



The Shrewsbury and  
Telford Hospital  
NHS Trust

# Locally Employed Doctor in Oncology (ST3-8)

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



# A message from our Clinical Director

Thank you for interest in joining the Oncology Department at this pivotal stage of service transformation, serving the populations of Shropshire and Mid Wales. This is an opportunity not simply to join a department, but to help shape and lead the next phase of cancer service development across our region.

We are a cohesive and collaborative consultant body, working in an open-plan office environment that promotes shared decision-making, peer support and cross-tumour site leadership. Consultants are actively involved in strategic planning, pathway redesign and service innovation across our two hubs in Telford and Shrewsbury.

Our expansion includes a £5 million chemotherapy unit at The Princess Royal Hospital in Telford and a state-of-the-art Oncology ward as part of the £312 million hospital transformation programme. These developments provide a platform for consultant to influence models of care, optimise patient pathways and embed high quality, future-ready oncology services.

We are broadening our therapeutic portfolio with the introduction on Papillon therapy, SABR for prostate cancer and Radium-223, alongside expansion of systemic and site-specialised services. Our clinical trials portfolio is growing, and will be supported by Research Fellows, and we have a clear ambition to establish Phase I and II trial capability. Consultants have the opportunity to lead research strategy, contribute to peer-reviewed publications and drive innovation that translates directly into improved patient outcomes.

Our multidisciplinary workforce, including 20 Clinical Nurse Specialists, two Consultant Radiographers and prescribing pharmacists, provide a strong support for consultant-led service development, education and governance. We actively encourage leadership in quality improvement, teaching and regional collaboration.

Supported by the Lingen Davies Centre Charity, we are able to invest in facilities, technology and patient-focused enhancements that strengthen our ability to deliver first-class cancer care closer to home.

As we expand tumour site coverage and recruit additional Oncologists, we are seeking clinicians who are motivated to lead, shaping clinical strategy, developing subspecialty services and contributing to the long-term vision of Oncology within our Trust. This is a genuine opportunity to influence the direction of cancer care in a high tech progressive and ambitious department, while enjoying the exceptional quality of life offered by the Shropshire countryside.

**Shazad Aslam**

Clinical Director



# Main Duties & Responsibilities

## Clinical

- To undertake outpatient clinics in Oncology, managing a mixture of new and follow-up patients under the direct supervision of Consultant Oncologists.
- To participate in radiotherapy treatment planning/voluming and gain increased exposure to radiotherapy delivery within Oncology.
- To participate in the Oncology on-call duty doctor rota as part of the SPR/middle-grade rota. This includes reviewing inpatients on the ward, assessing referrals from across the hospital, and managing Oncology emergencies such as Metastatic Spinal Cord Compression.
- To participate in the cover of the Chemotherapy Day Unit and Radiotherapy treatment, for acute issues.
- To actively become involved in Audits and Quality Improvement projects within the Oncology department.
- To participate within research and clinical trials, including involvement in patient recruitment and review for national Oncology trials.
- To contribute to teaching and training activities, including educational meetings, junior doctor teaching sessions, and regional training days.
- 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.



## Job Description

<b>Job Title:</b>	Locally Employed Doctor in Oncology (ST3-8)
<b>Grade:</b>	MT04 – MT05
<b>Division:</b>	Clinical and Scientific Services
<b>Responsible to:</b>	Divisional Medical Director
<b>Professionally Accountable to:</b>	Medical Director
<b>Hours:</b>	40 hours per week
<b>Duration:</b>	12 Month Fixed Term
<b>Salary:</b>	£65,048 - £73,992

## Job Summary

The Shrewsbury and Telford Hospital NHS Trust is looking for a fixed term (12 months) Locally Employed Doctor (LED) in Oncology which offers an excellent opportunity to gain broad and meaningful experience within the specialty. It provides an opportunity to participate in the management of patients with cancer, with systemic therapy, Radiotherapy and clinical trials. It is designed not only to support service delivery but also to provide a strong foundation for personal and professional development in Oncology.

The successful candidate will work closely with Oncology registrars and under the supervision of named Consultant Oncologists, developing confidence and competence in the care of cancer patients.

The role will include participation in outpatient clinics, contribution to the Oncology on-call rota (including out-of-hours work), and involvement in audit, quality improvement, teaching, and training activities.

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

# The Post

## The Department

The Department of Oncology is based at the Royal Shrewsbury Hospital in the state-of-the-art Lingen Davies Cancer & Haematology Centre. Clinical Oncology occupies the ground floor with Out-Patient, Chemotherapy Day Centre and Radiotherapy facilities being co-located. Also, in the Lingen Davies building is the Haematology Day Unit, Clinical Nurse Specialists, Palliative Care & Macmillan Information Centre.

## Outpatient Facilities

Outpatient clinics are held at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. All clinics are fully supported by qualified Nurses, Care Assistants and Clerks.

