



The Shrewsbury and
Telford Hospital
NHS Trust

POST CCT FELLOW IN ADVANCED ROBOTIC AND COLORECTAL SURGERY

INFORMATION FOR CANDIDATES



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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.



Specific details of the RCS England approved post

Link Consultant: Mr Robert Clarke, Consultant Colorectal Surgeon

Stated learning outcomes:

- To independently assess patients for colorectal cancer surgery- select appropriate investigations and discuss at MDT coming up with a treatment plan.
- To achieve competency in minimally invasive surgery (MIS) for index colorectal resections (including robotic and laparoscopic malignant and benign cases). Particular emphasis will place on robotic TME dissection as console surgeon.
- Assess and select appropriate cases for local excision in early rectal cancer (TEMs/advanced endoscopy) and gain competency in technical surgical skills.

Clinical competencies to be achieved:

- Ability to assess patients with complex colorectal pathology and plan surgery and aftercare.
- Exposure to all aspects of complex open colorectal surgery.
- Competent, safe independent MIS anterior resection and TME for rectal cancer. (We would enable the Fellow to access in excess of 30 major cancer resections as a minimum).
- The ability to achieve competency in MIS surgery would be expected on completion of the Fellowship.
- Opportunity to achieve JAG accreditation in endoscopy would be offered if needed.
- Number of main operations the fellow could expect to be involved in:

Indicative number of procedures achieved during previous Fellowship years:

Total number of major colorectal resections: 56

Total laparoscopic colorectal resection (elective): 26

Total right hemicolectomy: 13

Total left sided resection: 11 including lap TME

Total laparoscopic subtotal colectomy: 2

Fellows awarded Fellowship Certificate following RCS England approval (dates of Fellowship):

Mr Shantanu Rout (May - Nov 2019)	- Appointed to consultant post
Mr Khalid Al-Hureibi (Oct 20 - Oct 21)	- Appointed to consultant post
Mr Sidharth Kumar (Oct 21 – July 2023)	- Appointed to consultant post
Mr Ahmed Ismail (November 2023 – October 2024)	- Appointed to consultant post
Miss Jessica Chang (October 2024 – present)	



Job Description

Job Title:	Post CCT Fellow in Advanced and Robotic Colorectal Surgery
Grade:	ST8 and above
Division:	Surgery, Anaesthetics & Cancer
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	40 Hours (Full Time)
Duration:	12 months Fixed Term
Salary:	£73992 (+ enhancements for additional rostered hours, hours attracting a 37% enhancement and weekend allowance)

Job Summary

This Royal College of Surgeons of England and ACPGBI approved Senior Clinical Fellowship at the Colorectal Surgical Unit (CSU) at Royal Shrewsbury Hospital is for 12 months with the opportunity for 6-month extension by mutual agreement. This is a non-training grade post but has been specifically designed for surgeons who have completed their training but would like the opportunity to extend their sub-specialist colorectal experience in their chose area of interest.

Within the CSU you will be able to obtain mentoring and training in professional behaviours commensurate with a “Day One Consultant General and Consultant Colorectal Surgeon”, including leadership and management principles, communication skills, computer skills and research activity. There is a strong ethos of support for the Fellow in their career progression and intention to apply for and be appointed to substantive Consultant Colorectal Surgeon posts in the United Kingdom – all Fellows to date have achieved this primary objective.

Successful applicants contribute to the daily activity of the Colorectal Surgical Unit and the full 1:16 emergency surgical middle grade on call rota (including prospective cover) with the admitting general surgical on-call team providing support both in the Surgical Assessment Unit, CEPOD theatre, Emergency Department and on the wards. The nature of this contribution on a flexible basis could be discussed with the successful applicant aligned to their personal circumstances. All working patterns are under continuous review in line with the New Deal regulations. Study leave may be granted at the discretion of the Educational Supervisor/Clinical Director. The department is active in audit, and you will be actively involved as part of your training. There are monthly half-day surgical Clinical Governance sessions, at which different departments are encouraged to undertake audit on common topics and participate in critical case review.

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

Further information about the fellowship can be found on the RCS website here: [RCS England Senior Clinical Fellowships in General Surgery — Royal College of Surgeons](#)

The Post

Introduction

This appointment is a post CCT Fellowship in Advanced and Robotic Colorectal Surgery and is fully accredited by the Royal College of Surgeons of England as a Senior Clinical Fellow post. This is a non-training grade post but has been specifically designed for surgeons who have completed their training but would like the opportunity to extend their laparoscopic colorectal and sub-specialist experience. The post will also enable the appointed candidate to gain extended experience in different areas of colorectal sub-speciality interest before taking up a consultant post.

