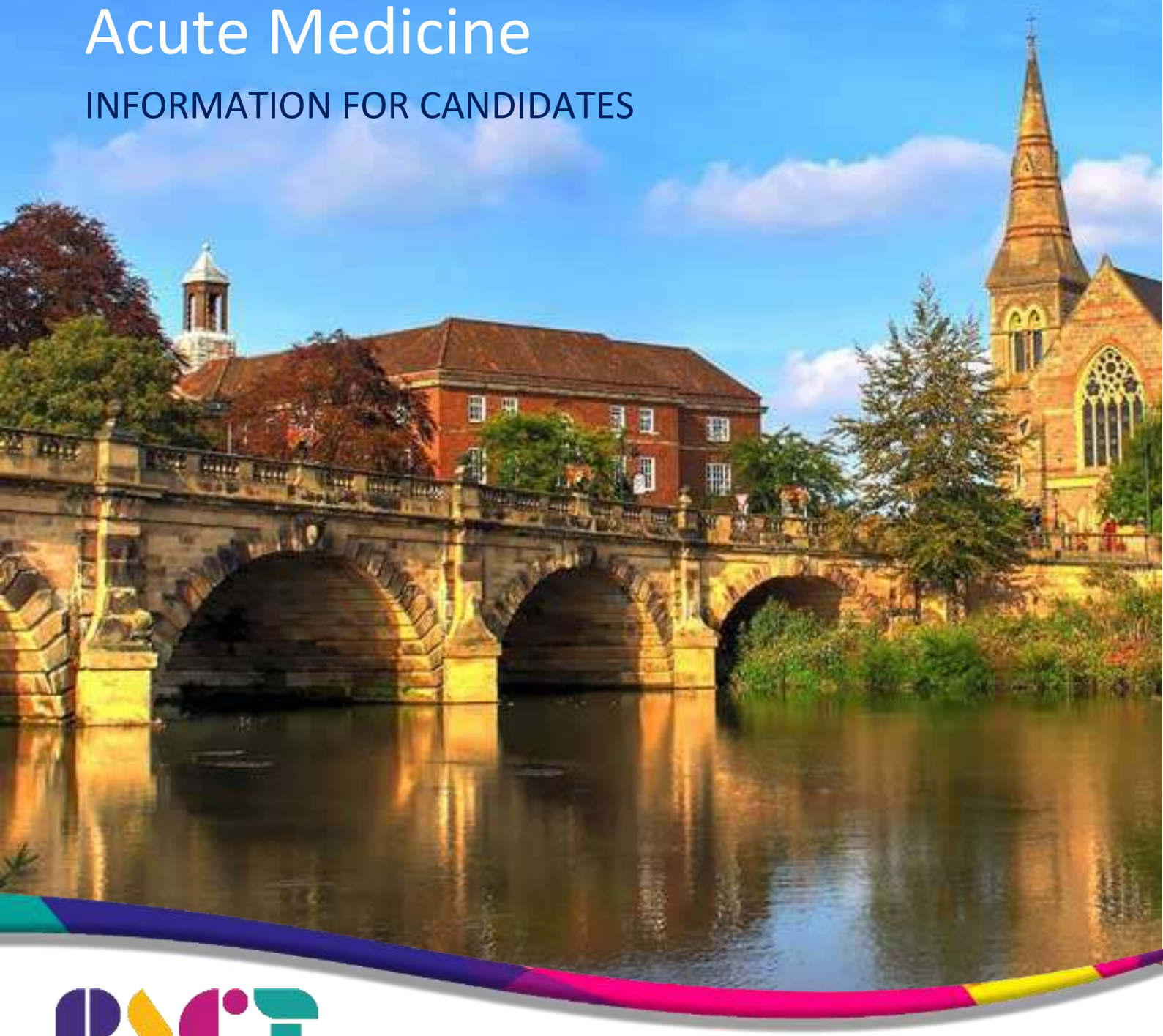
NHS
The Shrewsbury and Telford Hospital
NHS Trust

Consultant Physician in Acute Medicine

INFORMATION FOR CANDIDATES



Partnering Ambitious Caring Trusted

Our Vision and Values

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

Our Vision:

"To provide excellent care for the communities we serve"

Our Values:



About our Vision

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

About our Values

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour.

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About the Trust & Hospital Transformation Programme

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

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

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

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

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

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

As part of our long-term vision, to enhance patient care and service delivery, selected services will be either relocating or moving to a cross-site model in 2028. The changes will further bring together our specialist services into a purpose built, modern environment designed to enhance patient care and provide improved working experience for our teams.

As we are currently actively recruiting to roles across services that will be relocating or changing the way the service is delivered, we want to be transparent with all applicants and advise that successful candidates will be expected to move with the service to the Royal Shrewsbury Hospital when the relocation takes place, in early 2028, or move to a cross-site working model.

