



The Shrewsbury and  
Telford Hospital  
NHS Trust

# LOCUM CONSULTANT NEONATAL PAEDIATRICIAN

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

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

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

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

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

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

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

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

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



# Main Duties & Responsibilities

## Clinical

- Consultant of the Week for the Neonatal unit.
- Neonatal follow-up clinics.
- Away weeks at NICUs.
- Complete Neonatal on calls – 1 in 7 – Weekday Resident (17:00-19:30) and then non-resident (19:30-08:30). Saturday and Sunday resident 10.00 – 13.00 and 19.30 – 20.30. Non -resident outside these hours.
- 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>	Locum Consultant Neonatal Paediatrician
<b>Grade:</b>	Consultant
<b>Division:</b>	Women's and Children
<b>Responsible to:</b>	Divisional Medical Director
<b>Professionally Accountable to:</b>	Medical Director
<b>Hours:</b>	10 PAs
<b>Duration:</b>	6-Months Fixed Term
<b>Salary:</b>	£109,725 - £145,478 per annum YC73

## Job Summary

The Trust is seeking to appoint a Locum Consultant to replace an existing gap within the consultant team. The full consultant team consists of 7 Neonatologists/ Neonatal Paediatricians. The posts attract 10 PAs, part time applicants and job share applications will be welcomed.

Additional interests in echocardiography, neonatal neurology, neonatal respiratory medicine or education would be particularly welcome. Contribution to an out of hours on call rota is core to this role.

The trust is currently advertising two substantive neonatal/neonatal paediatrician consultant posts (one replacement post and one new post) to fully embed RCPCH 7-day standards and safe consultant working within the neonatal department. Therefore this interim opportunity is perfect for someone looking to gain valuable skills and experience before obtaining a substantive Consultant position.

## The Post

This is a fantastic opportunity to be part of our warm and welcoming neonatal team and of the biggest development of Children's services that the County has seen. Our vision is to be the best Local Neonatal Unit in the country providing the highest quality care for the babies and their families in an environment in which all staff, and in particular trainees, are supported and thrive, with greater delivery of care by consultants in line with RCPCH recommendations. In October 2014, the obstetric and children's services were housed in a modern high specification Shropshire Women's & Children's Centre at Princess Royal Hospital, Telford. The Trust is preparing for a £312 million trust wide reconfiguration of services between the 2 hospitals in Shropshire with Emergency Services concentrated at the Royal Shrewsbury Hospital and a Planned Care

Centre at the Princess Royal Hospital, Telford (the Hospital Transformation Programme). The Women's & Children's services including the neonatal service will be at the Emergency Centre.

You will work in one of the largest acute District General Hospital Paediatric departments and neonatal units in the Country serving a catchment population of over 0.5 million. The neonatal unit has ~ 4500 deliveries a year and is designated a Local Neonatal Unit (LNU) in the West Midlands Neonatal Operational Delivery network. The Paediatric service provides not only a single large Paediatric ward for the County – 36 beds, with specialist high-dependency and oncology areas, but also a new large Children's Assessment/Short-Stay 8-bedded unit at the Princess Royal Hospital and a Paediatric Medical Day Case Unit at the Royal Shrewsbury Hospital.

Paediatric specialty services are already well developed in the Trust with the majority of subspecialties having 2 lead consultants. There are separate on-call rotas for acute paediatrics and neonatology at consultant, tier 2 and tier 1 levels.

The Shrewsbury and Telford Hospital NHS Trust is the main provider of district general hospital services for nearly half a million people in Shropshire, Telford & Wrekin and mid Wales.

## The Impact of Reconfiguration on Our Service

All Paediatric and Neonatal Inpatient services are now delivered from the Princess Royal Hospital in a new purpose-built state-of-the-art Women and Children's Centre. The new facilities include

- A high specification, modern Neonatal Unit, designated as a Local Neonatal Unit. Co-location with the new Labour Suite, Maternity Operating Theatres and Obstetric Wards with vastly improved estate and facilities combined with staff expansion.
- A new 36 bed children's ward
- Dedicated Oncology and High-Dependency Care 3-bedded Units within the ward
- Independently staffed 8-bedded Children's Assessment Unit at the Princess Royal Hospital 24/7
- Paediatric Medical Day Case facilities at the Royal Shrewsbury Hospital
- New Children's Outpatient Centres at both Hospitals

## The Neonatal Department

The Neonatal service serves the ½ million catchment population, with over 4500 deliveries per annum. The service is designated as a Local Neonatal Unit (LNU). Our LNU is supported by the Neonatal Intensive Care Units (or Level 3 units) mainly at the University Hospital of North Staffordshire NHS Trust. The unit consistently excels for quality of neonatal care in the NNAP audit.