A particular strength of the unit is the broad range of clinical opportunities in a variety of colorectal sub-specialties and a bespoke learning agreement will be created at the start of the post guided by the Fellow's training needs and requirements. These include, robotic assisted surgery (RAS), laparoscopic surgery, IBD surgery, pelvic floor surgery, TEMS procedures and advanced endoscopy (management of early rectal cancer) and complex abdominal wall reconstruction (CAWR).

Applicants must have the JCIE FRCS (or third part equivalent) and hold or be about to complete their CCT. The post is for 12 months with the option of 6-month extension by mutual consent.

The principal role of the post holder will be to develop their clinical and operative skills. It is envisaged that there will be at least 2 full days of theatre experience per week and in addition there will be exposure to colonoscopy, Cancer, IBD and Pelvic Floor MDT meetings and general colorectal and sub-specialist colorectal outpatient clinics. Participation in the general work of the CSU including ward rounds will be expected. In addition, there will be an on-call commitment, which is currently a 1:16 full shift. Efforts will be made to ensure regular theatre lists with the RAS (Intuitive) and LAPCO accredited trainers to ensure continuity of operative technique and therefore optimising progress and standards of training.

Main Place of Employment

The post will be based Royal Shrewsbury Hospital. However, it is a requirement of your employment that you be prepared to work at any additional or different location owned or served by the Trust, either on an on-going or temporary basis according to the demands of the service.

The Department

The unit has a high-volume case load with approximately 350 new diagnoses a year with over 300 curative resections, including 110 rectal resections. In addition, there is an established TEMS service for benign polyps and early rectal cancer (currently approximately 30 TEMS resections done each year with approximately 100 Early rectal cancer resections now having been performed in the unit). The colorectal department is regularly in the top ten high volume centres for elective colorectal cancer resections in the UK (ACPGBI). The CSU

implemented robotic assisted colorectal surgery with an Intuitive da Vinci Xi system in June 2023 and a second Intuitive da Vinci Xi system in Autumn 2025.

There is also a large caseload of inflammatory bowel disease with regular IBD MDT meetings. There is an established and accredited pelvic floor service and specialist combined MDT with urogynaecology led by three colorectal surgeons supported by a pelvic floor consultant nurse. The service undertakes EAUS, anorectal manometry and defaecating proctograms on site. A full range of pelvic floor surgical procedures including robotic and laparoscopic ventral mesh rectopexy (VMR) is offered.

All of the 10 Consultant Colorectal Surgeons have a MIS surgical practice with approximately 200 resections per year performed laparoscopically. Three colorectal surgeons are experienced in robotic surgery with a phased introduction for other colleagues in the CSU. Other colorectal surgeons have successfully completed the LAPCO Training the Trainers course and already have extensive experience in the training of senior colorectal trainees within the West Midlands School of Surgery Deanery. The Fellow will be expected to attend theatre lists specifically to gain experience in MIS colorectal resections including low rectal resections with TME, resections for IBD and other benign conditions.

There will also be opportunities to gain further exposure in open colorectal resections including low anterior resections and complex IBD work including surgery for enterocutaneous fistula. In addition, there will be if required the ability to receive training in TEMS and colonoscopy. Finally, if desired, training in the assessment and treatment of pelvic floor disorders including training in EAUS/ARP and VMR and other prolapse surgery, will be available. Being a very busy unit with a broad-based level of expertise across the consultant body we can offer the post holder not only extensive training in MIS surgery but also extra bespoke training in other areas of colorectal surgery. This will enable and help with mentoring and progression onto a consultant post.

The training will be overseen by the Fellowship lead Consultant (Mr Rob Clarke) and delivered by the whole consultant body who have a keen interest in training. The Clinical lead will monitor the training experience of both the Fellow and the Specialist Trainees (STs) from the NHSE School of Surgery West Midlands Deanery to ensure optimum case allocation and training experience for all. It is expected that the fellow will adopt a flexible approach to the training opportunities available in order to maximise the experience available to them. In previous years it has been clear that the volume of caseload of resections allows a mutually beneficial experience for the Fellow at STs alike.

