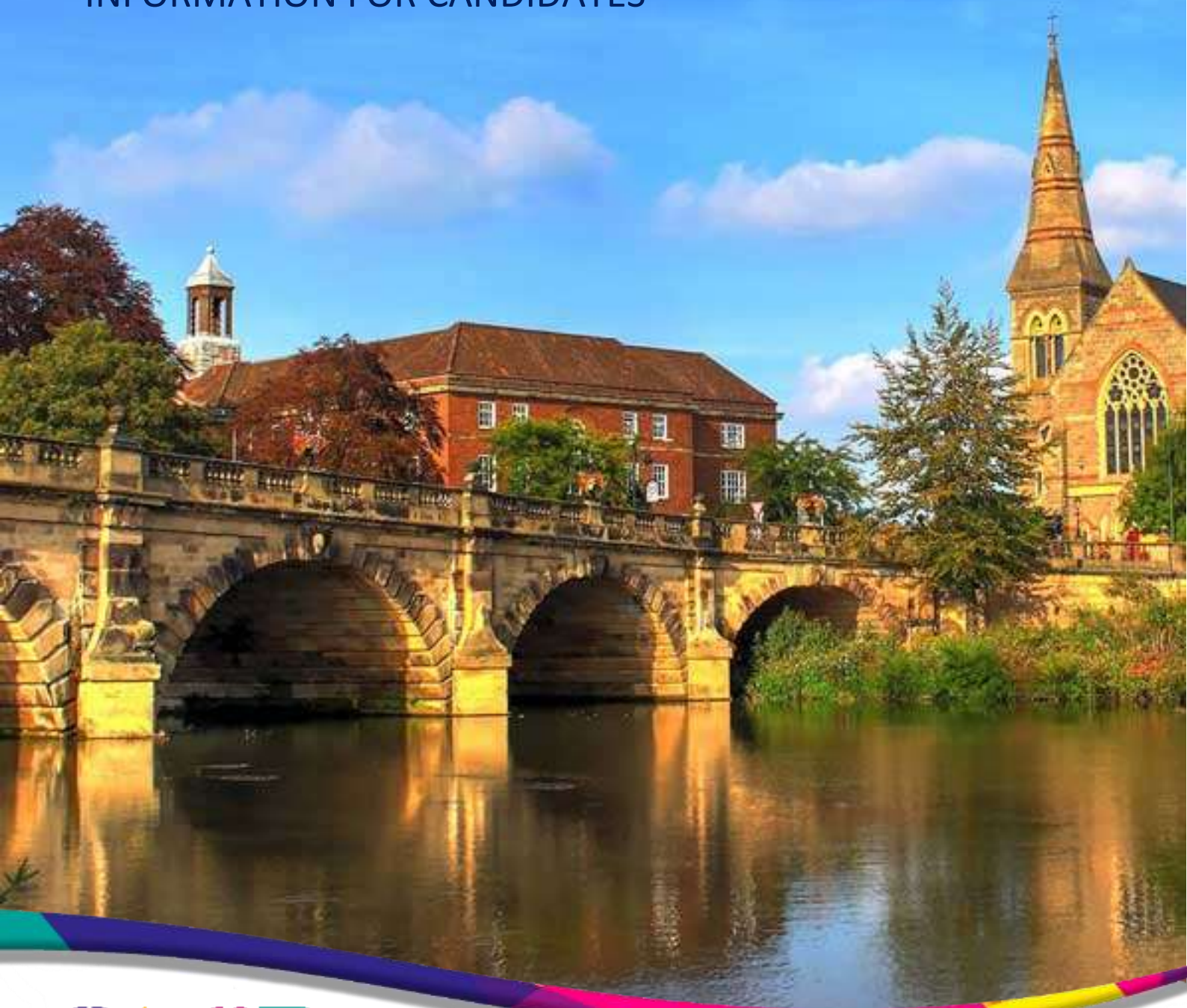




The Shrewsbury and
Telford Hospital
NHS Trust

CONSULTANT PHYSICIAN IN ACUTE MEDICINE

INFORMATION FOR CANDIDATES



Contents

About the Trust	3
Main Duties & Responsibilities	5
Job Description	8
The Post.....	9
General Conditions	11
Person Specification.....	16
Our Vision and Values	21

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.



