



The Shrewsbury and
Telford Hospital
NHS Trust

CONSULTANT CARDIOLOGIST WITH INTEREST IN CARDIAC IMAGING

INFORMATION FOR CANDIDATES



Contents

About the Trust	3
Main Duties & Responsibilities	5
Job Description	6
The Post.....	7
General Conditions	10
Person Specification.....	15
Our Vision and Values	20

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 almost 6,000 staff, and hundreds of staff and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at the Royal Shrewsbury Hospital, Friends of the Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

We are committed to providing the best possible diagnostic facilities and high-quality clinical care in a clean, supportive environment where patients are treated effectively 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.



A message from our Clinical Director

An exciting opportunity has arisen for Cardiologists looking for substantive positions with a special interest in imaging at our Trust. We are looking to appoint a specialist in all aspects of echocardiography who can lead the BSE accredited echo service. We also are looking to appoint colleagues who are specialised in cardiac CT and / or MRI. We welcome applications from colleagues who are accredited in more than one imaging modality also. The Trust is going through an exciting redevelopment at present and is ambitious in its outlook for the Cardiology service. The successful candidates will play a key role in this re-development. In addition, they will join an ambitious and supportive team of colleagues.

We thank you for taking the time to look at our job advert and would welcome enquiries and applications for this position.

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Clinical Director of Cardiology



Main Duties & Responsibilities

Clinical

- Diagnosing and treating a wide spectrum of cardiological problems.
- Provide continued care both in the inpatient and outpatient setting
- Supporting a complex patient MDT.
- The person appointed for echo will lead the echo service locally
- Other specialist interests e.g. CMR or CT will be catered for
- To provide high quality imaging services to the local community
- On call commitment at SATH (Cardiology 1:7 only, no GIM commitment)
- Supervision of Higher Specialty Trainees in Internal Medicine, IMT stage one trainees and Clinical fellows working towards CESR in GIM.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

Organisational

- To work with local managers and professional colleagues in the employing Trusts in the efficient running of services.
- To be subject to the provisions of the Terms and Conditions of Service, be required to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the local and national employment and personnel policies and procedures.
- To participate in the Continuous Professional Development and the Trust's appraisal schemes.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by Shrewsbury and Telford hospital NHS Trust

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



Job Description

Job Title:	Consultant Cardiologist with Interest in Cardiac Imaging
Grade:	Consultant
Division:	Medicine and Emergency Care
Responsible to:	The Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 PA's
Duration:	Permanent
Salary:	£109,725 to £145,478 per annum [YC72]

Job Summary

An opportunity has arisen to appoint a Consultant Cardiologist with specialist interest in Cardiac Imaging to join our Cardiology team based at The Shrewsbury and Telford NHS Hospital Trust. You will be supported by a team of junior doctors (of training and non-training grades), specialist nurses, advanced practitioners, nurses, therapists, and in reaching specialists across the hospital. The post involves working across both sites in Shropshire, providing general cardiology and specialist imaging services at Shrewsbury and Telford with an on-call commitment for Cardiology. There is an expectation of leadership of the echo service and the delivery of high quality modern cardiac imaging.

The Post

The Department

SaTH comprises of The Princess Royal Hospital in Telford and Royal Shrewsbury Hospital in Shrewsbury. The hospitals are 17 miles apart with good connecting road networks. The main cardiology department is currently based at Princess Royal Hospital. There are 10 enhanced cardiac care beds and 13 acute cardiology beds on ward 6 at the Princess Royal Hospital. We support in reach for all patients with cardiac problems at Royal Shrewsbury Hospital and patients are transferred to our inpatient bed base if needed. A cardiac catheter laboratory on site at the Princess Royal Hospital is used for diagnostic coronary angiography, simple and complex device implantation. This is supported by a cardiac day care unit with capacity for 8 ambulatory patients.

The main cardiorespiratory department is located at PRH and performs a comprehensive range of investigations. The echo department is BSE accredited, and they have a proven track record of training and retaining excellent cardiac physiologists. We use GE E95 and S70 machines. We provide TOE, DSE and would be happy to develop new echo-based investigations as led by the successful candidate. A dedicated room is used for TOE and temporary pacing. We anticipate that a successful candidate will take a role as echo lead to develop the service, maintain good governance and provide echo support to the Trust.

Designated cardiac CT lists run at the Royal Shrewsbury and Princess Royal hospitals. Cardiac MRI is run from the Royal Shrewsbury Hospital. We are happy to consider colleagues who have expertise in multi-modality imaging. A satellite cardiorespiratory department provides selected investigations for in- and out- patients at the Royal Shrewsbury hospital site. A weekly MDT is held with a local tertiary centre, to facilitate urgent cardiothoracic/cardiology care for in patients. We have established links with three local tertiary centres for elective procedures including cardiac surgery, congenital heart disease, electrophysiology, coronary Intervention and structural work.

Approximately 11,000 new out-patient Cardiology referrals were seen by a consultant within the Trust last year. The trust provides circa 10,000 follow up appointments per year for cardiology follow ups. Allied health professionals (nurses and Echo physiologists) provide cardiac rehabilitation clinics, heart failure ambulatory clinics, post infarct medical optimisation clinics and valve clinics. There is a Rapid Access Chest Pain Clinic to achieve the two-week target at both Hospitals.