Our unit is staffed and equipped to provide Conventional and synchronised ventilation, Volume targeted ventilation, and short-term High frequency oscillation, inhaled Nitric oxide therapy as well as active therapeutic hypothermia pending transfer to a NICU. Cranial sonography and echocardiography services are provided locally along with Retinopathy screening. The Unit provides care for babies born at 27 weeks gestation and above and weighing more than 800 grams.

The Neonatal Unit is an entirely new, modern-day high-specification facility. Located on the first floor, it is immediately adjacent to the Labour Suite and Maternity Theatres and Obstetric Wards, with the Postnatal Ward including Transitional Care, Children's Ward, Assessment Unit and Outpatients facility immediately below on the ground level. There is a Seminar/Education facility within the Neonatal Unit, and a comprehensive Education and Simulation Suite immediately below on the ground floor. There are 3 Intensive Care, 3 High Dependency and 16 Special Care cots. In 2023, the Unit delivered approximately 340 intensive care days, 1061 high dependency days, 3,400 special care and 1,100 transitional care days

The neonatal consultants are separate from the acute paediatric consultant rota, they operate a weekly Consultant of the Week system (resident 08:30-17:30 Monday to Friday), they provide a 1 in 7 on call (combination of resident and non resident on call) to meet RCPCCH 7 day service standards. The resident aspect of the on-calls are: 1700-1930 week days and 1000-1300 and 1930-2030 weekends. This enables consultants to review new admissions and babies receiving intensive and high dependency care on weekend evenings. All 7 neonatal consultants will spend 2 weeks per annum at a local NICU to keep their neonatal practice up to date.

There is an entirely separate tier 1 neonatal staffing at all times consisting of 1 FY2, 3 level 1 neonatal doctors and 5 Advanced Neonatal Nurse Practitioners (ANNPs). There is also a separate tier 2 staffing for the neonatal unit consisting of 3 ST4+ neonatal trainees, 5 senior ANNPs, 1 community paediatric trainee and 3 specialist doctors.

There is an active 7-day Neonatal Outreach Service provided by 3 senior neonatal nurses and looks after babies discharged home on oxygen, early discharge of babies on home tube feeding, those with discharge weight < 1.8 kg, those with neonatal abstinence syndrome on medications and other specific needs.

The Obstetric Service consists of the Consultant-led Labour Suite (approximately 3900 deliveries per annum), with approximately lower-risk 800 deliveries at the Midwife-led Delivery Unit in Telford. The Obstetric service has 17 Consultants including 3 Subspecialists in Maternal and Fetal medicine with a very active and integrated prenatal diagnostic practice supported by midwifery sonographers.

## The Children's Ward

The Children's Ward has 36 beds, with 20 accommodated in 2- or 4-bedded bays, and 16 in cubicles, each with en-suite accommodation. The ward has a dedicated 3-bed Oncology Unit with its own parent accommodation, Treatment Rooms and office accommodation, and delivers the highest quality of care as a Level 3 Paediatric Oncology Shared Care Unit. 3 beds are dedicated, and staffed, for High-Dependency Care delivering CPAP and High-Flow Oxygen facilities. The Ward's resuscitation room allows for initiation of PICU support, including ventilation, and there are well-established links with the Region's PICU centres at Stoke and Birmingham and with the immensely supportive and efficient Regional Transport and PICU advice service (KIDS) based at the Birmingham Children's Hospital.

This large new ward is ideally located, being adjacent to the Princes Royal Hospital Children's Out-Patient facility, Neonatology, Radiology, A&E, and the new Children's Assessment Unit.

There are currently in excess of 6,000 admissions per annum to the Children's Ward, with a further 8000+ attendances at the Children's Assessment Units.

## The PRH Children's Assessment Unit

Separately staffed and open 24/7 this new facility has 8 beds, with 4 as en-suite cubicles, and a separate Treatment Room for practical procedures. Length of stay is already little over 24 hours for children in Shropshire, and the CAU help further facilitate earlier discharge home and ward admission avoidance.

## The RSH Paediatric Medical Day Case Unit

Reconfiguration has ensured that cost effective services are provided with an emphasis of quality of care and effective triage of patients. The Paediatric Medical Day Unit at the Royal Shrewsbury Hospital is a 6-bedded unit. Opening hours reflect the need to deliver care for peak attendance hours, 09:00-17:00hrs Mon-Fri. The unit is staffed by highly experienced Advanced Paediatric Nurse Practitioners or Associate Specialists. Comprehensive care pathways have been developed to manage the admission of ill or injured children, whether they present to the Royal Shrewsbury Hospital or Princess Royal Hospital. The Paediatric team at RSH plays an important role in supporting the A&E Department at the Royal Shrewsbury Hospital, which is also the designated Trauma Unit for the County. This support is available from 9am to 7 pm 5 days/week and between 12pm and 10pm on a Saturday and Sunday.

