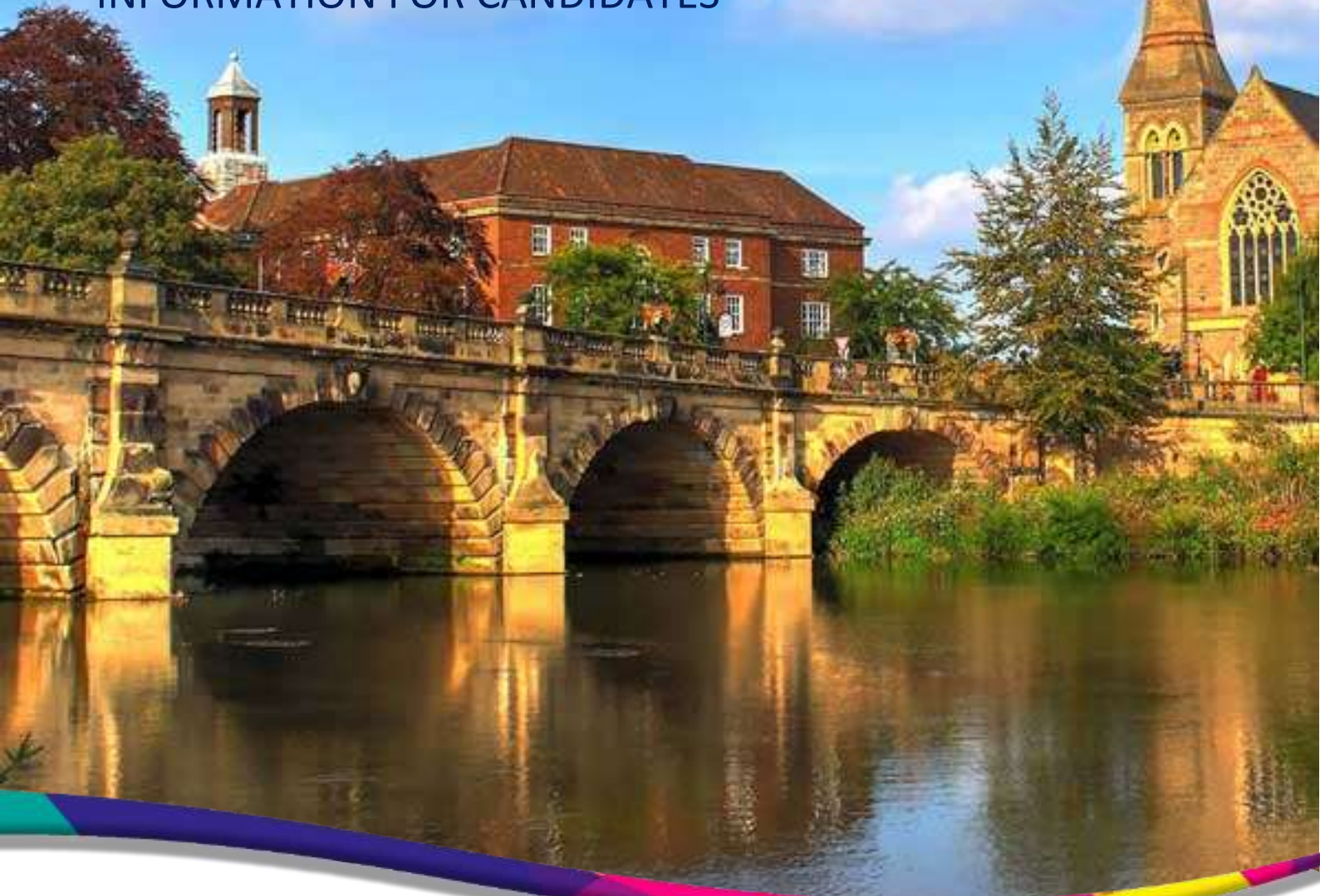




The Shrewsbury and
Telford Hospital
NHS Trust

Locally Employed Doctor (ST1-3 Equivalent) in Neonatology.

INFORMATION FOR CANDIDATES



Contents

About the Trust	3
Main Duties & Responsibilities	6
Job Description	7
The Post.....	8
General Conditions	10
Person Specification.....	14
Our Vision and Values	18

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

Thank you for your interest in joining our Neonatal team at the Princess Royal Hospital.

We are proud of the service we provide to babies and families across Shropshire, Telford & Wrekin and mid Wales. As a designated Local Neonatal Unit within a modern Women and Children's Centre, we deliver high-quality neonatal care in a setting that combines clinical excellence with genuine teamwork.

Our unit is busy, varied and clinically stimulating. We care for babies requiring special care, high dependency support and short-term intensive stabilisation, while maintaining strong links with our regional tertiary centres. This provides excellent exposure and learning opportunities for doctors developing their neonatal skills.

