



The Shrewsbury and
Telford Hospital
NHS Trust

General Practitioner with Extended Role (GPwER) in Gastroenterology

INFORMATION FOR CANDIDATES



Our Vision and Values

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

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



About our Vision

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

About our Values

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

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

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

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

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About the Trust

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

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

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

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

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

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

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

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



A message from our Clinical Director

Dear candidate

I am delighted you are interested in joining us on a 24-month programme to support the development of several GPwER in Gastroenterology across the Midlands. You do not need any prior Gastroenterology training to be eligible for this role. You will work alongside a Gastroenterologist in an outpatient clinic for 1 session per week, learning to consult patients with Gastrointestinal issues in a supervised and supported environment. Alongside this 'on-the-job' training, we will provide an educational programme to support your learning, with a monthly education session, and guided independent study. We aim to build an active community of like-minded GPwER in Gastroenterology across the Midlands sharing experiences, training, resources, and innovation. The wider aim of the programme is to develop GPwER working across primary and secondary care in innovative roles supporting Gastroenterology waiting lists and pathways, whilst creating rewarding and interesting careers.

We provide acute hospital services at our trust. We are committed to diversity, inclusion and equality of opportunity for everyone, and pledge to reflect it in our workplace. We firmly believe that a rich mix of experiences & backgrounds are vital to shaping a stronger organisation. I wish you every success with your application to join this team.

This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with the Gastroenterology team at SaTH via Charlotte.Hunt9@nhs.net.

Best wishes

**Dr Charlotte Hunt, Clinical Director for Gastroenterology
Gastroenterology department.**



Main Duties and responsibilities

Clinical responsibilities

- The appointee will be expected to share responsibility for the delivery of high-quality care to the patients presenting to the Gastroenterology Service.
- The successful applicant will be expected to complement the specialist interests of the existing Gastroenterologists within the County.
- To support the clinical decision making of junior medical and nursing staff.

Education and training

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements.
- To participate in the undergraduate teaching programme.
- Interface between general practice and secondary care to improve patient pathways

Audit (as agreed with Clinical Lead)

- To promote evidence based practice and respond appropriately to NICE guidance.
- To change own and others clinical practice in response to new clinical developments.
- To undertake and supervise relevant clinical audit topics.
- To be involved in risk management and quality assurance.
- To remain up to date and engaged in CPD as per RCP guidelines
- To respond appropriately to complaints and critical incidents.

Clinical Governance

- To undertake all work in accordance with local procedures and operating policies
- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements.
- To participate in an annual Job Planning Review process
- To participate in the Trust's annual Appraisal process
- To adhere to Trust Adverse Clinical Incident Policy

Management (as agreed with Clinical Lead)

- To provide medical information for the development of systems appropriate for Trust needs
- To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department
- To attend other departmental, Divisional and Trust meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Trust procedures and operating policies

Teamwork

- To work within the framework of team decisions.
- To take a whole systems approach to working with the wider health community
- To show initiative, enthusiasm and flexibility



Job Description

Job Title:	GP with extended role in Gastroenterology
Grade:	GPwER
Division:	Surgery, Anaesthetics & Cancer
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	Year 1 -1.5PA and Year 2 – 1PA
Duration:	24 months
Contract:	The appointment will be subject to the Terms and Conditions of Service of Specialty Doctor (England) 2021 OR Specialist (England) 2021 and salary will be based on the same.

Job Summary

We are currently recruiting innovative and enthusiastic GPs across the Midlands to join an exciting new programme aimed at developing GPwER in Gastroenterology. We are offering a 24-month training programme to support the development of several GPwER in Gastroenterology across the Midlands. You do not need any prior Gastroenterology training to be eligible for this role. You will work alongside a Gastroenterologist at your local hospital in an outpatient clinic for 1 session per week, learning to consult patients with general Gastroenterology presentations in a supervised and supported environment.

