



The Shrewsbury and  
Telford Hospital  
NHS Trust

# SENIOR DEVELOPMENT FELLOW (IMT3+ EQUIV) IN CARDIOLOGY AND GENERAL INTERNAL MEDICINE

## 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) 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.

As part of our long-term vision, to enhance patient care and service delivery, selected services will be either relocating or moving to a cross-site model in 2028. The changes will further bring together our specialist services into a purpose built, modern environment designed to enhance patient care and provide improved working experience for our teams.

As we are currently 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



# Main Duties & Responsibilities

## Clinical

- To work as a Cardiology Registrar / Speciality Doctor supporting the department for inpatient work across 2 sites
- To support outpatient clinical services
- To support resident doctors at FY1, FY2 and IMT grades
- To support an acute medical on call service
- To provide cardiology support to other areas of the hospital
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.
- 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 Trust in the efficient running of the service.
- 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 scheme.
- 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.



# 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.



## Job Description

|                                       |                                                               |
|---------------------------------------|---------------------------------------------------------------|
| <b>Job Title:</b>                     | Senior Development Fellow in Cardiology and General Medicine. |
| <b>Grade:</b>                         | MT04 (IMT3 Equivalent)                                        |
| <b>Division:</b>                      | Medicine and Emergency Care                                   |
| <b>Responsible to:</b>                | Divisional Medical Director                                   |
| <b>Professionally Accountable to:</b> | Medical Director                                              |
| <b>Hours:</b>                         | 40 Hours                                                      |
| <b>Duration:</b>                      | 12 Month Fixed Term                                           |
| <b>Salary:</b>                        | £67,325 - £77,348 per annum (Nodal Point 4a-5c)               |

## Job Summary

We have a range of Trust post at IMT3+ Level equivalent at The Shrewsbury & Telford Hospital NHS Trust combining Cardiology and General medicine. It is an opportunity to join a friendly and dynamic hospital team with a range of specialty interests and an excellent reputation for providing an educational and supportive environment.

These posts are not recognised for training.

Contribution to an out of hours on call rota is core to this role.

# The Post

## The Department

This post is at either The Royal Shrewsbury Hospital or Princess Royal Hospital Telford. The successful candidate will work with their specialist team doing both ward work and clinics. There will be the opportunity to train in specialty specific procedure and subspecialty clinics. There will also be an acute medical on call commitment. The teams include a range of STRs, IMT and FY level doctors and are supported by physician associates, and advanced clinical practitioners. The post would suit those doctors who have completed CMT/IMT/ST2 and locally employed doctors with some cardiology experience who wish to gain further experience in cardiology and general medicine before progressing formally to ST4+ level or who wish to pursue medicine outside of training grades towards either portfolio CCT or specialist roles. It is also suitable for foreign trainees with some experience of cardiology medicine who are looking for NHS experience before entering a training program at STR level. It is ideally suited for someone who enjoys working at a registrar level in a stimulating, friendly environment.

There is a formal on call commitment with this post that can be tailored to the successful candidates experience.

## Development Fellowship Programme (DFP)

This post is part of the Clinical Fellowship Programme at SaTH. The CFP was set up in 2020. It incorporates all the Locally Employed Doctor (LED) grades ranging from ST1-ST7. The DFP is a senior clinical fellow role focusing on progression towards portfolio pathway CCT and entry onto the specialist register specifically. Successful candidates will be offered the following opportunities

- Supervision – Clinical and Educational (to match that given to doctors in training grades)
- Masters Qualification (PGCert) at a local university
- Study Leave Budget (in addition to funding for Masters)
- Departmental educational opportunities
- Teaching Opportunities
- Research
- Annual Trust appraisal and arcp
- Bespoke CF Induction
- Support for portfolio pathway - previously CESR for the ST5-7 equivalent doctors. (inc opportunity to do specialty placements in neighbouring trusts)

## Educational Supervision and Training

This post is a service appointment, supported by a designated Consultant Educational Supervisor.

This role is designed for registrar level doctors with at least 5 years post graduation and 2 years within specialty. It is set up to either support a doctor planning on either working towards portfolio application within the next two years if more senior or working towards entry into a higher specialty training programme if less experienced. The post will come with an Educational Supervisor and access to E-portfolio in Cardiology and General Internal Medicine.

The hospital has a number of very experienced educational supervisors and have very close contact with the local deanery.. The consultant will work with the post holder regarding completion of competencies and career development with development of PDPs and regular educational meetings. The local Royal College Tutors will supervise the process.

The successful candidate will also be supported through any required MRCP exams and will have access to our PACES teaching program as well as procedural simulation training. We have a high paces pass marks as well as constantly high NTS and GMC survey scores. We have a very high success rate at getting trust grade doctors into training programs at STRs and through the portfolio pathway application..

There are also weekly educational grand rounds on both sites and weekly acute medical training sessions

Progress toward either portfolio application or HST training will be monitored via a yearly arcp review. After 2 years an option to move to a specialty contract will be considered or progression toward specialist role.

The department will have both consultant and specialist opportunities available for in the future.