Equally important to us is the culture of the department. We value professionalism, openness and mutual respect. We encourage thoughtful clinical decision-making, early escalation and reflective practice. Our multidisciplinary team, including experienced Advanced Neonatal Nurse Practitioners and dedicated nursing colleagues, works collaboratively to provide safe and compassionate care.

We are committed to supporting the professional development of our doctors. Structured induction, educational supervision, opportunities for quality improvement and involvement in governance are integral parts of the role. We aim to create an environment where doctors can build confidence, develop competence and feel supported in their progression.

If you are motivated, keen to learn and committed to delivering high standards of neonatal care, we would be delighted to welcome you to our team.

We look forward to receiving your application.

Giedre Kayello
Jennifer Brindley

Main Duties & Responsibilities

Clinical

- The post holder will participate fully in the clinical activities of the Neonatal Unit as part of the Tier 1 rota.
- Responsibilities include attending deliveries and leading neonatal resuscitation with Tier 2 support.
- Reviewing babies on the neonatal unit and postnatal wards, and contributing to the day-to-day management of infants in Special Care, High Dependency and short-term Intensive Care settings.
- The role requires timely recognition of clinical deterioration, appropriate escalation, clear documentation and effective communication within the multidisciplinary team.
- The post holder will also contribute to audit, quality improvement and teaching activities.
- 1 in 9 cover on the tier 1 rota.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To follow patients throughout their clinical pathways.

Organisational

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

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



Job Description

Job Title:	Locally Employed Doctor (ST1-3 Equivalent) in Neonatology
Grade:	ST1-3 Equivalent [MT03]
Division:	Women and Children's
Responsible to:	Divisional Medical Director
Professionally Accountable to:	Medical Director
Hours:	40 Hours
Duration:	6 months Fixed Term
Salary:	£54,499 per annum [MT03]

Job Summary

This post offers excellent exposure to a busy Local Neonatal Unit delivering over 4,500 births annually. The successful candidate will be supported in developing clinical and procedural confidence within a structured and consultant-led service.

The Post

The Department

The Neonatal Unit is designated as a Local Neonatal Unit (LNU) serving a population of approximately 500,000. The unit provides care for babies born at 27 weeks gestation and above and weighing more than 800 grams. There are 3 Intensive Care, 3 High Dependency and 16 Special Care cots, alongside a well-established Transitional Care pathway.

The Impact of Reconfiguration on Our Service

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

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

The Neonatal Department

The Neonatal service serves the 500,000 population catchment, with over 4500 deliveries per annum. The service is designated as a Local Neonatal Unit (LNU). Our LNU is supported by the Neonatal Intensive Care Units (or Level 3 units) mainly at the University Hospital of North Staffordshire NHS Trust.

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

The Neonatal Unit is an entirely new, modern high-specification facility. Located on the first floor, it is immediately adjacent to the Labour Suite and Maternity Theatres and Obstetric Wards, with the Postnatal Ward including Transitional Care, Children's Ward, Assessment Unit and Outpatients facility immediately below on the ground level. There is a Seminar/Education facility within the Neonatal Unit, and a comprehensive Education and Simulation Suite immediately below on the ground floor. There are 3 Intensive Care, 3 High Dependency and 16 Special Care cots. In 2020, the Unit delivered approximately 500 intensive care days, 1120 high dependency days, 3,700 special care and 1,700 transitional care days.

There is an entirely separate tier 1 neonatal staffing at all times consisting of 1 FY2, 4 ST1-3 neonatal trainees and Locally employed doctors and 7 Advanced Neonatal Nurse Practitioners (ANNPs). There is separate tier 2 staffing for the neonatal unit consisting of 3 ST4+ neonatal trainees, 5 senior ANNPs, 2 Speciality doctors and community trainees. There are 8 consultants covering the Neonatal unit.

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

The Obstetric Service consists of the Consultant-led Labour Suite (approximately 3900 deliveries per annum), with approximately lower-risk 800 deliveries at the Midwife-led Delivery Unit in Telford. The Obstetric service has 17 Consultants including 2 Subspecialists in Maternal and Fetal medicine with a very active and integrated prenatal diagnostic practice supported by midwifery sonographers.