A Message from our Clinical Directors

We are delighted that you are considering joining our dynamic team in the Acute Medicine Department of Shrewsbury and Telford Hospital NHS trust (SaTH). As Clinical Directors we are committed to fostering a collaborative, supportive and innovative environment where every team member can thrive. Our mission is to provide exceptional quality of care to our patients and provide a wholesome experience for our staff members who will play a crucial role in achieving the goals of our department.

At 'SaTH' you will have the opportunity to work alongside a diverse team of professionals who are passionate about improving health outcomes and achieving clinical excellence. We are dedicated to supporting your professional growth, offering continuous learning opportunities, and ensuring that you feel valued and empowered in your role.

If you are looking for an organisation that encourages innovation, teamwork, and compassion, we invite you to apply and become a part of a dynamic team that truly makes a difference in the lives of our patients.

As we move towards creating a new hospital in Shropshire, we look forward to welcoming you to the Acute Medicine Department at SaTH.

Dr Nawaid Ahmad & Dr Shakawan Ismaeel

Clinical Directors, Acute Medicine Department



Main Duties & Responsibilities

Managing Acute take

- Supervising the medical admissions ensuring timely junior team assessment and Consultant post take review of all new patients referred to acute medicine throughout the acute medical floor.
- Leading and supporting the medical handover every morning including focusing on learning opportunities.
- Driving the acute medical take and making sure patients are seen and dealt with efficiently and timely manner.
- Ensuring national and hospital target of care and assessment of patients are complied with in a timely manner.
- Provide advice and when appropriate review of patients when requested by the medical and nursing staff on the acute medical floor.
- Engaging in timely discussions with subspecialties such as ITU/Cardiology/Renal (to name a few) in the care management of unwell acute medical admissions.
- Setting escalation parameters for patients where necessary including an early recognition of sick patients to recommend a summary of plan for escalation and treatment.
- Referral to the appropriate discharge support services where needed e.g. OPAT and Virtual ward.

Same Day Emergency care (SDEC)

- Prompt assessment of patients seen in this area including early senior reviews to initiate investigations required for rapid turnaround of these patients.
- Facilitating 'PULL' and 'PUSH' of patients from the emergency department based on SDEC criteria.
- Support the work of medical team and nurses in this clinical space.
- Referral to the appropriate discharge support services where needed e.g. OPAT and Virtual ward.
- Liaise with other specialties as required.
- Good communication with Primary Care Colleagues to ensure smooth transition of care of patients once discharged.
- Using the resources of acute medicine outpatient clinics where appropriate.

Admitting Medical Unit (AMU)

- Using 'SHOP' model to review patients allocated to this area as part of a morning ward round.
- Facilitating early discharges.
- Providing learning opportunities for doctors in training during and after ward rounds
- Undertake the daily on-going care and supervision of those patients who remain on the assessment area until transferred into the appropriate specialty ward or discharged.
- To arrange prompt discharge and identify alternative routes of care for patient e.g. Virtual ward or OPAT services.
- To participate in the department routine of huddles (example board rounds) to ensure timely patient care ensuring all work is undertaken by the entire team in a timely manner.
- Provide prompt review and assessment of patients within the unit as and when required.
- Ensure accurate and speedy communication with Primary Care once patients re discharged.

Short Stay Ward

- Using 'SHOP' model to review patients allocated to this area as part of a morning ward round.
- Facilitating early discharges.
- Providing learning opportunities for doctors in training during and after ward rounds
- Undertake the daily on-going care and supervision of those patients who remain on the assessment area until transferred into the appropriate specialty ward or discharged.
- To arrange prompt discharge and identify alternative routes of care for patient e.g. Virtual ward

or OPAT services.

- To participate in the department routine of huddles (example board rounds) to ensure timely patient care ensuring all work is undertaken by the entire team in a timely manner.
- Provide prompt review and assessment of patients within the unit as and when required.
- Ensure accurate and speedy communication with Primary Care once patients re discharged.

Other duties and responsibilities

- Working flexibly to provide support for the service in times of staff shortages that are unexpected e.g. sickness.
- Involvement in departmental projects looking at improvement and innovative change to improve the quality of our service.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.

