NHS
The Shrewsbury and Telford Hospital
NHS Trust

LOCUM CONSULTANT IN EAR, NOSE AND THROAT – WITH A SPECIALIST INTEREST IN RHINOLOGY

INFORMATION FOR CANDIDATES



Partnering Ambitious Caring Trusted

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

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

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

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

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

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

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

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

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



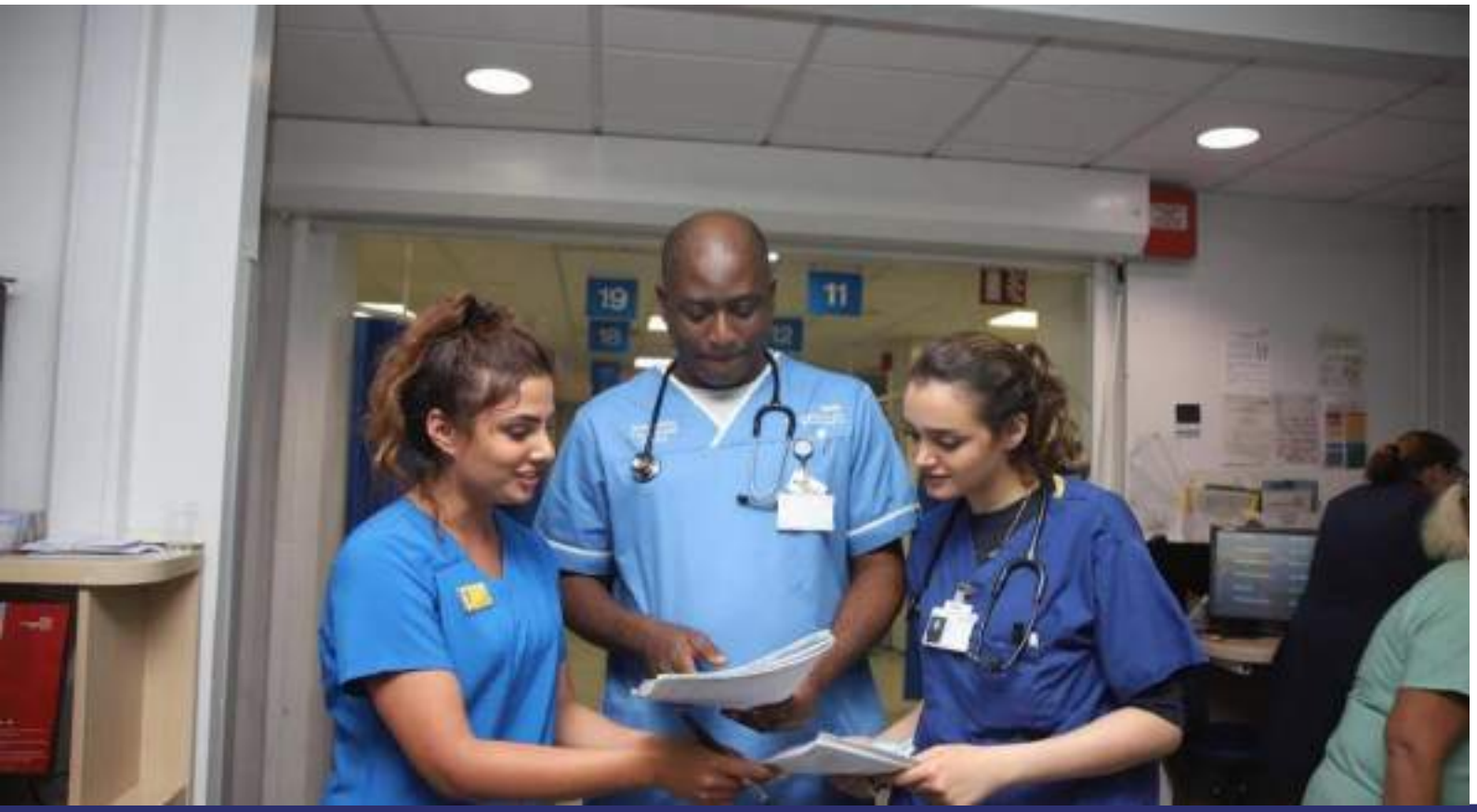
A message from our Clinical Lead

We are an engaged and enthusiastic department of doctors, nurses and allied health professionals of all grades, committed to continuous change and improvement to provide the best care possible to our patients. The patient is at the very heart of what we do and this shows in the care we deliver on a daily basis. The consultant body are highly motivated in teaching, giving the best opportunities to learn and train to a wide range of trainees, with strongly positive feedback. We have strong links with multiple departments within the Trust, and work collaboratively to effect change with continuous improvement of patient care.
We would welcome anyone who is motivated and enthusiastic to visit our department to meet the team and see what great work we do!