## Rota Structure (2016 Contract or Full Shift Templates)

The post-holder will be expected to contribute to the General Internal Medicine full-shift rota. The rota is compliant with the terms and conditions of the 2016 Junior Doctor Contract and WTD and has been carefully designed to maximise training opportunities for doctors whilst maintaining a safe and efficient service, with an even spread of long days and nights. The post holder will be 1 of the 20 doctors contributing to the full shift rota and is prospectively covered for annual and study leave.

The current work pattern may be subject to change depending on the needs of the service.

### Working arrangement

| Week | Mon           | Tue                           | Wed                           | Thu                           | Fri           | Sat                           | Sun                           |
|------|---------------|-------------------------------|-------------------------------|-------------------------------|---------------|-------------------------------|-------------------------------|
| 1    | 9:00 - 21:30  | 9:00 - 21:30                  |                               | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |
| 2    | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 21:30                  | 9:00 - 21:30                  |               |                               |                               |
| 3    | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 17:00                  |                               | 9:00 - 21:30  | 9:00 - 21:30                  | 9:00 - 21:30                  |
| 4    |               | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |
| 5    | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |
| 6    | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |
| 7    | 21:00 - 24:00 | 00:00 - 9:30<br>21:00 - 24:00 | 00:00 - 9:30<br>21:00 - 24:00 | 00:00 - 9:30<br>21:00 - 24:00 | 00:00 - 9:30  |                               |                               |
| 8    | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 17:00                  |                               | 21:00 - 24:00 | 00:00 - 9:30<br>21:00 - 24:00 | 00:00 - 9:30<br>21:00 - 24:00 |
| 9    | 00:00 - 9:30  |                               | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |
| 10   | 9:00 - 17:00  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00                  | 9:00 - 17:00  |                               |                               |

## General Conditions

### Annual Leave

The annual leave entitlement for the post holder will reflect the terms and conditions of the 2016 Junior Doctor Contract for doctors and dentists in training. The annual leave year will run from the start date of the doctor's appointment. Based on a standard working week of five days:

- On first appointment to the NHS: 27 days.
- After five years' completed NHS service: 32 days.

As leave is deducted from the rota before average hours are calculated for pay purposes, leave may not be taken from shifts attracting an enhanced rate of pay or an allowance. Where a doctor wishes to take leave when rostered for such a shift or duty, the doctor must arrange to swap the shift or duty with another doctor on the same rota. It is the doctor's responsibility to arrange swaps but all reasonable steps to facilitate the arrangement of the swap will be made.

In addition to annual leave entitlement, the appointee will be entitled to 8 paid General Public Holidays. In the case of part time staff this entitlement is pro rata.

### Study Leave

Study leave includes but is not restricted to participation in:

- Study
- Research
- Teaching
- Taking Examinations
- Attending conferences for educational benefit

- Rostered training events

The appointee will be entitled to 10 days of Study Leave over a fixed 12-month 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"> <li>• MBBS, MBChB or equivalent medical qualification</li> <li>• Advanced Life Support (ALS)</li> <li>• MRCP (Full)</li> </ul> | <div>✓</div> <div>✓</div> | <div>✓</div> |

## ENTRY CRITERIA

| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | ESSENTIAL                                                                     | DESIRABLE |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-----------|
| <ul style="list-style-type: none"> <li>• Full Registration and a licence to practise with the General Medical Council (GMC).</li> <li>• 4 years post-graduate study with demonstratable equivalent experience and/or completion of NHS foundation and core/specialist training years 1 and 2</li> <li>• Working knowledge medical problems common to the UK including acute emergencies.</li> <li>• Competent at History Taking, Physical Examination, Evaluation of Evidence, Assessment Investigation, Interpretation Skills and Management of common medical conditions.</li> <li>• Able to carry out Venepuncture and Intravenous Lines.</li> <li>• Have undertaken undergraduate medical training in English or academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application,               <ul style="list-style-type: none"> <li>- OR proof that your primary medical qualification has been undertaken solely in English, that all examinations undertaken were solely in English and that your primary medical qualification has included at least 75% of contact with patients in English,</li> <li>- OR, evidence of employment as a doctor in an NHS organisation for a minimum of 3 months.</li> </ul> </li> </ul> | <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> <div>✓</div> |           |

# GENERIC CAPABILITIES FRAMEWORK

## Professional Values & Behaviours

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

## Leadership & Team Working

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

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

## Patient Safety & Quality Improvement

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

## Safeguarding Vulnerable Groups

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

## Education & Training

| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | ESSENTIAL                    | DESIRABLE |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------|
| <ul style="list-style-type: none"> <li>• Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities.</li> <li>• Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.</li> <li>• Identifies and creates safe and supportive working and learning environments.</li> <li>• Takes part in patient education.</li> </ul> | ✓<br><br>✓<br><br>✓<br><br>✓ |           |

## Research & Scholarship

| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | ESSENTIAL                             | DESIRABLE |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------|
| <ul style="list-style-type: none"> <li>• 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.</li> <li>• Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.</li> <li>• Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.</li> <li>• 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</li> <li>• Locates and uses clinical guidelines appropriately.</li> </ul> | ✓<br><br>✓<br><br>✓<br><br>✓<br><br>✓ |           |