The Post

We are offering a 24-month training programme to support the development of several GPwER in Gastroenterology across the Midlands. You do not need any prior Gastroenterology training to be eligible for this role. You will work alongside a Gastroenterologist at your local hospital in an outpatient clinic for 1 session per week learning to consult patients with general Gastroenterology presentations in a supervised and supported environment. Alongside this 'on-the-job' training, we will provide an educational programme to support your learning, with a monthly education session, and guided independent study. We aim to build an active community of like-minded GPwER in Gastroenterology across the Midlands sharing experiences, training, resources, and innovation. The wider aim of the programme is to develop GPwER working across primary and secondary care in innovative roles supporting Gastroenterology waiting lists and pathways, whilst creating rewarding and interesting careers.

The Department

Doctors who are enthusiastic about working in a strong team of committed Gastroenterologists to deliver excellent care to patients across a variety of clinical settings will be rewarded with a wide and comprehensive clinical experience.

The postholder will support our 13 substantive consultants and 2 Specialist Doctors across the Royal Shrewsbury Hospital and Princess Royal Hospital. The service has Special Interests in Hepatology, advanced therapeutic endoscopy, inflammatory bowel disease, nutrition and education.

Birthplace of Charles Darwin, Shrewsbury is set amidst the glorious Shropshire countryside near to the Welsh Borders and is one of England's finest medieval market towns. The town has over 600 listed buildings including the Castle and the Abbey (home of the fictional Brother Cadfael).

Consultants

Dr J R Butterworth	Consultant Gastroenterologist
Dr E Harrison	Consultant Gastroenterologist
Dr C Hunt	Clinical Director & Consultant Gastroenterologist
Dr I Ishtiaq	Consultant Gastroenterologist
Dr J I W Jones	Medical Director & Consultant Gastroenterologist
Dr D G Maxton	Consultant Gastroenterologist
Dr M S H Smith	Endoscopy Clinical Lead & Consultant Gastroenterologist
Dr U Thalheimer	Consultant Hepatologist
Dr H Glover	Consultant Gastroenterologist
Dr J Franklin	Consultant Gastroenterologist
Dr K Desai	Consultant Gastroenterologist
Dr R Mathew	Consultant Gastroenterologist
Dr M Waqar	Consultant Gastroenterologist

Specialist Doctors

Dr H Elsayed	Specialist Doctor
Dr Z Siddique	Specialist Doctor

Specialist Nurses (Clinical Endoscopists)

S Harnden	Endoscopy Training Lead & Advanced Nurse Practitioner in Endoscopy
P Brayford	Advanced Nurse Practitioner in Endoscopy
K Phelps	Clinical Endoscopist
S Ryan	Clinical Endoscopist
K Barber	Clinical Endoscopist
M Meredith	Clinical Endoscopist
D Golding	Clinical Endoscopist
L Kendall	Clinical Endoscopist

P Evangelista	Clinical Endoscopist
G Paparella	Clinical Endoscopist
I Conway	Clinical Endoscopist

Specialist Nurses in IBD

S Edwards	IBD Clinical Nurse Specialist
S Bartlam	IBD Clinical Nurse Specialist
E Roberts	IBD Clinical Nurse Specialist
M Gadsden	IBD Clinical Nurse Specialist
K Butterworth	IBD Clinical Nurse Specialist

Specialist Nurses in Hepatology

C Owen	Hepatology Clinical Nurse Specialist
J Williams	Hepatology Clinical Nurse Specialist
L Fabros	Hepatology Clinical Nurse Specialist
J Tan-Robles	Hepatology Clinical Nurse Specialist

Specialist Nurses in Upper GI Cancer

J Gledhill	Upper GI Clinical Nurse Specialist
A Bailey	Upper GI Clinical Nurse Specialist

Our Services

Endoscopy

Endoscopy services are provided on both The Princess Royal Hospital and Royal Shrewsbury Hospital sites and have been carrying out approximately 21,000 endoscopies per annum. Our Endoscopy Department is Joint Advisory Group (JAG) accredited. Shrewsbury and Telford Hospital is a spoke site, linked with Wolverhampton to provide immersive training across the west midlands.