The Department's Medical Staff

There are currently eight Neonatal Consultants:

Name	Job Role/Specialist Area
Dr Alison Belfitt	Consultant Neonatal Paediatrician, Special interest in Simulation and Family Integrated Care.
Dr Jennifer Brindley	Consultant Neonatal Paediatrician, Clinical Director, Special interest in Simulation and Neonatal Resuscitation.
Dr Deepal Vithanage	Consultant Neonatologist
Dr Sanjeev Deshpande	Consultant Neonatologist, Special interest in Paediatric Metabolic Disorders & BPD
Dr Sagarika Ray	Consultant Neonatologist, Special interest in Neurodevelopmental follow-up
Dr Giedre Kayello	Consultant Neonatal Paediatrician. Special interest in quality improvement.
Dr Moataz Badawy	Consultant Neonatal Paediatrician, Special interest in Transitional Care and PeriPREM.
Dr Saadia Rao	Locum Consultant Neonatologist

Rota Structure (2016 Contract or Full Shift Templates)

The post-holder will be expected to contribute to the bespoke full shift rota which is roughly a 1 in 9. The rota is compliant with the terms and conditions of the 2016 Junior Doctor Contract and WTD and has been carefully designed to maximise training opportunities for doctors whilst maintaining a safe and efficient service, with an even spread of long days and nights. The post holder will be 1 of the 9 doctors contributing to the full shift rota with a weekend frequency of roughly 1 in 3 with 7 night shifts across a 9 week reference period and is prospectively covered for annual and study leave.

Working arrangement

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		
2	8:30 - 21:00	8:30 - 21:00			8:30 - 21:00	8:30 - 21:00	8:30 - 21:00
3			8:30 - 21:00	8:30 - 21:00	8:30 - 16:30		
4	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		
5	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00
6	00:00 - 9:00		8:30 - 16:30	8:30 - 16:30			
7	20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00		
8	8:30 - 16:30	8:30 - 16:30		8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30
9		8:30 - 16:30	8:30 - 16:30	8:30 - 16:30	8:30 - 16:30		

General Conditions

Annual Leave

The annual leave entitlement for the post holder will reflect the terms and conditions of the 2016 Junior Doctor Contract for doctors and dentists in training. The annual leave year will run from the start date of the doctor's appointment. Based on a standard working week of five days:

- On first appointment to the NHS: 27 days
- After five years' completed NHS service: 32 days

As leave is deducted from the rota before average hours are calculated for pay purposes, leave may not be taken from shifts attracting an enhanced rate of pay or an allowance. Where a doctor wishes to take leave when rostered for such a shift or duty, the doctor must arrange to swap the shift or duty with another doctor on the same rota. It is the doctor's responsibility to arrange swaps but all reasonable steps to facilitate the arrangement of the swap will be made.

In addition to annual leave entitlement, the appointee will be entitled to 8 paid General Public Holidays. In the case of part time staff this entitlement is pro rata.

Study Leave

Study leave includes but is not restricted to participation in:

- Study
- Research
- Teaching
- Taking Examinations
- Attending conferences for educational benefit
- Rostered training events

The appointee will be entitled to 10 days of Study Leave over a fixed 12-month period with a set budget.

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.

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. 	✓	
<ul style="list-style-type: none"> • NLS. 	✓	
<ul style="list-style-type: none"> • Safeguarding training – Level 3. 	✓	

ENTRY CRITERIA

CRITERIA	ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Full Registration and a licence to practise with the General Medical Council (GMC) 	✓	
<ul style="list-style-type: none"> • 2-3 years post-graduate study with demonstrable equivalent experience and/or completion of NHS foundation 	✓	
<ul style="list-style-type: none"> • Core/specialist training years 1 and 2 with 1-year neonatal experience. 	✓	
<ul style="list-style-type: none"> • Competent to work without direct supervision. 		✓
<ul style="list-style-type: none"> • The ability to work effectively within a multidisciplinary team, recognise clinical deterioration and escalate appropriately is required. 	✓	
<ul style="list-style-type: none"> • Able to conduct practical procedures required of the post. 	✓	
<ul style="list-style-type: none"> • Evidence of engagement in audit, quality improvement or teaching activities 		✓

GENERIC CAPABILITIES FRAMEWORK

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). 	✓	
<ul style="list-style-type: none"> • Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives 	✓	
<ul style="list-style-type: none"> • Applies basic human factors principles and practice at individual, team, organisation, and system levels. 	✓	
<ul style="list-style-type: none"> • 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. 	✓	
<ul style="list-style-type: none"> • Advocates for, and contributes to, organisational learning. 	✓	

<ul style="list-style-type: none"> Reflects on personal behaviour and practice, responding to learning opportunities. 	✓	
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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. 	✓	
<ul style="list-style-type: none"> 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. 	✓	
<ul style="list-style-type: none"> Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning. 	✓	
<ul style="list-style-type: none"> Identifies and creates safe and supportive working and learning environments. 	✓	
<ul style="list-style-type: none"> 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

We are committed to delivering safe, effective and compassionate care while supporting staff to develop professionally within a respectful and inclusive environment.

Our Vision

“To provide excellent care for the communities we serve”

Our Values

