participating. This has always received excellent feedback. We are currently trying to incorporate this into our PROMPT program which is exceptionally well-attended and resourced by the MDT. We also run regular live drills on the labour unit. We have also created Clinical Fellow posts in Obstetric Anaesthesia with a view to developing the next generation of Specialists/ Consultants and will require mentorship and guidance. Our elective caesarean section patients are on our Enhanced Recovery Programme. Anaesthetists were integral to the set-up of this and are essential to the auditing and fine-tuning of this programme. There is also opportunity for the successful applicant to be involved with the development of a Critical Care Competency Programme for Midwives, following the publication of the Care of the sick woman in childbirth - Guidelines for Maternal Critical Care, 2018.

The Anaesthetic Department - Princess Royal Hospital

The Princess Royal Hospital includes Medical, Orthopaedic and Trauma, Gynaecology and Paediatric wards, the Consultant Maternity unit, a Day Surgical and Ambulatory Care Unit, Accident and Emergency Department, Critical Care Unit and Coronary Care Unit.

There are 8 operating theatres which provide orthopaedic, ENT, maxillo-facial, breast, gynaecological and paediatric surgery. Four new dedicated Day Surgery theatres “The Elective Hub” will be opening in June 2024. There are two theatres within the delivery suite.

The Anaesthetic Department - Royal Shrewsbury Hospital

The Royal Shrewsbury Hospital has 9 operating theatres close to the Critical care unit. Most of the theatre workload is general, colorectal, upper GI/Bariatric, urological, vascular, and trauma orthopaedic surgery with smaller numbers of ENT, ophthalmic, gynaecological and max fax surgery undertaken.

Areas of Special Interest

Consultants

Dr Omu Davies
Dr Shelly Jurai
Dr Saiprasad Annadurai
Dr Gauri Dashputre
Dr Asis Behura
Dr Rajesh Shivanna
Dr Vivek Eli

Areas of Special Interest

Interest in Intensive care, Clinical Governance Lead
Clinical Director for Anaesthesia, Paediatric Anaesthesia, Head and Neck
Lead for paediatric anaesthesia, Head and Neck
Lead for Obstetric Anaesthesia, Head and Neck, Difficult Airway
General anaesthesia, Lead for preoperative assessment
Lead for Enhanced Recovery Pathway, Interest in Orthopaedics and Paediatrics
College Tutor, General and Obstetric anaesthesia, Head and Neck

Dr Sudheer Jillella	Paediatric Anaesthesia and Head and Neck
Dr Kumar Kada	Educational Supervisor for Foundation trainees, General and Obstetric Anaesthesia
Dr Edwin Borman	Preoperative Assessment and General Anaesthesia
Dr James Moon	Intensive care and CPEX
Dr Fiona Jutsum	Interest in Intensive care and vascular anaesthesia
Dr Mike Dixon	Interest in Intensive Care and vascular anaesthesia
Dr Chris Mowatt	Clinical Lead for Intensive Care, Elected board member of the Association of Anaesthetists
Dr Ashley Miller	Interest in Intensive Care, Trust lead for organ donation, Elected ICS council member, Chair of CUSIC committee, Co-chair of FUSIC committee
Dr Yee Cheng	Obstetric Anaesthesia
Dr Rob Law	General Anaesthesia and CPEX
Dr Stuart Booth	Interest in Intensive Care and ITU Governance
Dr Lorien Branfield	Obstetric anaesthesia, Human Factors, medical education and simulation
Dr Gordon Kulemaka	IT Clinical Lead / Rota master, Interest in colorectal anaesthesia
Dr Karuna Ferdinand	Interest in Vascular and Paediatric anaesthesia
Dr Simon Leach	Interest in colorectal anaesthesia, pre op assessment and College Tutor
Dr Paul Jones	Keele University Tutor, Colorectal Anaesthesia
Dr Robin Hollands	Orthopaedic Trauma Lead
Dr Louise Sykes	Interest in bariatric and colorectal anaesthesia
Dr Chris De Klerk	Clinical Director for Anaesthesia, Vascular Anaesthesia, Trust Lead for Sedation
Dr Hany Shawkat	Lead for acute pain, interest in Bariatric and colorectal anaesthesia
Dr Andreas Zafiropoulos	Interest in Vascular Anaesthesia and pre op assessment
Dr Szilvia Bertok	Interest in colorectal, max-fax and ENT
Dr Sam Liu	Pre-op Assessment, Robotic Surgery Lead
Dr Nikki Faulkner	Intensive Care

Other staff members of the Anaesthetic Department are:

Associate Specialist	2.0 WTE
Specialists	12.0 WTE
Locally Employed Doctors	9.0 WTE
Speciality Doctors	9.0 WTE
Full time secretaries	2.5 WTE

Specialist Core Trainees - on rotation from Stoke-on-Trent School of Anaesthesia - 10 WTE

Specialist trainees - a rotation exists between Shrewsbury, Telford, and Wolverhampton - 7 WTE

A well-established outreach critical care team – 1 WTE

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 also offers further surgical specialities in the form of Urology, Orthopaedic Trauma, Ophthalmic surgery, Vascular Surgery, Colorectal, Obstetrics and Gynaecology, Head & Neck Surgery, Paediatric Surgery and ENT surgery. We also have a vibrant and busy pre-operative assessment service that not only include daily pre-operative assessment clinics but also CPEX testing. The Trust has recently invested and acquired a suite to perform robotic surgery in various surgical specialities.