Education and Training

- We have an excellent departmental teaching programme, and it is expected that the post-holder together with the rest of the team will participate in teaching and training of junior doctors, advanced care practitioners, nursing staff and medical students from Keele University.
- Successful applicants who wish to take a formal role in undergraduate or postgraduate education will be encouraged to do so.
- Take an appropriate share of responsibility for the professional supervision and development of trainee and non-trainee doctors within the speciality, to include appraisal.
- Post holders will be encouraged to gain NHSE recognition as educational and clinical supervisors by attending local as well as regional training courses.
- Post holders will be supported in their own professional development.

Safety and Quality

- The post-holder will be expected to participate in our monthly governance meetings, bimonthly departmental meetings and divisional meetings.
- Participate in audit and quality improvement work that is ongoing in the department.
- Participate in mortality review process.
- Research interests within Acute Medicine will be encouraged.
- Participate in Appraisal and Revalidation.
- Ensure their mandatory training is kept up to date.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients by attending departmental simulation sessions.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.
- Support prompt identification of patients who are medically fit and do not require admission to hospital.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathway.
- Demonstrate a firm involvement in Clinical Governance, Risk Management and Clinical Audit. This will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice.

Organisational

- To work with local managers and professional colleagues in the employing Trust in the efficient running of the service.

- 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

Job Title:	Consultant Physicians in Acute Medicine
Grade:	Consultant
Division:	Medicine and Emergency Care
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 PA
Duration:	Permanent
Salary:	£109,725 - £145,478 per annum YC72

Job Summary

We are looking for an enthusiastic individual with a passion to support the transformation programme of the trust moving into a single site emergency hospital. You will provide high-quality clinical care to acutely ill patients, working closely with multidisciplinary teams. The role involves leading the acute medical unit, offering expert guidance and supporting junior staff. You will contribute to service development and quality improvement initiatives. A commitment to teaching and ongoing professional development is essential.

Candidates with Acute Internal Medicine training and/or GIM training wishing to do hybrid posts are encouraged to apply. We are also keen to support colleague's professional clinical areas of interest (e.g.,

Endocrinology or Respiratory to name a few) and are open to negotiations on your individual job plan.

The Post

The Acute Medicine Department

The department has recently been allocated a substantial investment for expansion and improvement and we are therefore delighted to offer this exciting opportunity to join the Acute Medicine team. We are looking for highly motivated Consultants who are passionate about optimal front door medicine and want to work with us to grow and improve the department and trust.

The post holder will be supported by a team of SAS, locally employed and resident doctors, advanced practitioners, nurses, therapists, and in reach of specialists across the hospital. Our aspiration is to provide evidence based acute medical care, 24 hours a day, 7 days a week, that is patient centric in an environment that is rich with educational opportunities for the whole team.

The post holder, although having base at one site, will be expected to provide cross site cover in times of exceptional shortage of workforce.

The medical needs of the population are changing. The increasing number of elderly patients as well as the growing number of co-morbidities has led to an increase in the number of patients admitted with complex general medical care needs who don't fit easily into a single specialty.

The Joint Committee of Shropshire and Telford & Wrekin Clinical Commissioning Groups has approved plans for the NHS Future Fit. Funding has been approved to develop Acute and General Medical services and modernise facilities with RSH becoming a centre for Specialist Emergency Care and PRH becoming a dedicated Planned Care site.

Ward areas

- RSH AMU 20 beds
- RSH SDEC 6 trolleys and 4 chairs and waiting room
- RSH SSW 26 beds and discharge area
- PRH AMU 17 beds with collocated SDEC
- PRH SDEC 9 chairs, 3 trolleys and 1 clinical consulting area (social distancing measures apply)

Consultants

Dr Shakawan Ismaeel	Consultant Acute Physician. Co-Clinical Director and Chief clinical information officer
Dr Nawaid Ahmad	Consultant Acute and Respiratory Physician. Co-clinical director and Lead educator
Dr Aruna Maharaj	Consultant Acute Physician with a specialist interest in Cardiology
Dr Ian Tanswell	Consultant Acute Physician, Clinical Governance Lead and Y5 tutor at Keele Medical School
Dr Anna Szczerbinska	Consultant Acute Physician and Medical Examiner
Dr Anna Green	Consultant Acute and Endocrinology Consultant. RCP tutor and CD Endocrinology
Dr Anuja Sagdeo	Consultant Acute Physician with interest in Endocrinology. Y5 tutor for Keele Medical school and OPAT Lead
Dr Ahmed Mohamed	Consultant Acute and GIM physician
Dr O Mohd Salih Abdalla	Consultant Acute and GIM physician
Dr T Govindagowda	Consultant Acute and GIM physician
Dr Moinul Hasan	Consultant Acute and GIM physician