## Inpatients

Ward 23 at the Royal Shrewsbury Hospital is the designated Oncology Ward and has 30 beds. The ward cares for patients undergoing radiotherapy who require admission, patients receiving extended chemotherapy and other patients needing continuing care. Qualified staff undergo formal Oncology Nurse training, together with training in cannulation and the administration of chemotherapy. The ward also provides 24/7 access for patients and has introduced a telephone triage tool to support the phone assessment of patients.

The in-patient facilities have been refurbished and a 22 bedded Haematology / Oncology Ward providing specialised care to patients in a single setting. A dedicated flat will be available for use, free of charge, to relatives of patients in the terminal stages of their illness.

## Chemotherapy Day Case

The majority of the work is undertaken at The Royal Shrewsbury Hospital in a modern purpose-built unit which consists of 26 stations and 2 treatment areas designed around the needs of patients. The service is led by a team of experienced staff who have developed treatment delivery options such as Nurse inserted PICC Lines. The vision to develop a community chemotherapy service is part of the service objectives.

## Radiotherapy

The Radiotherapy Department offers 3 matched Varian TrueBeam linear accelerators, 6DoF couch, Varian RPM system, Xstrahl kilovoltage unit and Canon wide bore CT scanner (replaced 2021). IMRT (mainly RapidArc) and Adaptive IGRT is offered as standard, and the department has consistently achieved the required national targets with further planned increases. 4DCT lung, Breast with IMC and DIBH breast treatments are in clinical use, and we are commissioned to provide a lung and oligometastasis SABR service for 2021.

## Equipment

- Varian 2100iX (6&10MV, OBI, Rapid Arc)
- Varian TrueBeam (6&10MV, KV and CBCT, Rapid Arc and FFF)
- Varian TrueBeam (6&10MV, KV and CBCT, Rapid Arc , FFF and 6DoF)
- Canon wide bore CT Scanner
- Xstrahl kilovoltage (kV) unit
- Varian Eclipse 3D planning system (with CT link)

## Radiotherapy Physics

Radiotherapy Physics is provided by a dedicated team based at the Royal Shrewsbury Hospital site. It is led by a Consultant Clinical Scientist and supported by a team of 7.0 WTE Clinical Scientists, including 4 MPEs. Mould room and treatment planning are supported by 5.6 WTE dosimetrists and linac engineering by 4.0 WTE Clinical Technologists. The staffing has one Band 7 clinical scientist vacancy which is currently out for advert.

## Current Medical Staffing (with tumour sites noted)

## Consultants

Dr S Aslam	Consultant Oncologist, Urology, Lung, Upper GI
Dr A Chatterjee	Consultant Oncologist, Lung
Dr Y Choudhary	Consultant Oncologist, Colorectal, Gynaecology, CUP
Dr J Meegan	Consultant Oncologist, Urology, Skin, Head & Neck
Dr S Narayanan	Consultant Oncologist, Urology
Dr L Pettit	Consultant Oncologist, Breast, Gynaecology
Dr L Price	Consultant Oncologist, Breast, Gynaecology
Dr L Etta	Locum Consultant Oncologist, Urology
Dr S Gollins	Locum Consultant Oncologist, Colorectal
Dr A Jamil	Locum Consultant Oncologist, Upper GI
Dr H Kannikanti	Locum Consultant Oncologist, Urology, Colorectal
Dr R Kodavatiganti	Locum Consultant Oncologist, Breast
Dr H Kombathula	Locum Consultant Oncologist, Lung, Gynaecology
Dr W Soe	Locum Consultant Oncologist, Breast, Skin, Brain, Head & Neck

## Specialist and Associate Specialists

Dr M Abbas	Specialty Doctor
Dr J Akujieze	Specialty Doctor
Dr B Koroma	Specialty Doctor
Dr H Gadir	Associate Specialist

## Admin and Secretarial Support

8.6 WTE Medical Secretaries and 8.6 WTE Reception Staff.

## Management Structure

Divisional Medical Director	Dr Angus McGregor
Divisional Director of Operations	Anna Martin
Assistant Operations Manager	Nicky Madox
Clinical Director	Dr Shazad Aslam
Centre Manager	Sally Hodson

## Supporting Services

### Clinical Nurse Specialists

There are 35 CNS' across the Trust most of whom who sit within their own specialty i.e. Lung CNS, Head & Neck CNS, etc.

Within Oncology the Chemotherapy CNS is the Trust Lead for chemotherapy and supports the organisation in meeting the quality standards for peer review. The role also enhances the patient experience by providing additional support and information to patients and families with complex holistic needs. In addition to the Trust CNS's we have 6 site specific CNS working alongside the oncologists in the outpatient setting.

The Trust also has Acute Oncology CNS support and rare cancer and brain metastasis CNS.

## Palliative and Supportive Care

A full palliative and supportive care teamwork within the MDT to provide seamless care to patients and their families. All members of the palliative care nursing team are nurse prescribers and utilise this in everyday practice. The Palliative nursing service has a high profile within the Trust within the clinical areas and at an executive level. The team receive direct referrals from all Consultants.