We have an existing network agreement with our tertiary centres (Royal Stoke and New Cross Hospitals) and the ambulance services. All acute ST elevation MIs are directly admitted for primary PCIs to those centres without accessing care at SATH. Both RSH and PRH EDs admit suspected acute coronary syndrome patients. Following assessments, appropriate patients undergo diagnostic coronary angiography with view to PCI at either of the tertiary centres. Post discharge, cardiac rehabilitation and medication optimisation clinics are held locally, delivered by our heart assessment specialist nurses.

A multidisciplinary post-infarction clinic focuses on pharmacy, clinical biochemistry, rehabilitation and dietetics. This is run by specialist nurses. We have dedicated cardiac rehab with the recent addition of dedicated exercise physiotherapists. A further MDT team provides heart failure service for optimisation and ambulatory monitoring. An arrhythmia nurse specialist runs our cardioversion service, implantable loop recorder service with ambition to establish an arrhythmia clinic. A senior physiologist runs a valve clinic independently. In addition, we have an expanding team of advanced cardiac nurse practitioners/prescribers, who support the in-patient referrals and chest pain clinics. Successful candidates will be expected to participate in the development and expansion of these teams. Outreach cardiology clinics are provided at Oswestry, Bridgnorth and Whitchurch Community Hospitals.

The candidates will participate in an out of hours on call rota covering Cardiology. This is currently 1:7. We are not on call for medicine but take referrals from colleagues to provide specialist input. The on call is non-resident attracting 1 PA and a 5% supplement. At weekends we provide a ward round at one of the sites each day.

The same juniors that support the in-patient Cardiology Service also support the General Medical Take Rota and the care of all in-patients under the care of the Cardiology team. All Cardiology Consultants have equal access to the juniors. You will be expected to supervise junior Doctors and to be actively involved in their postgraduate training and audit.

The Department's Senior Medical Staff

SaTH is undergoing a programme to re organise service delivery. For now, cardiology inpatient and cardiac catheter lab are based at PRH. RSH continues to deliver out- and in-patient diagnostic services in the cardiorespiratory department. Outpatient clinics are run on both sites. We have a plan to expand substantially our consultant and non-consultant workforce in all subspecialties over the next five years. Newly appointed candidates will be offered appropriate mentorship. Currently the Cardiology department at SaTH includes the following Consultant staff:

Name	Principal location	Subspecialty
Dr Jayesh Makan	PRH	Device Therapy and Heart Failure
Dr Najeeb Azam	PRH	TOE and coronary angiography
Dr Suman Kundu	PRH	Device Therapy, Heart Failure & Clinical Director
Dr Arif Khan	RSH	Percutaneous Coronary Intervention
Dr Firoz Gani	RSH	Locum cardiologist
Dr Zeeshan Hassan (Starting July 25)	PRH	Percutaneous Coronary Intervention
Dr Kaung Htet	RSH	Cardiac Imaging (MRI)

Our Training-Grade Medical Staff

Training-grade medical staff include:

2 WTE Trust Grade middle grade doctors,

2 WTE ST4 cardiology

5 Resident Doctors (F1 to IMT2 level)

2 IMT3 doctors

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 including 1 additional PA for the out of hours work. 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 and unpredictable 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.

Rota Duties

Out of hours on call will take place as outlined above.

Timetable

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

Week 1 (RSH in reach)

Day	Time	Location	Work	Category
Monday	AM	WR / in reach	DCC	DCC
	PM	Imaging / SPA	DCC / SPA	DCC / SPA
Tuesday	AM	WR / in reach	DCC	DCC
	PM	imaging	DCC	DCC
Wednesday	AM	WR / in reach	DCC	DCC
	PM	SPA	SPA	SPA
Thursday	AM	WR / in reach	DCC	DCC
	PM	Admin	DCC	DCC
Friday	AM	WR / in reach	DCC	DCC
	PM	SPA	SPA	SPA
Unpredictable / emergency on-call work		SATH	1/7	DCC

Week 2 (PRH Consultant of the week (COW))

Day	Time	Location	Work	Category
Monday	AM	COW	DCC	DCC
	PM	COW	DCC	DCC
Tuesday	AM	COW	DCC	DCC
	PM	COW	DCC	DCC
Wednesday	AM	COW	DCC	DCC
	PM	COW	DCC	DCC
Thursday	AM	COW	DCC	DCC
	PM	COW	DCC	DCC
Friday	AM	COW	DCC	DCC
	PM	COW	DCC	DCC
Unpredictable / emergency on-call work		SATH	1/7	DCC

Week 3-8 (Normal non ward / in reach weeks)

Day	Time	Location	Work	Category
Monday	AM	Clinic	DCC	DCC
	PM	Imaging	DCC	DCC
Tuesday	AM	Imaging	DCC	DCC
	PM	Admin	DCC	DCC
Wednesday	AM	Clinic	DCC	DCC
	PM	SPA	SPA	SPA
Thursday	AM	SPA	SPA	SPA
	PM	Admin	DCC	DCC
Friday	AM	SPA	SPA	SPA
	PM	Imaging	DCC	DCC
Unpredictable / emergency on-call work		SATH	1/7	DCC

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.

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 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 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, MB ChB or equivalent medical qualification • MRCP or equivalent qualification • BSE accreditation TTE and TOE • Other imaging accreditation (if applicable) • Higher research degree / Fellowship	✓ ✓	✓ ✓ ✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
• Full Registration and a licence to practise with the General Medical Council (GMC) • Entry on the General Medical Council (GMC) Specialist Register via one of the following: - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) - Certificate of Eligibility for Specialist Registration • Fellowship in Cardiac Imaging	✓ ✓	✓

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.	✓	

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:



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.

Partnering Ambitious Caring Trusted

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.