Dr Arosha Abeywickrama	Consultant Acute and GIM physician
Dr Razi Khan	Consultant Acute and respiratory physician

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:

- 7.5 Programmed Activities (PAs) of Direct Clinical Care - includes clinical activity, clinically related activity and predictable and unpredictable emergency work.
- 2.5 Supporting Professional Activities (SPAs) - includes CPD, audit, teaching and research. 0.5PA of this time is for attendance for the departmental/governance meetings and is flexible time.

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	AMU	AMU Ward round	DCC	1
	PM	ED	ED Post take WR	DCC	1
Tuesday	AM	Short stay Ward	Short stay Ward round	DCC	1
	PM	SDEC	SDEC cover	DCC	1
Wednesday	AM		SPA	SPA	1
	PM		Admin	DCC	1
Thursday	AM	AMU	AMU Ward round	DCC	1
	PM		SPA	SPA	1
Friday	AM	ED	ED Post take WR	DCC	1
	PM		SPA SDEC cover (1 in 10 rota)	SPA DCC	0.5 0.5
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

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.

Direct Clinical Care

7.5 PAS on average per week (*clinical activity, clinically related activity – one*) Clinical DCC encompasses – AMU/Short stay ward rounds, Post take of new patient in the SDEC/ED or AMU area. One DCC is allocated for clinical admin work.

Of this an average morning inpatient work is to review on AMU is 10 to 12 patients and short stay ward round approximately 12 to 14 patients per short stay ward round. The other primary area of work is on the acute medical take. The average intake of patient per hospital site ranges from 40 to 60 patients per 24hr with each acute physician seeing approximately 10-12 patient requiring post take reviews per four-hour shift. The other part of the acute take is the SDEC work.

This are approximately 20 to 30 patients (20 to 22 new & 8 to 10 follow ups over 12hrs of opening) will be expected to be managed per day when the new SDEC opens. This is supported by the coordination of the nurse in charge of SDEC and the appropriate junior workforce which includes GPs / ACPs / PAs and Junior doctors.

Supporting Professional Activities

2.5 PA on average per week (*includes CPD, audit, Teaching and research*). Please note that 1.0 SPA will be corporate in nature and what this constitutes will be agreed at the time of appointment. The successful candidate is expected to participate in audit, quality improvement services, governance activities, team management and development of acute medical services. 0.5PA of this time is for attendance of departmental/governance meetings and is flexible time.

Special Interest

1PA of a 10PA job plan is available for speciality interest or alternative sub-speciality work.

Out of hours and Weekend covers

- There is a separate GIM rota which is covered by the GIM consultants. Acute physicians do not provide any night time on call cover
- Acute physicians follow a 1:10 rota to provide cover for SDEC area between 1700-2130 hrs on weekdays and 0900-1900 hours on weekends with a rest day provided after weekends on a Tuesday.
- Remuneration for this activity is 1.5 PAs in addition to the 10 PA, but needs discussion following success at the interview.

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"> • MBBS, MB ChB or equivalent medical qualification • MRCP or equivalent • Evidence of a PhD or higher-level education 	✓ ✓	✓

Entry Criteria

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> - 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) - European Community Rights • Broad exposure to medical diseases and their comprehensive management (acute and long-term conditions) • Management of patients with multi-morbidity • Skin in cross-speciality collaboration and/or liaison working 	✓ ✓ ✓ ✓ ✓	

Professional Values & Behaviours

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

<ul style="list-style-type: none"> • Critically reflects on own competence, understands own limits, and seeks help when required. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • 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 	✓	
<ul style="list-style-type: none"> • Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely. 	✓	
<ul style="list-style-type: none"> • Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression. 	✓	
<ul style="list-style-type: none"> • Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. 	✓	
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working. 	✓	
<ul style="list-style-type: none"> • Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way. 	✓	
<ul style="list-style-type: none"> • Demonstrates ability to challenge others, escalating concerns when necessary. 	✓	
<ul style="list-style-type: none"> • Develops practice in response to changing population health need, engaging in horizon scanning for future developments. 	✓	

Patient Safety & Quality Improvement

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