The Trust has one Palliative Care Consultant. The Consultant is the lead for the palliative care MDT and provides a clinic and reviews in patients with complex specialist palliative care needs. The palliative care nursing service is currently provided 9-5 Monday to Friday. Access to palliative care advice for health care professionals out of core hours is provided by the Severn Hospice.

## Severn Hospice

The Severn Hospice is located across two sites, one at Shrewsbury and a new build opened in 2009 at Telford. The Trust has strong links with the Hospice and the palliative care CNS's.

## The Hamar Centre

This is a purpose-built centre at the Royal Shrewsbury Hospital. The centre provides patients with access to level 3 and 4 psychological support and provides access to a Counsellor, Clinical Psychologist and Consultant Psychiatrist. The centre also provides access to a comprehensive range of information.

## Cancer Support and Information

The Macmillan Cancer Information and Support Centre is based in The Lingen Davies Centre and provide free information to anyone affected by cancer in a relaxed, quiet area. It provide accurate comprehensive and up-to-date information on cancer awareness, specific cancers, treatments, support groups, information about benefits and the cost of cancer support and carer's support.

## Clinical Trials

The Clinical Trials Team support recruitment and management of patients into a wide variety of cancer trials across the major disease sites. The Centre has consistently achieved the Government's target of 10% of patients diagnosed with cancer entering appropriate trials a year. The Cancer Trials Unit is currently recruiting into 17 national and international trials across a broad portfolio of radiotherapy, chemotherapy, hormone therapy, monoclonal antibody therapy and other cancer drug trials plus epidemiology, genetic and surveillance studies and studies of supportive care.

## Recent Developments

We have recently implemented an Electronic Prescribing system for all chemotherapy regimens delivered in the Day centre and on the ward. This has resulted in increased patient safety and time saved in the. The EP system has also eradicated the need for paper patient records and the nursing team use computers on wheels to record all documentation regarding the patient chemotherapy treatment. This new system has also improved the communication between the centre and pharmacy. The SaTH trust is the only trust that has accomplished this without Europe using this EP system. This data collection can also be used for audit purposes and can be sent automatically to National Systemic Anti-Cancer Therapy (SACT) group, whereas previously a data clerk was required to enter the data manually.

## Rota Structure

The post-holder will be expected to contribute to the Oncology 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 8 doctors contributing to the full shift rota with a weekend frequency of 1 in 8 with no night shifts and is prospectively covered for annual and study leave.

## Working arrangement

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 19:00		
2	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
3	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00
4	9:00 - 17:00		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
5	9:00 - 19:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
6	9:00 - 17:00	9:00 - 19:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
7	9:00 - 17:00	9:00 - 17:00	9:00 - 19:00	9:00 - 17:00	9:00 - 17:00		
8	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 19:00	9:00 - 17:00		

## Duty details

Duty	Name	Type	Start	Finish	Days	Duration
L	Long Day	Shift	9:00	19:00	1	10:00
N	Normal Day	Shift	9:00	17:00	1	8:00
W	Weekend	Shift	9:00	17:00	1	8:00

## On-call and cover arrangements

- On-call duties will require covering the Oncology Assessment Bay, Chemotherapy Day Unit, Radiotherapy unit, seeing and managing unselected acute oncology patients.
- The post holder will do a 1 in 8 on-call currently 09:00AM – 19:00PM during the weekday and 09:00AM – 17:00PM on weekends.

# 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> </ul>	✓	
<ul style="list-style-type: none"> <li>• MRCP</li> </ul>		✓
<ul style="list-style-type: none"> <li>• FRCR</li> </ul>		✓

## 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> </ul>	✓	
<ul style="list-style-type: none"> <li>• Experience in working in a cancer centre or unit</li> </ul>		✓

## 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> </ul>	✓	
<ul style="list-style-type: none"> <li>• Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.</li> </ul>	✓	
<ul style="list-style-type: none"> <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> </ul>	✓	
<ul style="list-style-type: none"> <li>• Critically reflects on own competence, understands own limits, and seeks help when required.</li> </ul>	✓	
<ul style="list-style-type: none"> <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> </ul>	✓	
<ul style="list-style-type: none"> <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> </ul>	✓	
<ul style="list-style-type: none"> <li>• Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Adheres to professional requirements, participating in annual appraisal</li> </ul>	✓	

and reviews of performance and progression.		
<ul style="list-style-type: none"> <li>• Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.</li> </ul>	✓	
<ul style="list-style-type: none"> <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>	✓	

## 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> </ul>	✓	
<ul style="list-style-type: none"> <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 and its impact on others.</li> </ul>	✓	
<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</li> </ul>	✓	

opportunities.

## 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> </ul>	✓	
<ul style="list-style-type: none"> <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> </ul>	✓	
<ul style="list-style-type: none"> <li>Identifies and creates safe and supportive working and learning environments.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Takes part in patient education.</li> </ul>	✓	

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