Mr Tom Saunders FRCS (ORL-HNS)

Consultant Rhinologist/ENT surgeon

Clinical Lead for ENT



Main Duties & Responsibilities

Clinical

- To provide Rhinology care to both children and adults – in outpatient and theatre settings.
- To contribute to the established extended Rhinology service – focussing on extended endoscopic sinus procedures, local anaesthetic Rhinology and access to a busy facial plastic surgery skin service.
- To lead on the development of medical Rhinology services at SATH utilising the skilled MDT available.
- Participate in a general on call ENT service (1 in 9) – cover to both hospitals.
- Engage in teaching and training of junior staff.
- 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

Job Title:	Locum Consultant in Ear, Nose & Throat - with Specialist Interest in Rhinology
Grade:	Consultant
Division:	The Head & Neck Centre
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 Programmed Activities
Duration:	Fixed Term - 12 months
Salary:	£113,565 - £150,569 (YC73)

Job Summary

The post-holder will be joining the existing 8 Consultants providing ENT services to the County of Shropshire and a substantial part of the adjacent Welsh County of Powys with a combined catchment population of approximately 560,000 and rising.

This post is being advertised due to service expansion. The post-holder would be joining another full-time Rhinology and Skull Base consultant who would be happy to provide mentorship and support. Outpatient care is delivered for both adults and paediatrics at both sites – day-case and inpatient care is delivered at Telford currently.

The post-holder is expected to contribute to not only routine Rhinology and facial plastics but also to support paediatric outpatient and day case surgery.

The postholder is expected to contribute positively to the department, taking on roles e.g. educational supervisor/governance lead once fully established. We are a group of dynamic, forward-thinking individuals with a passion for patient centered care, teaching, team working and collaboration and we anticipate that you share these passions too.

There has never been a more exciting time to join the Head & Neck team, as the Trust continues to plan and deliver significant improvements to patient pathways. The Trust has been awarded £312 million to further enhance the hospitals, resulting in the creation of one emergency hospital site (The Royal Shrewsbury Hospital) and one planned care hospital site (The Princess Royal Hospital). The ENT team will see their admitting site be transferred to Royal Shrewsbury where there will be state of the art ITU, theatres and diagnostics available. The Trust has also recently procured a DaVinci robot to enhance surgical cases further, including for head and neck cancer patients. Day-case theatres for adults will still be conducted at the Elective care hub in Telford, separate from the emergency admissions.

The Post

The Department

We are a busy, friendly, functional unit with strong relationships with other specialties, management colleagues, nursing and admin teams. We are a close-knit hospital where colleagues genuinely get on across all staff groups making it an extremely supportive & happy place to work.

The department has a keen focus on education with past and current TPDs for ENT Specialist Training. We have medical students from Keele Medical School coming through the departments, two consultants hold Tutor posts at the Medical School, and there are opportunities to take on extended roles if interested. Feedback from students and trainees is regularly excellent.

The ENT team at Shrewsbury & Telford has 8 WTE consultants, four specialty doctors, three specialty trainee registrars, one CT1/2, six FY2/GPST doctors, and two foundation year 1 doctors. There are also dedicated head & neck cancer nurses, speech and language therapists, dieticians and advanced nurse practitioners working closely within the department.

The head & neck team work closely with colleagues in oncology to provide comprehensive head & neck cancer services including head & neck resections, and radiotherapy and chemotherapy services. The team also manage head & neck skin malignancies.
Rhinology benefits from state of the art equipment in theatres, and dedicated rhinology clinics and the provision of advanced FESS surgery including frontal sinus work with the assistance of navigational equipment in theatre. As a result all Rhinology procedures not requiring Neurosurgery or interventional radiology are performed at SATH.
Other sub-specialist interest clinics include Laryngology and an MDT Voice service and paediatrics.

ENT inpatient care

- The inpatient ward is currently situated at the Princess Royal Hospital, and provides outstanding care. It is complete with a two-bedded area capable of providing HDU level care, in addition to a fully equipped treatment room. Paediatric in-patients are also based at the Princess Royal Hospital. Day cases are performed in the brand new elective care hub in PRH, ringfenced from the emergency takes, providing elective care all year round.