## Children's Outpatients

At both the Royal Shrewsbury Hospital and Princess Royal Hospital, there are new, enhanced out-patient facilities. Each also contain its own treatment room, clean and dirty utility and administration areas, allowing greater delivery of care away from the in-patient unit.

Children's general paediatric out-patient clinics are also delivered in the excellent facilities provided by a number of the local Community Hospitals (in Whitchurch, Ludlow, Bridgnorth, Welshpool and Newtown) and in the specialist Robert Jones and Agnes Hunt Orthopaedic Hospital, Oswestry.

There is comprehensive provision of specialist services in the out-patients, including:

- A. Visiting Tertiary Specialists: Cardiology, Nephrology, Urology, Surgery, Endocrinology, Cystic Fibrosis, Oncology & Haematology, and Genetics.
- B. In-County Specialist Clinics: Gastroenterology, UTI/Renal, Cardiology, Allergy, Respiratory, Cystic Fibrosis, Rheumatology, Diabetes, Endocrinology, Oncology & Haematology, Metabolic, Epilepsy and Neurology

## The Department's Medical Staff

Dr Alison Belfitt	Consultant Neonatal Paediatrician, Special interest in Simulation and Family Integrated Care, mortality. Joint Clinical director
Dr Jennifer Brindley	Consultant Neonatal Paediatrician, Special interest in Simulation and Neonatal Resuscitation. Joint Clinical Director.
Dr Sanjeev Deshpande	Consultant Neonatologist, Special interest in Paediatric Metabolic Disorders & BPD
Dr Sagarika Ray	Consultant Neonatologist, Special interest in Neurodevelopmental follow- up, Nutrition and Safety champion
Dr Moataz Badawy	Consultant Neonatal Paediatrician, postnatal and TC lead, Periprem lead.
Dr Giedre Kayello	Consultant Neonatal Paediatrician and RCPCH Tutor (Neonates)

## Tier 1 and 2 Medical Support

- 5 ST4+ (3 Neonatal and 2 community posts)
- 7 ANNPs (across tier 1 and 2)
- 3 Tier 1 doctors
- 3 specialist doctors
- 1 Foundation Year 2
- 1 simulation fellow (OOPE)

## Job Plan

A formal job plan will be agreed between the successful candidate and their Clinical Directors and consultant colleagues, on behalf of the Medical Director within 1 month of starting in post. A full-time job plan is based on a 10 PA working week. 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:

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

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

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

## Timetable

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

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	NNU	NOW week/NICU week	DCC	1
	PM	NNU	SPA	SPA	1
Tuesday	AM	NNU/OPD	NOW week/NICU week/Clinic	DCC	1
	PM	NNU	Teaching/Clinic Admin	SPA	1
Wednesday	AM	NNU/OPD	NOW/NICU week/Clinic	DCC	1
	PM	On site	MDT/ NICU week/Clinic	DCC	1
Thursday	AM		Flexi		
	PM		Flexi		
Friday	AM	NNU	NOW week/NICU week	DCC	1
	PM	NNU	NOW week/NICU week	DCC	1
Unpredictable / emergency on-call work		NNU	1 in 7 weekdays on call, 1 in 7 weekends (fri-mon)		2
Total PAs	Direct clinical care				8.5
	Supporting professional activities				1.5

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

- Neonatal consultants cover a 1 in 7 weekday on call and 1 in 7 weekend on call covering only the neonatal unit.

# General Conditions

## Annual Leave

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

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

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

## Study Leave

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

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

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

## Research

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

## Audit

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

## Appraisal, Revalidation and Mentorship

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

## Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only

provides single accommodation so private rental would need to be arranged for family accommodation.

## Other Facilities

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

## Office and Secretarial Support

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

## Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS 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>• MRCPCH (by examination) or equivalent</li> <li>• BSc, MSc, MD, PhD</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> <li>• Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> <li>- Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)</li> <li>- Certificate of Eligibility for Specialist Registration (CESR)</li> </ul> </li> <li>• SPIN module in Neonatal Medicine</li> </ul>	✓	✓ ✓

## Clinical Experience

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Competent to work without direct supervision</li> <li>• Minimum 12 months recognized level 3 neonatal training in the UK healthcare system (or abroad in approved post) in a Neonatal Intensive Care (Level 3) Unit</li> <li>• APLS or equivalent (within past 4 years)</li> <li>• NLS or equivalent (within past 4 years)</li> <li>• Child protection training (Level 3) in past 12 months</li> <li>• 24 months of neonatal experience during level 3 or post-core training</li> <li>• Experience of neonatal transport</li> <li>• Neonatal echocardiography skills</li> <li>• 6 months of neonatal experience in a Local Neonatal unit</li> <li>• Paediatric subspecialty experience</li> </ul>	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓

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

## 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>	✓  ✓  ✓  ✓  ✓	