Rota Arrangements

The post-holder will be expected to contribute to the General Surgery full-shift rota. The 1in16 rota is compliant with the terms and conditions of the 2016 Junior Doctor Contract, 2021 Specialty Doctor Contracts and WTR 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 16 doctors contributing to the full shift rota with a weekend frequency of 1:4 with 7-night shifts across a 16-week reference period and is prospectively covered for annual and study leave. There is an option of flexibility in the nature of contribution on this rota for the successful Fellow based on their personal circumstances.

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30		
2	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
3	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00
4	00:00 - 8:30			8:00 - 17:00	8:00 - 17:00		
5	8:00 - 20:30	8:00 - 20:30	8:00 - 17:00	8:00 - 20:30	8:00 - 20:30		
6	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
7	8:00 - 17:00	8:00 - 17:00		8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00
8	8:00 - 17:00		8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		

9	8:00 - 20:30	8:00 - 20:30	8:00 - 20:30	8:00 - 20:30			
10	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
11	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		8:00 - 20:30	8:00 - 20:30	8:00 - 20:30
12		8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
13	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
14	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		8:00 - 17:00	8:00 - 17:00	8:00 - 17:00
15	8:00 - 17:00		8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		
16	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00	8:00 - 17:00		

Timetable

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

	AM	PM
Monday	Clinic	MDT
Tuesday	Theatre	Theatre
Wednesday	Endoscopy	CPD
Thursday	Non-Working	Clinic
Friday	Theatre	Non-Working

This timetable is indicative only and the formal timetable will be agreed between the successful applicant and their Link Consultant within 6 weeks of starting in post.

Training of Junior Staff

The postholder will take responsibility for the training and direction of junior staff allocated to him/her under aegis of the training plan that that postholder has agreed with their supervising consultant.

Teaching

The postholder will be expected to contribute as appropriate in the teaching of undergraduate and postgraduate students.

Clinical Governance

All medical and dental staff are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management. They will be expected to produce evidence of their contribution in these areas and their audit of their own clinical work as part of their appraisal.

Educational Programme

Neither the NHSE West Midlands School of Surgery Deanery nor the Royal College of Surgeons accredits this

post for postgraduate training. However, the postholder will be expected to attend and contribute to educational activities e.g. departmental meetings, x-ray meetings, pathology meetings, multidisciplinary meetings, journal clubs etc.

General Conditions

Annual Leave

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 and Professional 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.

Study Leave will be granted at the discretion of the Clinical Lead.

Funding for CPD will be equivalent to that of the appropriate Training post.

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.

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.

Risk Management:

- All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

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.

Visiting:

Appointments to visit the Trust should be arranged with: -

Mr R Clarke	Consultant Colorectal Surgeon and Fellowship Clinical Lead	01743 261189
Mr A Farquharson	Consultant Colorectal Surgeon and Clinical Director for Surgery	01743 492359





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 • PhD or evidence of higher education • Postgraduate research Degree • FRCS	✓ ✓	✓ ✓

Entry Criteria

CRITERIA	ESSENTIAL	DESIRABLE
• Full Registration and a licence to practise with the General Medical Council (GMC) • Entry on the General Medical Council (GMC) Specialist Register via one of the following: - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) - Certificate of Eligibility for Specialist Registration (CESR) • Wide clinical training and experience in General Surgery with previous level III training in Colorectal Surgery • Basic competence in index laparoscopic colorectal resections • JAG Accreditation in Colonoscopy • Sub-specialist interest in colorectal surgery to complement current service provision.	✓ ✓	✓ ✓ ✓ ✓

Professional Values & Behaviours

ESSENTIAL CRITERIA	ESSENTIAL	DESIRABLE
• Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists). • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. • Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment. • Critically reflects on own competence, understands own limits, and	✓ ✓	

seeks help when required.	✓	
Communicates effectively and able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.	✓	
Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties	✓	
Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.	✓	
Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.	✓	
Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.	✓	
Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.	✓	

Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.	✓	
Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.	✓	
Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.	✓	
Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.	✓	
Demonstrates ability to challenge others, escalating concerns when necessary.	✓	
Develops practice in response to changing population health need, engaging in horizon scanning for future developments.	✓	

Patient Safety & Quality Improvement

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

Safeguarding Vulnerable Groups

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

Education & Training

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

Research & Scholarship

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

Our Vision and Values

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



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.