ENT outpatient care

- Full outpatient services are provided at both sites.

Operating Theatres

- All inpatient work is currently undertaken at the Princess Royal Hospital where theatres are fully equipped, including KTP and CO2 LASER and state of microscopes. Rhinology has top of the line equipment and a new Stryker navigation system. ITU care is currently provided on both sites.

- Day case surgery is carried out at both the Princess Royal and Royal Shrewsbury Hospitals in dedicated Day Units. There are lists for adults and children, which are available to all the Consultants. There is a dedicated local anaesthetic suite at Princess Royal which will also be accessible to ENT providing additional theatre capacity and will be available for local anaesthetic nasal operations and skin cancers.

Job Plan

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

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

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

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

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

Timetable

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

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	PRH	Theatre (1 week out of 4)/ SPA 3/4	DCC/SPA	1.06
	PM	PRH	Theatre (1 week out of 4)/ SPA 3/4	DCC/SPA	1.06
Tuesday	AM	PRH	Theatre (1/4), PRH clinic 2/4	DCC	0.81
	PM	PRH	Theatre (1/4) PRH clinic 2/4	DCC	0.81
Wednesday	AM	PRH	SPA 1/4, NWT 3/4	DCC	0.25
	PM		SPA	SPA	1
	AM	RSH	Clinic	DCC	1.125

Thursday	PM	RSH	Clinic	DCC	1.125
	AM		NWT		
Friday	PM	PRH	Admin	DCC/SPA	1
Unpredictable / emergency on- call work					0.5
Flexible theatre			4 sessions per 4 weeks		1.25
	Direct clinical care				8
Total PAs	Supporting professional activities				2

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

On-call and cover arrangements

- The on-call provision offers ENT emergency care to both Royal Shrewsbury Hospital and Princess Royal hospital, with full tier 2 (1:6) and tier 1 (1:7) doctor cover 24/7. When oncall, consultants cease routine activity and provide consultant supervision on daily ward rounds, led by tier 2 doctors. The remainder of the morning they remain free to take patients to theatre when required and provide junior support. The afternoons are filled with urgent patients in clinic.
- On-call supplement is category A, 3% supplement.
- Cover when on leave is the responsibility of the consultant to arrange appropriate swaps accordingly.
- Candidate must be able to attend within 30 minutes of base hospital and have the ability to travel between hospital sites efficiently.

General Conditions

Annual Leave

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

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

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

Study and Professional Leave

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

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

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

Research

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

Audit

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

Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- The Trust supports the Royal College of Physicians Guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Premier IT Revalidation e-Portfolio (PReP) Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust, as agreed with the LNC (for example, the approval and funding of study leave). An annual

job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

Accommodation

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

Other Facilities

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

Office and Secretarial Support

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

Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

Health & Safety

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

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

Infection Prevention and Control

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

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

using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that allinformation 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 reportabuse. 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 insafeguarding 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 canmake a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport, and waste.

Continuous Improvement

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

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

No Smoking Policy

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

Miscellaneous

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



Person Specification

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

QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
• MBBS, MBChB or equivalent medical qualification	✓	
• FRCS (ORL HNS) or equivalent	✓	

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
• Full Registration and a licence to practise with the General Medical Council (GMC)	✓	
• To be eligible for consideration for a consultant appointment by an Advisory Appointments Committee (AAC), candidates must be fully registered on the UK General Medical Council's Specialist Register. We welcome applications from candidates who are within six months of achieving Specialist Registration through either the Certificate of Completion of Training (CCT) or the Portfolio Pathway (formerly CESR)		✓
• Broad experience in the management of ENT elective surgery and emergency care	✓	
• Extended experience/training in ENT Surgery	✓	
• Experience with speciality interest in Rhinology		✓
• Experience in Advanced Rhinology / Endoscopic Skull Base units		✓
• Experience with Local Anaesthetic Rhinology procedures		✓
• Post CCT fellowship in Rhinology – especially advanced sinus or facial plastic skin cancer training		✓
• Post-graduate qualification in Medical Education		✓

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

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

Leadership & Team Working

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

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

Patient Safety & Quality Improvement

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

Safeguarding Vulnerable Groups

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

Education & Training

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

Research & Scholarship

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