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.
- The second on-call is provided by the STs, specialty doctors and specialists, working full shifts – primarily for ITU.
- 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

The on-call commitment on the PRH site currently consists of a 1 in 12 rota where the duties include out-of-hours cover for Obstetrics and General Anaesthesia. Since November 2023, the out of hours Intensive Care cover is provided by a pool of consultants (Generalists and Intensivists on a voluntary basis as locums). This tier was created to cope with additional clinical pressures and to fulfil Ockenden recommendations. Trauma weekend cover is currently done on a voluntary basis remunerated additional to contractual obligations.

The aim of this recruitment drive is to increase consultant presence and consultant delivered care in the Obstetric suite.

Postholders will exclusively cover Obstetric and CEPOD theatres while on-call ICU cover will be a separate tier of on-call cover. This is currently an approved temporary arrangement that will terminate when services move across to one site with the Hospital Transformation Plan creating a permanent separate ICU rota. The intensity of the on-calls is classed as Category A with an on-call supplement of 3%.

As there is a busy paediatric centre at the Princess Royal Hospital, the successful applicant would have to be competent in dealing with paediatric theatre cases down to age 2 and be able to assist the paediatricians and the Intensive care team with the stabilisation of the critically ill child prior to transfer.

There are 3 tiers of on-call Anaesthetic cover:

- The first on-call is provided by the Core Trainees (1/2) and Specialty Doctors (full shift pattern)
- The second on-call is provided by the Specialist Trainees (3+) and Specialty Doctors, working full shifts
- There is a separate rota with specialist obstetric anaesthetists covering the labour ward out of hours
- The Consultant Anaesthetist supply non-resident on-call cover

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.

The allocation of PAs is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the team job plan.

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with other consultant colleagues.

Timetable

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	Non-Working	N/A	N/A
	PM	Non-Working	N/A	N/A
Tuesday	AM	ELCS/Labour Ward*	DCC	1.25
	PM	ELCS/Labour Ward*	DCC	1.25
Wednesday	AM	SPA	SPA	1.25
	PM	SPA	SPA	1.25
Thursday	AM	Flexible (RSH Site)	DCC	1.25
	PM	Non-Working	N/A	N/A

Friday	AM	Paediatrics/ Urology RSH*	DCC	1.25
	PM	Paediatrics/ Urology RSH*	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 also for continuity of service at a senior level.

General Conditions

Annual Leave

Doctors upon first appointment to the Consultant grade shall be entitled to annual leave at the rate of 32 days a year.

Doctors who have completed a minimum of 7 years' service as a Consultant shall be entitled to annual leave at the rate of 34 days per year.

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

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

Other Facilities

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

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

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts 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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) • Entry on the General Medical Council (GMC) Specialist Register for Anaesthesia via one of the following: <ul style="list-style-type: none"> ○ Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) ○ Certificate of Eligibility for Specialist Registration (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 	<ul style="list-style-type: none"> ✓ 	

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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). 	✓	
<ul style="list-style-type: none"> Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. 	✓	
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> Critically reflects on own competence, understands own limits, and seeks help when required. 	✓	
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> 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 	✓	
<ul style="list-style-type: none"> Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely. 	✓	
<ul style="list-style-type: none"> Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression. 	✓	
<ul style="list-style-type: none"> Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. 	✓	
<ul style="list-style-type: none"> Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their speciality. 	✓	

Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> 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.		
<ul style="list-style-type: none"> • Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and inter-professional team working. 	✓	
<ul style="list-style-type: none"> • Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way. 	✓	
<ul style="list-style-type: none"> • Demonstrates ability to challenge others, escalating concerns when necessary. 	✓	
<ul style="list-style-type: none"> • Develops practice in response to changing population health need, engaging in horizon scanning for future developments. 	✓	

Patient Safety & Quality Improvement

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives 	✓	
<ul style="list-style-type: none"> • Applies basic human factors principles and practice at individual, team, organisation, and system levels. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Advocates for, and contributes to, organisational learning. 	✓	
<ul style="list-style-type: none"> • Reflects on personal behaviour and practice, responding to learning opportunities. 	✓	

Safeguarding Vulnerable Groups

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care. 	✓	

Education & Training

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

Research & Scholarship

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	