The relocation will be managed through a formal management of change process, with full consultation and support provided to colleagues throughout the process. An overview of the services that are moving are included on page five of the job pack.



Overview of Changes

Royal Shrewsbury Hospital will specialise in Emergency Care:

- Emergency Department
- Urgent Treatment Centre
- Critical Care Unit
- Consultant-led Maternity Care
- Children's Inpatient Services
- Emergency and Trauma Surgery with complex, planned and children's surgery
- Emergency Medicine, including Cardiology, Stroke, Respiratory, and Acute Medicine
- Consultant Neonatal Services
- Radiotherapy and inpatient and day Cancer Care and Treatment

The Princess Royal Hospital will specialise in Planned Care:

- Diagnostic Endoscopy
- Vibrant planned care site planned inpatient surgery with medical and surgical inpatients on a planned pathway of care.
- Adult and Child outpatients
- Day case surgery centre
- Midwife led unit
- 24/7 urgent treatment service, which would enable 65% patients who would have attended the traditional accident and emergency medicine department to be seen at PRH
- Dedicated procedure suite for local anaesthetics
- Enhanced rehab facilities and new therapy led wards
- Respiratory diagnostic and treatment centre
- Cancer treatment day unit



A message from our Clinical Director

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 Director I am 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
Clinical Director, Acute Medicine Department

Main Duties & Responsibilities

Clinical

- 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.
- Driving the acute medical take and making sure patients are seen and dealt with efficiently and timely manner.
- Provide advice and when appropriate review of patients when requested by the medical and nursing staff on the acute medical floor.
- Facilitating 'PULL' and 'PUSH' of patients from the emergency department based on SDEC criteria.
- Good communication with Primary Care Colleagues to ensure smooth transition of care of patients once discharged.
- To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.
- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

Organisational

- To work with local managers and professional colleagues in the employing Trust in the efficient running of the service.
- To be subject to the provisions of the Terms and Conditions of Service, be required to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the local and national employment and personnel policies and procedures.
- To participate in the Continuous Professional Development and the Trust's appraisal scheme.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by Shrewsbury and Telford hospital NHS Trust.

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.

Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level - from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction — between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times.
Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.
Empower - Enable people to be active participants in their care and work.
Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included.
Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

Job Description

Job Title:	Consultant Physician in Acute Medicine
Grade:	YC72
Division:	Medicine and Emergency Care
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	10 Programmed Activities
Duration:	Permanent
Salary:	£113,565 - £150,569 per annum

Job Summary

The Shrewsbury and Telford Hospital NHS Trust is looking for an enthusiastic individual with a passion to support the transformation programme of the trust moving into a single site emergency hospital who will be predominantly based at The Royal Shrewsbury Hospital, with responsibilities across both hospitals' sites.

The successful candidate 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. We are looking for individuals motivated enough to take on a leadership role in the department as a part of this job and share a CD role based at Royal Shrewsbury Hospital. This will be renumerated separately.

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.

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 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. Department has undergone substantial expansion in the last 12 months with increase in bed base at the PRH site. We are really excited about the opening of two

new assessment units at each site called Acute assessment unit which predominantly receives patients referred from primary care. Our SDEC activity has shown consistent and steady improvement over the last 18 months surpassing the national requirements.

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.

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 is 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 is 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.

Ward areas

- RSH AMU and AAU
- RSH SDEC
- RSH SSW
- PRH AMU and AAU
- PRH SDEC
- PRH SSW

Current Medical Staffing

Consultants

Dr N Ahmad	Consultant in Acute Medicine and Respiratory, Clinical Director
Dr T Ahmad	Consultant in Acute Medicine and Diabetes
Dr R Khan	Consultant in Acute Medicine
Dr J Lin Yip	Consultant in Acute Medicine and Nephrology
Dr A Maharaj	Consultant in Acute Medicine
Dr A Sagdeo	Consultant in Acute Medicine
Dr A Szczerbinska	Consultant in Acute Medicine
Dr I Tanswell	Consultant in Acute Medicine
Dr D Warner	Consultant in Acute Medicine
Dr B Yin	Consultant in Acute Medicine and Nephrology

Dr N Ansari	Locum Consultant in Acute Medicine (CESR candidate)
Dr M Cherukattu	Locum Consultant in Acute Medicine (CESR candidate)
Dr T Govindagowda	Locum Consultant in Acute Medicine (CESR submitted)
Dr M Hasan	Locum Consultant in Acute Medicine (CESR candidate)