We operate up to 9 endoscopy rooms across Shropshire. We provide a wide range of diagnostic and therapeutic procedures, including bowel cancer screening, advanced EMR/ESD, pancreaticobiliary endoscopy techniques and of relevance to this post pouchoscopy and surveillance chromoendoscopy.

We are a JAG approved centre to run Basic Skills Colonoscopy courses, Upper GI courses, and TTT courses. You will be expected to complement and enhance the current service. The Consultants are supported by Specialist Nurses in Endoscopy, Inflammatory Bowel Disease, Nutrition, and Upper GI cancer, Viral Hepatology, Chronic Liver Disease, GI Physiology and Bowel Cancer Screening. We carry out high resolution oesophageal manometry, 24hr impedance and 24 pH studies and in addition, we offer the BRAVO capsule (96hr pH telemetry service for selected patients). There is a close working liaison with the Upper and Lower GI Specialist Surgical teams.

The department currently uses Olympus scopes, with a range of 260/290 series scopes. The endoscopy suites are equipped with 290 series stacks. A few rooms will be fitted with the state of the art EVIS x1 series stack.

- Diagnostic and Therapeutic Upper GI Endoscopy
- Flexible Sigmoidoscopy/Colonoscopy including "large polyp" service (EMR/ESD)
- ERCP
- Endoscopic Ultrasound
- Bowel scope and Bowel Cancer Screening
- PEG / Gastrostomy
- Transnasal Endoscopy
- Bronchoscopy / EBUS

Nurse Led Services

- Upper GI Cancer Clinical Nurse Specialists
- Capsule Endoscopy
- Day-case paracentesis
- Breath Tests
- Oesophageal Motility & 24-Hour PH Measurement
- Fibroscan
- Hep C Clinic
- Paracentesis
- Nutrition
- IBD Clinical Nurse Specialists
- Bowel Cancer Screening (Bowel Scope)
- Biologic infusion service
- Cystosponge

Job Plan

The job plan will be for 1.5 sessions per week as below in year 1 and 1 session per week in year 2

- 1 session of clinical experience within Gastroenterology outpatient clinic. This clinical session will be flexible around the availability of the GP / Consultant supervising the role. (Year 1 and 2)
- 0.5 session of clinical learning, to include a 12-month education programme delivered online. This will include a mixture of teaching sessions (usually delivered on Wednesday afternoons on a monthly basis), interactive case studies, written assignments and self-directed learning. (only during year 1)

General Conditions

Annual Leave

Doctors upon first appointment to the Specialist grade shall be entitled to annual leave at the rate of 27 days a year.

Doctors who have completed a minimum of two years' service in the Specialist grade or Specialty Doctor grade and/or in equivalent grades or who had an entitlement to 32 days of annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of 32 days per year.

Doctors who have completed a minimum of seven years' service in the Specialist or Specialty Doctor grade and/or equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of 33 days per year.

Study and Professional Leave

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 Leave across a 3 year fixed period.

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 post-holder will be expected to undertake appraisal and to respond to any identified development needs
- 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.

Accommodation

The Trust offers single residential rental 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
To hold a degree in medicine that is recognised by the GMC (General Medical Council)	✓	
To be a fully qualified GP holding MRCGP	✓	
Previous clinical experience/qualification in Gastroenterology		✓

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
Full Registration and a licence to practise with the General Medical Council (GMC)	✓	
Ability to take a whole systems approach to Gastroenterology work within the context of the hospital as a whole	✓	
Currently working as a GP in a clinical capacity within the Trust area	✓	
Ability to take full and independent responsibility for clinical care of patients	✓	
Familiar with the current structure of the health system, as well as recent initiatives and changes	✓	

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.	✓	
• Ability to supervise junior staff undertaking research 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.	✓	
• Publications in peer reviewed journals		✓