Dr I Maqsood	Locum Consultant in Acute Medicine (CESR candidate)
Dr A Mohamed	Locum Consultant in Acute Medicine (CESR completed)
Dr O Mohammed	Locum Consultant in Acute Medicine (CESR Submitted)
Dr M Sadiq	Locum Consultant in Acute Medicine (CESR candidate)
Dr A Shardha	Locum Consultant in Acute Medicine (CESR candidate)
Dr A Teama	Locum Consultant in Acute Medicine (CESR candidate)
Dr R Mahmood	Locum Consultant in Acute Medicine (CESR completed)

SAS Doctors

Dr H Ahmad	Specialty Doctor
Dr G Joseph	Specialty Doctor
Dr G Vajeeharan	Specialty Doctor

Secretarial Support

1.8 WTE Medical Secretaries and 1.6 WTE Support Secretaries across the Consultant team, with additional admin and clerical support within the Department.

Management Structure

Divisional Medical Director	Dr Saskia Jones-Perrott
Clinical Director	Dr Nawaid Ahmad
Centre Manager	TBA
Operations Manager	Emma Peever

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. One DCC is allocated for clinical admin work.
    - **Morning Inpatient Reviews (AMU and AAU):** On average, acute physicians review 10 patients each morning on the Acute Medical Unit (AMU) or Acute assessment unit (AAU).
    - **Short Stay Ward Rounds:** Each short stay ward round typically involves 12 - 14 patients.
    - **Acute Medical Take in ED**: The average intake per hospital site is 40 - 60 patients over 24 hours.

Each acute physician is responsible for approximately 10 - 12 post-take reviews per four-hour shift between 0830-1700 hours

- **Same Day Emergency Care (SDEC):** SDEC service runs from 0830-2130 hours divided into 3 shifts and on average will manage 30-35 patients per day at each site, including new and follow ups. This work is supported by a well-structured team, including the nurse in charge of SDEC, alongside a dedicated junior workforce comprising GPs, ACPs, PAs, and junior doctors.

2.5 Supporting Professional Activities (SPAs)

- **0.5 SPA (Corporate):** This allocation will focus on corporate responsibilities, with the specific scope agreed upon at the time of appointment.
- **0.5 SPA** for supervision and teaching/training
- The successful candidate will be expected to contribute to:
    - *Audit and quality improvement initiatives*
    - *Clinical governance activities*
    - *Team management and leadership*
    - *Development and enhancement of acute medical services*
- **1.5 SPAs:** Dedicated to Appraisal and revalidation

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	Ward round	DCC	1
	PM	SDEC	Post take	DCC	1
Tuesday	AM	AAU	Ward round	DCC	1
	PM	Non-working	Non-working	N/A	0
Wednesday	AM	ED	Post take	DCC	1
	PM	SPA	SPA	SPA	1
Thursday	AM	AMU	Ward round	DCC	1
	PM	SPA	SPA	SPA	0.5
Friday	AM	Admin	Admin	DCC	1
	PM	SPA	SPA	SPA	1
Unpredictable / emergency on-call work		SDEC	Post take	DCC	1.5
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.

On-call and cover arrangements

- There is a separate GIM rota which is covered by GIM consultants, so there are no GIM on calls attached to this job.
- The post holder will be covering SDEC as a part of their out of hours commitment on a 1:20 rota working 17:00 - 21:30 on weekdays with weekend and bank holiday working from 09:00 - 19:00.
- There are no on call supplements attached to this job as there are not overnight on call commitments.
- There will be prospective cover for annual leave, and duties will need to be swapped during times of taking leave.

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 allinformation is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

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

- Participate in statutory and mandatory training as appropriate for the post.
- Maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct.
- Take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates.
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the NHS Knowledge and Skills Framework outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and reportabuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be

implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance insafeguarding children, young people and vulnerable adults.

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

- You are familiar with and adhere to the Trust's Safeguarding Children Procedures and Guidelines.
- You attend Safeguarding Awareness Training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we canmake a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport, and waste.

Continuous Improvement

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

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

No Smoking Policy

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

Miscellaneous

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



Person Specification

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

QUALIFICATIONS

CRITERIA	ESSENTIAL	DESIRABLE
• MBBS, MBChB or equivalent medical qualification	✓	
• MRCP or equivalent	✓	
• Evidence of a PhD or higher-level education		✓

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)	✓	
• Broad exposure to medical diseases and their comprehensive management (acute and long-term conditions)	✓	
• Management of patients with multi-morbidity	✓	
• Experience in cross-specialty collaboration and/or liaison working	✓	

GENERIC CAPABILITIES FRAMEWORK

Professional Values & Behaviours

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

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

Leadership & Team Working

CRITERIA	ESSENTIAL	DESIRABLE
• Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.	✓	
• Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.	✓	
• Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and 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.	✓	